

Appendix E

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www.saratogacountyny.gov/departments/sheriffs-office/executive-order-203-advisory-group

Executive Order 203 Compliance Group Meeting Notes

Executive Order 203 Compliance Group

October 27, 2020 Meeting Notes

Members Present: Malta Town Supervisor Darren O'Connor; City of Mechanicville Supervisor Tom Richardson; Undersheriff Rick Castle, Saratoga County Sheriff's Department; Dr. Michael Prezioso, Commissioner of Mental Health & Addiction Services; District Attorney Karen Heggen; Public Defender Andrew Blumenberg; Opal Hinds, Esq.; Assistant County Attorney Michael Hartnett – Advisor to the Group.

This being the organizational meeting of the Executive Order 203 Compliance Group ("Group"), Mr. Hartnett opened the meeting and welcomed those in attendance. He said he is the Assistant County Attorney who had been asked to advise the "Group" in convening and setting up a framework. He thanked everyone for coming. He asked the members to introduce themselves. He said he is not part of this "Group"; but he had been asked by County Attorney Steve Dorsey to attend the meetings and provide support.

Mr. Castle said he is the Undersheriff with Saratoga County. He has been with the County for 31 years. He said he has been involved with some research in this project previously. In 2016, he participated in President Obama's Task Force on reforming the police at that time of the White House. He holds a Master's in Public Administration with concentration in Ethical Leadership.

Dr. Prezioso said he is the Commissioner of the County's Mental Health & Addiction Services. He has been a licensed psychologist for 30 years. His clinical and administrative experience, he was the former Director of the Mental Health and Juvenile Justice Project for the Schenectady County Department of Probation. He was the Director of Inpatient Services at the State Operated Psychiatric Center in Albany for 17 year or 18 years before joining the County in 2014. He has done some consultation with law enforcement as well as provided services in the correctional setting. He is looking forward to working on what this Group is about to embark on.

Mr. Blumenberg said he is the Public Defender for Saratoga County. He was admitted in 1995 to practice law.

Mr. Hartnett said he is the Assistant County Attorney who through that office represents the Sheriff's Office as part of his duties. He also prosecutes juvenile delinquency proceedings in Family Court. He is involved in the juvenile criminal justice process.

Supervisor Ed Kinowski is not a member of this Group and was there as a participant.

Mr. Richardson said he is the Supervisor from the City of Mechanicville and has been for the last 15 years.

Ms. Opal Hinds, Esq. was born and raised in Jamaica and came to America in 1989. She went to school in Syracuse. After she moved to Greenfield and currently lives in Galway with her husband and five children. She has an office in Schenectady and does a lot of work in Family Court. She also does bankruptcy work. She finds the work that she does in the Family Court to be very meaningful.

Mr. O'Connor said he is the Supervisor from the Town of Malta.

Ms. Heggen said she is the Saratoga County District Attorney and has been with the office for 28 years in various capacities. The last six have been as District Attorney.

Mr. Hartnett said the first point of order would be the election of a Chairman. Mr. Richardson made a motion to appoint Darren O'Connor as Chairman. Mr. O'Connor thanked Mr. Richardson for that motion however; he said he hoped Dr. Michael Prezioso would take the role as Chairman. He thinks it would be better coming from angle. Mr. Richardson withdrew his motion. Mr. Richardson asked Dr. Prezioso if he would be willing to accept the Chair

of this Group. Dr. Prezioso said he was. Mr. Richardson made a motion that Dr. Prezioso be Chair of the Group. Mr. O'Connor seconded the motion. Mr. Hartnett asked for discussion. The motion was unanimously approved.

Dr. Prezioso said he would entertain suggestions for the Vice Chair. Mr. O'Connor suggested Mr. Castle be named Vice Chair as he has done so much preliminary work on this and along with his work on the Obama Task Force he thinks it would be helpful to reach the Group's final goal which is to get this product developed, if he could be named the Vice Chair. Mr. O'Connor thinks this will benefit the group. Mr. Richardson seconded that. Dr. Prezioso asked Mr. Castle if he would be willing to accept that. Mr. Castle said he would. The motion was unanimously approved.

Dr. Prezioso said the next item on the agenda is goals and tasks. He said Mr. Castle has spent a lot of time working on this project and asked him to give an outline of things he had identified over time.

Mr. Castle said he has distributed to the Group, a working document more of a draft of the points that need to be addressed by this Group as identified by Executive Order 203. He has tried to give the Group an overview of how things currently function within the Sheriff's Office and this is specific to the Sheriff's Office. There are some items, as far alternatives to incarceration and other issues that we may have to bring in Probation or perhaps the Public Defender and the District Attorney to speak to. He is not intimately familiar with how those things take place so he could use some of that help. He has provided copies of draft policies from the Sheriff's Office. For the last almost four years now, by the direction of Sheriff Zurlo, we have undertaken a process to completely revamp the policies and procedures of the Sheriff's Office starting at page 1. What they have opted to do instead of modifying our existing policies was to start from scratch with model policies and best practices from around the Country and make modifications to those to fit Saratoga County. What they have produced is a draft policy and procedures manual that has been rolled out to their employees for comment. The employees have had the draft for almost a year now and they were ready to finalize them. They have decided to hold off now for this Group's comments as well and for the outcome of the final product from this. The end result, he feels that they are already in pretty good shape with what a lot of what was addressed in the Governor's Executive Order. They have addressed a lot of the policy concerns that were brought up there and they are ready to move forward with whatever suggestions come up. The Sheriff's Office is accredited by the New York State Law Enforcement Accreditation Council, which is a division of the Criminal Justice Services. They have been continuously accredited by them since 1992. Prior to that, they were accredited by the NYS Sheriff's Association since the early 80's. What that means is that the Sheriff's Office meets the standards that are established by them in every way. They are evaluated every five years. They have to keep records annually on their compliance and then every five years they have to demonstrate their compliance to the State. That is not something every police department in New York State has. In fact, the only three in Saratoga County are the Sheriff's Department, the State Police and the Waterford Police Department. It is a major undertaking. A lot of the topics that are discussed in the Executive Order are part of the accreditation process as well. Everyone has had a chance to see the guidance put out by the Governor's Office. The Governor's Office was very clear to point out the fact that some police agencies and municipalities will have a lot of work to do to comply and some won't have as much to do. He said he knows there are some areas in Saratoga County that need to be addressed; but he feels they are in good shape starting out.

Dr. Prezioso said he knows with some of the reading he's been doing that there are different approaches to solicit the input of members of the community that were identified in the Governor's Executive Order. He wanted to open up to discussion how fast to proceed getting that input from folks. That is one of the key features this Group is being asked to do.

Mr. O'Connor said just in reading the brochure that was put out by the Governor's Office they mention a lot of groups that we should be getting input from. Residents who have had interactions with police, residents who have been incarcerated, police unions, educators, housing advocates, LGBT groups, health care leaders, mental health, business leaders, transportation and then legal and academic experts, he thinks there are a lot of people on this Group that have connections to those groups. He said Mr. Blumenberg he might have insight on reaching out to

people who have been incarcerated or interacted with police. Police Unions obviously we will be talking with them. Mr. O'Connor suggested the school superintendents for school districts in the County should be asked for their input. Shelters of Saratoga as an example of housing advocates, we might solicit from. He had received an email a while ago from a health care PhD and she had offered to help this Group. He said about mental health Dr. Prezioso would know who to reach out to. Business leaders, the Chambers, SEDC, the Partnership, we should reach out to them. For legal and academic, there is Skidmore. He suggested a reaching out to all of these and asked about an outline as being used for that.

Mr. Castle said one of the recommendations from the NYS Sheriff's Association is to identify the stakeholders and provide them with that outline of questions to begin the conversations, to provide the topic, current policies and suggested questions. He thinks we will find there will be some groups that may want to submit a written response as opposed to actually coming to a meeting or making a public comment. His suggestion is that an outline that can be sent out either just for them to answer or prior to them coming in to speak. Mr. O'Connor referred to a page in the handout and asked if it could be the handout. Mr. Castle said it could. Mr. O'Connor said it should be as it was very well written.

Mr. Richardson said another group that should be contacted are the smaller police forces such as Mechanicville, Saratoga Springs, and Stillwater. We should get comments from them. Mr. Castle said they are required to go through this process as well. Mr. Richardson said it might be helpful to hear from them and it might be helpful to them as well to gather information.

Mr. Castle said in conversations he has had with other people, these listening sessions as focused listening sessions and not just open free for all. As you mentioned we may have one with police unions where we can bring in those representatives and have discussions with them. We would have separate discussions with faith-based leaders, educators and so on. This would be to keep the conversations on track. There have been instances where the discussions have gone off track, go on for extensive periods and not much useful information comes out of them. His recommendation would be to handle it in separate meetings.

Dr. Prezioso said to summarize we would be talking about separate listening session by identified group and structured discussions at hand as well as opportunity to get feedback in a more structure setting. Mr. Castle added there would be representatives from multiple groups of that sector and not one on one with each group. The group agreed that the clustering of groups with similar interests to get some interplay and information flowing. Dr. Prezioso said when it comes to the collection of comments; a dedicated email could be created. A webpage could be created so members of the community could follow along as these meetings progress. Community members would be able to drop their comments via this email as well.

Mr. Castle said the process does have to be open for the public with a public comment period for the final product produced by this Group. A public hearing will have to be held prior to going to the Board. Mr. Castle asked Mr. Harnett to talk about the timeline.

Mr. Hartnett said the timeline that the Group is up against is somewhat stringent. Any report the Group comes up with has to be submitted to the Board of Supervisors to adopt after public comment. They can change it/modify it as they see fit. It has to be passed through the Board of Supervisors by April 1st of 2021. The Board traditionally meets on the third Tuesday of the month so the report will need to be adopted in March. The report will need to be brought through the Public Safety Committee in February. The Board will have a public comment period and hold a public hearing. Since we are almost into November, this is a short timetable to collect the input and go through this process.

Mr. Kinowski asked the Chairman if he could comment, as he is not a member of this Group. He said he thinks this has been done a number of times through engineering review and things of that nature, where an engineering firm goes out and does a questionnaire virtually through a website. We are being pushed in to computers no matter

where you go if you develop a website, develop those questions, have the meeting minutes/notes, so everything is captured it may become voluminous but at least you have captured it all. You attempt to respond to it all the best you can. Then it goes to public hearings all the data is in one area and that is key.

Mr. Castle said he and Dr. Prezioso have had a conversation with IT about that. Ms. Hinds said that is a good idea. Dr. Prezioso we will move toward a tech based survey, update, minutes. Mr. Castle said the outline that was produced will be very easy to turn into a google survey that can be pushed out. Mr. O'Conner said all the towns could post links on their websites. He asked what the timing on that would be. Mr. Castle said he would have an answer the next day. He was meeting with Ms. Bennett the IT Director. He will ask about the timing of the creation of a website.

Dr. Prezioso said we have an approach we want to adopt. We want to talk with IT, create a website to make this accessible for folks. The shared outline will be the basis of what we use to solicit input. We will keep the timeline in mind and do our due diligence to work towards those deadlines. He recognizes the stakeholder groups have been identified, how do we want to approach reaching out to those groups. Mr. Hartnett said the categories have been identified as well as what groups fall into those categories. Mr. Castle said there has been discussions on the categories but don't necessarily have the names of each group. He said he would send out to the Group the information he has and Group members can add to the lists. He thought personal contact would work best due to the time restrictions. He added most of the groups are relatively easy to get ahold of especially those who are anxious to participate. Mr. O'Connor asked if he should wait for the list before sharing the outline with people. Ms. Heggen said as Mr. Kinowski suggested having a central location for the information rather than going off in all directions would be important. Mr. Castle said if we are going electronic, the best way to handle this would be to point everyone to the electronic version of it. Dr. Prezioso said the towns could post a link on their websites pointing them to whatever it is we come up with for a site. Mr. Castle said it would be provided to anyone who would come and speak to the Group.

Ms. Heggen asked if now would be a good time to discuss assigning areas for the Group members to contact so that it is not a heavy lift for one person. Dr. Prezioso said everyone's input and outreach will be helpful in this. He is wondering if Mr. Castle could send out the list. Then, Group members could speak up about which sub-set of the list you are most connected to. That will assist in identifying who will cover each area and then move ahead from there. Mr. Castle said there will be some additional information added to the outline that has been talked about. Mr. Castle said he has shared from a Sheriff's Department perspective what groups they deal with. He will be looking for input from a Public Defender, District Attorney and Mental Health about services provided by the County. This is to be an all-inclusive report not just how to change policy within the Sheriff's Office but within the services provided by the County of Saratoga as a whole. Dr. Prezioso said this is the time to look at how well integrated and coordinated our services are when it comes to providing services to the residents.

Mr. Kinowski asked the Chairman if he could provide another possible item. He said this might be directed to Supervisors Richardson, O'Connor, and perhaps himself. The scope of this seems to be very significant and the timeline very short. This group of people all have their jobs. He asked if a part time person could be identified to assist maybe in the BOS Office to filter information to and to send back out. He said it has been done before where the County has given additional assistance and this may be the time to do this again. Mr. Castle said within the Sheriff's office he has surveyed his staff and is putting together a group in his office to assist him. He has staff that is very anxious to participate in this process. Once this goes out electronically we may see a high volume of responses and will need to be looked at on a daily basis. The responses will need to be catalogued by specific groups and that information gets to the right person.

Dr. Prezioso summarized by saying they would check with IT and check with Group members to see what additional support we might be able to get. We need to compile a list of groups to divide to reach out to. The list will be added to as more work is done to prepare the list. He asked for other items that members would like to discuss before moving on.

Mr. O'Connor asked about public meetings. He said one of the guidelines is to hold public meetings. Is there an idea on where these meetings would occur and would it be the Board Rooms. He asked if there is another place, the members were thinking and how the Group will go about participation by electronic means and/or in person.

Mr. Castle said the recommendation would be to conduct these meetings the same way the Board meetings are conducted. Public comment period can be posted. The public hearing will need to be held prior to the adoption. He thinks this can be done electronically where people can sign up to speak. Participants will come to speak and that will fill the requirement for a public hearing.

Mr. Richardson said he thinks this should be handled the same way the Board handles their Board meetings. There should be call in information provided and added the public isn't allowed into the meetings at this time. Mrs. Wright said for public hearings there is an email set up that comments can be emailed to. When comments are emailed, Mrs. Wright shares them with the Board. She said if someone from the public wants to speak at a Board meeting under public input, she asked comments be emailed to her and she reads them at the Board meeting.

Mr. Castle said if the County Attorney's Office is comfortable with that procedure then comments could be handled the same way. Mr. Hartnett said he is comfortable with comments being submitted in writing versus oral. Mr. Hartnett said, because of COVID the procedures the Board is following is working for them. The public is not allowed into the actual Board Rooms due to restrictions on capacity. He said the same would be true for this Group. He said, for the first part of this process, collecting the comments, there is a question of the Open Meetings Law. He said this is an advisory group so this is not subject to the Open Meetings Law; however, the whole purpose of this is one of transparency and openness. There is a balance to be struck so the more open the Group makes it the better it will be. The public will have more confidence in the process if it remains open. Mr. Hartnett added with the COVID restrictions having the capability to receive emailed or written comments will check all the boxes.

Mr. Richardson said for example if this Group has a meeting with all Superintendents of schools, will they be on the phone. He asked if they would be able to come to the Board rooms. Mr. Castle clarified that this will be people this Group invites to come speak and not the general public. Mrs. Wright said invited speakers would be allowed into the Board rooms but reminded the Group only 50 people could be in person in attendance. Mr. Castle said a call in number would be provided for the public to listen and a separate number for speakers not able to attend in person.

Mr. Hartnett suggested a sign up tool be used. He said using the school superintendents as an example if the survey is sent to them and there is an overwhelming response; he suggested a sign up tool. If the number attending appears to exceed the threshold, a second meeting can be scheduled. An alternate solution would be to encourage written submissions or have participants call in. Mr. Castle said WebEx gives him the ability to select callers to unmute. This will allow the control of background noise.

Dr. Prezioso said there are multiple opportunities for people to participate. They will be invited to participate in person or on the phone. The general public will be on the phone only with the opportunity to submit their comments in writing.

Mr. Blumenberg asked if we were restricting comments to the outline. Mr. Castle said he didn't think the comments should be restricted to the outline. He added the outline are his visions. Someone may have more or different ideas. We should welcome all comments. Mr. Blumenberg said then it would be an open discussion. Mr. Castle said within the discipline. Dr. Prezioso said it is a semi-structured engagement where we are providing specific prompts for response but there are also triggers for things that may be off the topic. Mr. Richardson added who knows what the Group may add from other individuals.

Mr. Castle said we will have to crunch numbers with the Public Defender and the DA's offices. One of the questions was about discussing specifically with communities that have high incident of law enforcement engagement.

Saratoga County is a diverse county but not as diverse as the counties around us. More research and discussions will need to take place when it comes to diversification.

Ms. Heggen said the Group is at a great starting point. She appreciates the work that has gone into this. She finds it is easier to react to something in this setting rather than try to create it. She appreciates the openness and willingness to have other things added to it.

Mr. Castle said there have been discussions nationwide about law enforcement and its evolution over 30 years. The way things are handled are different now than then. Law enforcement's responsibilities in what they handle has grown expeditiously. There is one question about diversion programs and is that something that should be handled at the Sheriff's level or the District Attorney's level. The Sheriff's office through their School Resource Officers is familiar with the school to prison pipeline that are worried about in some communities. The Sheriff's office is working to avoid that through their SRO's and the SRO's working with the school on disciplinary issues.

Dr. Prezioso asked for input on the schedule of meetings. Mr. O'Connor said this Group to be aggressive on this. There isn't much time looking at the calendar to hold these meetings especially with the holidays coming. He thinks it's important to be aggressive and to realize that on some scheduled meeting days not all members of this Group will be able to attend. We need to go ahead with meetings or we will never be ready by February. Dr. Prezioso agreed. He asked when this Group should meet next and how long do we budget for time. Mr. Richardson said he did not know if this Group should meet once every other week or once every week. We are the count down. Mr. Castle said if we can work it in, this Group should meet weekly. There are already groups that have been identified that we have to meet with. He said the law enforcement group is a group that is very easy to get together. He suggested that could be a meeting for next week or the week after. The mental health, domestic violence and substance abuse groups should be easy to get to. If we deal with the readily available groups and fill up the next few weeks, it will get the process going and not put off meeting.

Dr. Prezioso suggested picking a set day and time for the meetings going forward. He said the group he would gather meets each month. He could use that meeting to distribute information. Mr. Castle asked if there were any issues with attending that meeting versus asking the participant to attend a Group meeting. Mr. Hartnett said how this Group solicits and gathers the public input is ambiguous and not identified in the Executive Order. It is up to the Group to come up with a process. If there is a stakeholders group that is identified and they are already meeting and want to discuss the questionnaire and get responses back to us he thinks that's perfectly fine. He said if this Group wanted to meet at that time and invite them all that would work too.

Ms. Heggen said she finds it easier to have a set time so she knows what she's working around. That doesn't preclude meeting other times. If she knows, what day of the week and at what time it will be easier to work with. Dr. Prezioso said it would be easier for his schedule to work that way as well. What Ms. Heggen suggested is very true. Mr. Hartnett said to follow up with regards to the Open Meetings Law, this Group is going above and beyond by making these meetings accessible to the public and will continue to do so. Mr. Castle asked Mrs. Wright if she could get back to Dr. Prezioso with a day of the week and time that works best for the Board room schedule. Mrs. Wright said mornings would work better. She said the County's committee meetings are held in the afternoons. Mr. Castle asked if Wednesday's at 10:00 a.m. would work for the Group. Mr. Richardson said first thing in the morning is best for him. Mr. O'Connor agreed. Dr. Prezioso suggested 9 a.m. or 10 a.m. Ms. Heggen said if there were an issue, she would rather deal with it and then attend a meeting. That would work better than being at a meeting and having to leave. Ms. Heggen said the suggestion of 10 am would be best. Mr. Castle agreed it would be a better time for him.

Dr. Prezioso suggested Wednesday's from 10am to 12pm. The members of this Group decided this time with the exception of November 11th. This is Veterans Day and the County offices are closed. Tuesday, November 10th will be the alternate date for that week.

Mr. Kinowski said there might be Supervisors that want to attend these meetings. He asked how much interaction or interruption for comments/questions would the Chair of this group allow. He said the Supervisors might have input they would like to give. How does the Chair see this happening? Mr. Richardson said written questions/comments would be his suggestion and then the Group could respond to them. Mr. O'Connor said he is comfortable either way. He added certainly if it gets difficult to get through business but it is good to have Supervisors look in. That is the group to that will ultimately have to adopt the report. It's not a bad idea to have that input on an ongoing basis; particularly the Public Safety Committee. He does see Mr. Richardson's point because we do have to finish what we are doing and not get distracted. We have to find some way to keep the Supervisors from taking up too much time. Dr. Prezioso asked for concrete guidance around that. He would like help balancing out feedback from the floor. Mr. Richardson was thinking if a Supervisor has an idea or a comment it should be submitted to this group in writing. If the whole Board/Committee were to show up at these meetings and offer comment/ask questions, we could be sitting in the meeting for 3 or 4 hours without limiting. If the comments were submitted in writing, then the Group could review them and respond. Mr. Richardson said we are on a short time frame and need to get this done.

Dr. Prezioso said we are looking for comments from the participants we invite, are we looking to cap the time speaking is allowed. Mr. Harnett said it was his understanding public comments would be in writing. Mr. Richardson said if we invite groups in to speak to/with us how much time would we give each person to speak to us. He thought five minutes is a long time. Mr. Castle said he would hope the groups would provide written responses and provide the speaking time to summarize their comments. Mr. O'Connor said it could be played by ear to a certain extent, and if there is time for additional comments, that can be granted. Dr. Prezioso thanked the group for this suggestions/guidance. Ms. Heggen said giving the speaker an expectation of time allow would be important. The time allowed should be consistent with each participant.

Dr. Prezioso summarized the meetings will be Wednesday's from 10 am to 12 pm. The exception will be Veteran's Day so for that week it will be Tuesday, 11/10 from 10 am to 12 pm. Mr. Castle said the law enforcement would be scheduled for 11/4. Mr. Richardson said he would reach out to school superintendents for meeting on 11/10. Dr. Prezioso said the meeting on 11/18 he would try to get the human services groups together. Mr. Castle said he would contact faith-based groups for them to be included on 11/18. Mr. Richardson suggested the Mechanicville Community Group for the 18th as well. For the meetings, participants will be encourage to submit comments in writing and speakers will be limited to three minutes. Dr. Prezioso said Supervisors will be asked to hold comments to the end and will be encouraged to submit comments/questions in writing.

Mr. Hartnett asked if there had been any consideration or discussion on having the Supervisors and elected officials as a stakeholders group. Mr. Castle said it was a requirement that elected officials be contacted and to include mayors of villages. He said that is something that can be sent out. Dr. Prezioso asked the Supervisors in attendance if there would be a benefit to having a separate group for elected officials/supervisors. Mr. Kinowski suggested waiting on that group to see how these meetings go. Mr. O'Connor said transportation/public transit was a group that was identified. Mr. Castle said Saratoga County isn't a big public transportation county. Mr. O'Connor suggested placing a call on an informal basis.

On a motion by Mr. Richardson, seconded by Mr. Castle, the Group unanimously adjourned.

Respectfully Submitted,

Pamela Wright
Clerk of the Board

Executive Order 203 Compliance Group

November 4, 2020 Meeting Notes

Members Present: Malta Town Supervisor Darren O'Connor; City of Mechanicville Supervisor Tom Richardson; Undersheriff Rick Castle, Saratoga County Sheriff's Department; Dr. Michael Prezioso, Commissioner of Mental Health & Addiction Services; District Attorney Karen Heggen; Public Defender Andrew Blumenberg; Assistant County Attorney Michael Hartnett – Advisor to the Group; Chief Shane Crooks, City of Saratoga Springs Police; Dan Sisto, Counsel to Saratoga County PBA; Ryan Mahan, Saratoga County Deputy Sheriff PBA; Sergeant Michael Shudt, Waterford Police Department; Patrol Sergeant Paul Pecor, Stillwater Police Department.

Dr. Prezioso welcomed those in attendance thanked everyone for coming. He said the Group had met the week before to discuss organization structure. He asked anyone who spoke to announce themselves for those on the phones as well as those in the room.

Dr. Prezioso reminded the Group and those in attendance of the process, which is designed in furtherance Executive Order 203 entitled "New York State Police Reform and Reinvention Collaborative". The Order directs a comprehensive review of current police force deployments, strategies, policy & procedures, and practices for addressing the particular needs of the community served and to promote community engagement to foster trust, fairness and legitimacy. Stakeholders including but not limited to membership and leadership of the local police force, members of the community, interested non-profit and faith based community groups, the local office of the District Attorney, the local Public Defender, and the local officials shall be consulted. Members have identified stakeholder groups, have been or in the process of being identified and will have the opportunity to speak to the Executive Order 203 Compliance Group for 3 minutes each. Members of the public are invited to call in to listen to stakeholder input and Compliance Group discussion. Stakeholders in the public are strongly encouraged to submit comments in written form and a web page is being developed for this purpose and is expected to be available soon. The input will be incorporated in a report to the Board of Supervisors in time to meet the Governor's April 1st 2021 deadline.

Dr. Prezioso asked Mr. Castle if he had a particular order that the invited guests would speak. Mr. Castle said there was no specific order. He did want to note that he had contacted all the police agencies in Saratoga County. The ones represented here agreed to come today. The other agencies were provided with the outline and afforded the opportunity to submit written comments if they didn't want to be in person today. That included the other law enforcement agencies in Saratoga County as well as the Immigrations and Customs Enforcement who may or may not submit written comments and had declined to attend.

Dr. Prezioso asked Chief Crooks to begin.

Mr. Crooks said "I am Chief Shane Crooks with the Saratoga Springs Police Department. A couple things he wanted to bring up and mention at a County level that we could utilize at a City level is that we do not have a City Mental Health or a City Social Services Program. But at the City level, we do have three mental health facilities inside Saratoga Springs. Increasing some sort of type of mobile crisis outreach with a little bit of a faster response or almost a telephonic medicine situation or something along those lines would drastically help us out. We have a large homeless population that is growing inside the City. Some of those also fall in line with the mental health situation. If we could get some sort of Social Services more readily available inside the City, develop a place for them to reach out and get the programs that they need and get those programs whether they are willing to accept that help. That would be greatly appreciated. Other than that, from a working relationship with the Sheriff's Department we have a great working relationship. We work together in many different situations. Our basic needs that I am looking for right now is the increase in mental health. Thank you."

Dan Sisto on behalf of the Saratoga County Sheriff's PBA "Just wanted to touch quickly, basically the heart of these problems comes down to questionable levels of trust amongst different communities throughout the State. That's ultimately, if you had to boil it down to one point, that's why this process is necessary. One of the concerns that our guys have is making sure that the decisions made aren't to, trying to use the words properly, appease or just minimally address the problem in a way that creates a new problem. Without getting into specifics on any legislation that has been or may come about going forward, we want to make sure our voices are heard in that. We want progress. We want to make sure the system is better. We absolutely agree with many of the different

communities that have addressed concerns. There is ability for advancement and proper treatment and fairness. Completely agree with that. What we don't want to do is to have things go so far in a different direction that it creates inadvertent problems. And one of the most, I think, important things to consider going forward is that the problem isn't necessarily always what happens. It's the explanation. It's the exchange of information. It's the understanding from all sides as to why things happen. And personally, I can't say I speak on behalf of all of the members, but I think as a general observer of government for the better part of 25 years of professional experience, we lack both as a police culture as well as government. And explaining what happened after the incident. We are very good at obtaining information. We are very good at reacting to the use of that information. Unfortunately, we are not really all that great, and as our esteemed DA will let you know, there is a lot of times you can't give out information because the process hasn't played out in court. But we have to do a better job of keeping the communities aware that we respect their understanding of the process; that there was a reason for what was done; and making sure that that ultimately is what will quote, unquote appease the communities. An understanding of what is happening. Not just we are going to do what we are going to do and you're not gonna understand why. How we get there that's the big question, obviously. But rather than, in my opinion, government looking to do massive overhauls and then figuring out how they fix that problem, I think we actually have a decent system that if we understood it, explained it, and we operated within that realm we would have a lot less problems. As far as the specifics if anyone has any questions I can come back up and talk about that later. I just wanted make sure we got that on the record. Thank you."

Dr. Prezioso asked if anyone else wanted to speak. With no one else wanted to speak, he opened the meeting up to discussion within the Group. If anyone had any questions for any of the folks who had spoken this morning we can follow up directly with them to.

Dr. Prezioso opened the floor to discussion.

Mr. Blumenberg said there had been indications that the problem was not what happened, but the explanation. He asked Mr. Sisto what his opinion was on universal body cameras.

Mr. Sisto said the body camera issue becomes somewhat contentious. Not in a fact that there is or is not body camera video. His personal belief is more often than not the video is beneficial to both sides being the defense and the police officer; or whether you are looking at it socially the questioning of the police action as well as the administration of the policies thereof. They're generally helpful in that it does explain and give some communication just by visibly watching it. The concerns that come about, he went to a national conference on body cameras, from most of the unions that he deals with is not in and of itself the wearing of the camera. It's the policy surrounding the camera. For starters, the physiology of the body under massive stress, the mind comes in to a tunnel vision. It takes some time, a day or two, for the mind to calm down, process out and remember the specifics. He has been a part of hundreds of police officers, mostly troopers, helping them through the process. The beautiful thing about the camera is it catches what it catches perfectly. The negative part is it only shows one perspective. A camera does not take into account fear, emotion, stress, the knowledge the police officer arrives with, or the lack thereof. It only catches what it catches. When video is shown immediately, it gives the viewer a perspective but not necessarily the perspective the police officer have when they show up. His point is, the camera itself is not a problem. The policies, procedures and the way it is implemented into the system, matters way more than actual wearing of camera.

Mr. Blumenberg asked Mr. Sisto how that is tweaked to get the policy right. That's a police department policy.

Mr. Sisto said having people who understand that it's not as simple as the cameras should be worn or shouldn't be worn worked on that policy. It is easy to have a personal opinion. A lot of people in the public have opinions and they don't understand the emotional side, the physiological side, and the policy side. He gave an example of a possible suspect waiving a gun in a store wearing a blue shirt and jeans. The police officer arrives and out walks a guy with the height, weight and blue shirt/jeans. The police officer orders that guy up against the wall, that officer believes he may be in a position of losing his/her life as well as protecting those around the scene. Then out from the door comes another person with a blue shirt and jeans the camera is going to pick up the cop missed it. The cop's eyes are not going to leave the first person in all likely hood. It's very easy for the public to question how the cop missed that when the person walked right out in front of him. The problem is the police officer is intent on the first person he missed the second one. The public doesn't see that. This is a much broader problem than simply

let's put on cameras and here's the policy. It changes by the incident. It changes by the people making the decision. He said he didn't know if he had a solid answer other than to say people are needed on both sides to understand it's more than just the lens that picks up the incident. There should be way more that goes in to a policy.

Mr. Blumenberg asked Mr. Sisto if he had a position on this. Mr. Sisto said he has a position that cameras can be beneficial if properly implemented. It's the implementation. It's not the camera. The camera is just equipment. A police officer has many pieces of equipment on their belts. How they are used and what the policies are is what matters to him. Mr. Blumenberg said that is his question. He asked Mr. Sisto if he was in charge of the implementation. Mr. Sisto said he wished he was. Mr. Blumenberg said for the Sheriff's Department or the State Police that's an internal decision made by each department. Mr. Sisto said it will be unless the legislature decides to implement it a different way as they did against the State Police.

Mr. Richardson asked if Mr. Sisto thought it would be more appropriate that if there was an incident that video from that incident wasn't in the news that same night. That the video would be held as evidence until there was an actual court case. It seems like whenever there is an incident on TV, the video is out right away. People start to make judgements before all the facts are released. Mr. Richardson said wouldn't it make more sense to hold that video as evidence so that it wasn't in the media the same night. That would give the police agencies total recall as to exactly what happened, how the police officer was feeling and what took place. Wouldn't this spare the controversy with the public? Mr. Sisto said he agrees with his premise. What they found is the incidents that are less controversial and are very clear on the camera a lot of them are being released early to hopefully appease the emotional stress of the community. He thinks his position would be if the standard is you can't release it for "x" number of hours so that there is an expectation of it's release. Mr. Richardson said this is one of the reasons they are there; to give this information to the Governor's office. There should be a statewide policy and that's his thought.

Mr. O'Connor said he agrees with the comments made. If police agencies are in a position to release a written statement about what proceeded the videos as they released, he thinks often this can lead to disruption and civil unrest when videos are released out of context and what proceeded the interaction.

Ms. Heggen asked Mr. Sisto if he was suggesting a blanket policy. Her concern is for criminal cases, the cases will be tried in the public realm rather than within the court system. She is wondering why there is an expectation why there should be a release of information outside of the context of a process. In NYS there are new discovery laws and dissemination is a concern. She doesn't think there is anything that can be done about that. She said the conversation of video and it's release gets us down a slippery slope. Mr. Sisto responded that perhaps he wasn't clear. His point was the policy shouldn't be that the video has to be released but that there should be a minimum amount of time that it will not be released. There should be a minimum for a basis for an investigation and the ability to make sure there is a procedure in the law or process for when things will be released or under what circumstances. He said there should not be an instant response to let's just send the video out. That is more detrimental. If there is no expectation to see the video for a minimum amount of time, at least the public understands there is a cooling off / investigative period. There shouldn't be an expectation that the video will go right out to the public. Ms. Heggen said Mr. Sisto is saying there should be a protocol about the video release and that's where her concern is. Expectation of release of videos does cause concerns with criminal cases.

Mr. Castle thanked Mr. Sisto for addressing the topic. He said they are on the same model on this topic. He thinks one of the issues with dissemination of video in law enforcement is why one case would differ from another. This is where a written protocol would be helpful. Without a protocol, there will be issues within the departments. Mr. Castle said to Mr. Blumenberg's question about the actual creation of a policy. The creation of the policy would be up to the Sheriff's Department. However, it is not just going out and buying cameras. Storage and manpower in the Sheriff's Office to catalog and view the video as well as the DA's Office and the Public Defender's viewing the video is not an easy task. This could easily become a half million-dollar project and a funding source would have to be identified. He agrees as he has attended conferences on body cameras. There is a lot to be considered in the process and procedures.

Mr. Richardson said he agrees with Mr. O'Connor who said there should be a statement out in front of the actual video being released. There may be a couple officers at a call with different camera views. Unfortunately, the news

at times cherry picks what video they show. Video should not be released without a statement ahead of it. Somehow, there has to be a compromise so that everyone is protected.

Dr. Prezioso said he is curious about the Group's thoughts. He is hearing balancing due process with the need or the right of the community to know the perimeters, might there be not necessarily for the number of days, but under what circumstances the release of that footage be appropriate.

Mr. Sisto said the DA and her association could speak more eloquently and more detail on this subject, officers don't go in to situations thinking they will have to make life and death decisions. The ultimate goal of criminal justice and law enforcement is to make sure the community stays protected both immediate in a proactive way but also in a reactive way. If an officer addresses a problem and the problem is immediately returned to society because of a foolish decision to release video at a time where it compromises criminal prosecution of a case that's just foolish. Mr. Sisto said the DA's points are completely valid, and should be considered going forward. He thinks he would leave the concerns of properly prosecuting the case to the District Attorney's Association and to the various DA's in the State. Mr. Sisto said he's not sure how this gets accomplished.

Mr. O'Connor said it's also not just a problem of body cameras and the release of the video. They are not in control of the vast majority of video out there that comes from a zillion of cell phones that are on the minute there is police citizen interaction. Those come out within seconds and are available to the world. One of the things this Group may consider is the police polices to respond to those videos, especially when they don't show the whole picture.

Ms. Heggen said she feels like we started with the initial question from the Public Defender, which is what your position on body cameras is. Now we have jumped over the entire concept and conversation about why we want body cameras, why we don't want them, under circumstances are they appropriate, under what circumstances are they not appropriate. She said talking with Undersheriff Castle as it relates to financing and preparing the protocols set for them. We've jumped over all of that and gone past the prosecution. We are just talking about getting things out to the public. That concerns her because of the process, the justice system and we are going to be involving people who are not subject to police unions and policies. We are going to be dealing with the public where their identity/their situation is going to be released without taking into account the relations to victims. The system of justice in place allows for the protection of information. The review of information coming back from scene could be voluminous. We should not be rushing to the end product and are missing a huge step in what we deal with in our criminal just system. There are rights of citizens and criminals involved that must be taken into account before we get into conversations that bring us to the end product. We should be talking about the benefits of them not the dissemination of information.

Mr. Blumenberg said he was interested from a criminal prosecution standpoint. He asked Mr. Sisto if he was for it as far as prosecuting cases. He knows some departments don't have them at all. Mr. Sisto said he wasn't following Mr. Blumenberg's question. Mr. Blumenberg restated his question. Does Mr. Sisto believe in body camera should be equipped for the officers as far as criminal prosecution is concerned. Mr. Sisto said his concern is in the policy surrounding the camera and not the wearing of the camera. Mr. Blumenberg asked Mr. Sisto if he thought wearing of the camera enhances the department's ability to prove their case. Mr. Sisto said most of the time, yes. Mr. Blumenberg said it would help with transparency, would he say. Mr. Sisto said to a degree. The camera sees what it sees without emotion, without processing, without experience, without bias, and without everything. That's why people like them because they have no bias. What people don't understand is the camera has not emotion, no thought, no training. It is an object that has a purpose and does that purpose well. He said it depends on the scenario. It is a difficult issue because the camera does not speak for itself. It just shows what it shows. Cameras are helpful but are not the end all.

Mr. Castle said this whole topic circles back to the reason why the Group is there. In many communities, the public is demanding the release of body camera because of the loss faith in law enforcement. Trust that law enforcement will do the right thing has been lost and maybe that's where body cameras came from to begin with. The big issue is the demand for the release of video because of trust. Too many times the public has been given the wrong information or misleading information. It is a good tool, in his opinion, to strengthen the relationship but it does need to be dealt with judiciously so everyone is treated fairly.

Mr. Prezioso said there is a couple of things he is thinking about. One is due process which is fundamental to what citizens are entitled to. Whether or not it's this Group's role to recommend body cameras or not, how do we balance due process. Balancing the demands for immediate release and access, do we see it as our role to recommend body cameras or not. Do we see it as our role to recommend the perimeters under which they are released? Is it part of our process?

Ms. Heggen said she would suggest as she looks at the Executive Order that it talks about considering strategy, policies, procedural justice, addressing systematic racial bias or racial justice in policing, implicit bias training, de-escalation and the list goes on and on. She would suggest that an approach could be that the conversation be picked up on the release of body camera or other information is done to address the issues and concerns that the public might have. Maybe one of the things we can do, is coming up with ways to educate the public better on the process and system that is involved without getting down into the weeds of who, what and when. A lot of what we can do is identify issues, perhaps present pros and cons, and bring about suggestions on pieces of that that we need to work on to move forward as a whole. Going back to what our charge is, the Executive Order says to involve stakeholders and entities as to where information can flow, how it can and how we use that to achieve justice practices.

Mr. Castle said later in the process, we would be hearing from a representative from the NY Civil Liberty Union. The ACLU has written extensively on body cameras and reviewed it. They are in a difficult position trying to weigh personal privacy versus the need for transparency.

Dr. Prezioso asked if there were any other questions or comments.

Mr. O'Connor said he had a question about the mental health aspect. He thinks the mental health aspect is a big part of the Group's charge to figure out the relationship between police departments and mental health organizations in making sure the division of responsibilities is correct. He thinks it is interesting to hear from Police Chief Crooks that it would be good to allow for telemedicine and for quicker response by mental health professional. For him, he would love to see examples, antidotes, actual cases where the police were involved in a situation and the presence by mental health professionals by either telemedicine or on the scene. This may help the Group decide where to go in terms of recommendations. In the future, if there were examples he asked to see them.

Chief Crooks said he didn't bring any with him. He said the issues he has run into is the response time when there is an incident. Law enforcement has been tasked to handle these situations because we are immediately available, out patrolling the roads and can get their quicker as some of the situations need immediate attention. Having that ability to reach out to people has greatly helped what they can do on non-priority situations. They are currently working on homelessness where there were multiple organizations were working with them. He said having the ability to have someone that can respond quickly or be there in that case, he believes it would help. He said he said telemedicine because it is a new wave and added he doesn't know how that would be implemented. If there were something along those lines where they could get a faster response that would have helped some of the situations they have had. Mr. O'Connor thanked Chief Crooks.

Mr. Sisto said he thinks the telemedicine is an excellent idea if it can be properly implemented. There is significant discussion in State Police organizations around the Country of having a mental health professional on staff and actually physically respond. He does not want to go down another rabbit hole but he wants to put on the record that he/we do not believe that that is a positive step to physically have that person arrive on the scene with the officers, until that scene is safe. The mental health expert would be unarmed and untrained on that scene. Who would make the decision on the scene as to the person they responded for meaning would the mental health expert say they got it and not the police officer. The ability to put the expert on a screen may be helpful but to have them on the scene that is not secure is not a good decision or policy.

Dr. Prezioso wanted to be clear what hat he is wearing as Chair of the Group. He is also the Commissioner of the County's Mental Health and Addiction Services. He has to say of a career that's just about 30 years long, he has the occasion to work with folks that are very violent, past history of extreme violence and so forth. There comes a time, and this will jive with what you're saying, when the situation is simply is not safe and is beyond a person regardless of how skilled they might be to penetrate through a deeply psychotic manic agitated veneer. That doesn't mean they aren't at risk. It doesn't mean the person isn't responsible for what they are doing. It really depends on the individual and the circumstances. He does think when the Group gets to the human services stakeholders he

will submit written feedback and weigh in a bit. He thinks there may be a place if it rises to a level where a person is agitated and poses a threat to their own safety and the safety of officers mental health, there may not be the need of someone like him to be sure everyone is safe. Sometimes the expectations around what a mental health expert is capable of doing, sometimes over estimated and sometimes under estimated. The real deal is in any circumstance you are not going to know for sure. There are many variables. There may be a way to integrate the services. You have to have safety before you can be therapeutic. The presences of a uniformed officer in many instances has been extraordinarily helpful.

Chief Crooks said he wanted to clarify that in no way was he suggesting sending social workers to violent scenes. He was thinking more along the lines of what we have done with Well Spring and domestic violence. Once we get to a situation, determine it is safe and we see we need additional resources then we can have someone to reach out to. He agreed that sending a social worker into a situation that is volatile is not a good idea.

Dr. Prezioso said the Chief had talked about response time. He said there is a mobile crisis resources and have on call professionals throughout the County's system of care. Unfortunately they are not staffed 24/7. There are places cell service is a consideration and a barrier. It's been a slow process to develop the infrastructure.

Mr. Castle said to address Mr. O'Connor's question. He said there is a crisis negotiator program in the Sheriff's Department who have been trained in these situations. He gave an example of a recent situation where the negotiators contacted the person by phone, built up a rapport, and finally got the person to come out. The situation ended peacefully and got them to Mental Health. What happens after that is out of their control and in some cases, these people end up right back on the street. Perhaps out of this Group will come a recommendation to the Governor about the lack of beds and facilities for these cases. This program has been very help. Dr. Prezioso said the number of beds has been reduced across the State. These are the beds of last resort and he spoke of CDPC, lack of beds and workers. Mr. Castle added that the problem gets worse if the person they are responding to is a juvenile. He said finding juvenile beds, with the Raise the Age, is extremely difficult in NYS. Saratoga County has 1.5 beds at the facility in Albany. Mr. Castle spoke of the issues surrounding this issue. Ms. Heggen said the topic of Mental Health, we will be spending much more time on, a suggestion could be making sure law enforcement knows what resources are available and letting the public know the resources too. People don't know what people don't know and maybe there needs to be public outreach to alert the public of available resources.

Dr. Prezioso thanked the law enforcement personnel that came. He said the next Group meeting would be Tuesday, November 10th. The School Superintendents have been notified, given the outline and will be given call in information.

Dr. Prezioso said the website is being worked on and will be up and running soon.

Mr. Castle asked the law enforcement in attendance to submit in writing responses to the outline he had made available to each of them.

Mr. Richardson said Mrs. Heggen made a good point here today. He said there are many resources in the County that are unknown. He thinks public education of these resources would be good.

On a motion by Mr. Richardson, seconded by Mr. Blumenberg, the Group unanimously adjourned.

Respectfully Submitted,

Pamela Wright
Clerk of the Board

Executive Order 203 Compliance Group

November 4, 2020 Meeting Notes

Members Present: Malta Town Supervisor Darren O'Connor; City of Mechanicville Supervisor Tom Richardson; Undersheriff Rick Castle, Saratoga County Sheriff's Department; Dr. Michael Prezioso, Commissioner of Mental Health & Addiction Services; District Attorney Karen Heggen; Public Defender Andrew Blumenberg; Opal Hinds, Esq.; Assistant County Attorney Michael Hartnett – Advisor to the Group; School Superintendents: Ken Slentz, Ballston Spa; Patrick McGrath, Burnt Hills Ballston Lake; Mark Stratton, Corinth; Michelle Ellis, Edinburg Commons; Brita Donovan, Galway Central Schools; Bruce Potter, Mechanicville Schools; Dr. Michael Patton, Saratoga Springs School District; Ryan Sherman, Schuylerville Schools; Dr. L. Oliver Robinson, Shenendehowa Schools; Kristine Orr, South Glens Falls Schools; Patricia Morris, Stillwater Schools; Patrick Pomerville, Waterford-Halfmoon Schools.

Dr. Prezioso welcomed those in attendance. He said he was chosen by this Group to lead the process. His day job is the Commissioner of Mental Health and Addiction Services for Saratoga County. The other members of the Group introduced themselves as well as the School Superintendents who were not only there in person but also available on the call in number.

Dr. Prezioso said he wanted to take a moment to remind everyone of the process. The process has been designed in furtherance of Executive Order 203 the New York State Police Reform and Reinvention Collaborative. The Order directs a comprehensive review of police force deployments, strategies, policy & procedures, and practices for addressing the particular needs of the community served and to promote community engagement to foster trust, fairness and legitimacy. Stakeholders including but not limited to membership and leadership of the local police force, members of the community, interested non-profit and faith based community groups, the local office of the District Attorney, the local Public Defender, and the local elected officials shall be consulted. Members have identified stakeholder groups, have been or are in the process of being identified and will have the opportunity to speak to the Executive Order 203 Compliance Group for 3 minutes each. Members of the public are invited to call in to listen to stakeholder input and Compliance Group discussion. Stakeholders in the public are strongly encouraged to submit comments in written form. A Saratoga County web page has been developed for this purpose. We expect a fillable form to be added very shortly within the course of the next couple of days. The input will be incorporated in a report to be considered by the Board of Supervisors in time to meet the Governor's April 1st 2021 deadline.

Dr. Prezioso said at this time he would like to turn to the folks in the room and give them an opportunity to provide their feedback for 3 minutes.

Mr. Bruce Potter, Superintendent, Mechanicville City School District – "I had the opportunity to review the outline for community discussions of reform. I believe the Saratoga County Sheriff's Department does an excellent job. I have no input regarding any recommendations for policy change. As a Superintendent, we do participate in the School Resource Officers Program. I think that maybe there is an opportunity to expand the focus on whether it is restoring justice on social emotion learning practices but have the officers present in a more student friendly manner to engage the community in that way beginning with the students at a young level so that the particular issues we are facing can be mitigated by building strong community relationships right at a young age."

Mr. Patrick Pomerville, Superintendent, Waterford-Halfmoon Schools - "I have also read through it and I thought in the policing strategy section where it talked about where we are primarily a reactionary force in many parts of the County. I would encourage that they continue to take proactive steps to stop crime. I would encourage that in the future that those proactive steps, education in to the community and so on, I would strongly encourage that proactive stance continue and increase possibly."

Ms. Patti Morris, Stillwater Central School District – "I concur with Bruce and Patrick. I appreciate all the efforts of the Saratoga County Sheriff's Department and the work collaboration we have had with our lock down drills and just visibility that we see in our District. In regards to the outline, what struck me, on page 8 appendix E reference, at this time the Sheriff's Office has not conducted implicit bias training for all of our members. In being governed by policy, as the school chief executive officer, I find that training is really important when it comes to policy that we

expect people to follow. We expect people to follow policy. But, when it is a policy that is so important that people have training for I would recommend considering training in that area. Thank you."

Mr. Oliver Robinson, Superintendent, Shenendehowa Schools – "First thank you for having me be a part of this process. I've had a chance to thumb through the document that was provided. I just want something to think about as a group. And I would say for every school in the County, we have all our Superintendents on the call, that probably the predominant focus that people are focusing on is equity and opportunity for our students. And that's a pretty broad comprehensive approach in terms of truly trying to understand the needs of our students by understanding our students first. And, so as I look at this I want to make sure it's not just an academic exercise but something that focuses on strategies and approaches to truly understand the change in demographics in our County as well as the change in need of our residents and try to approach it from a very authentic approach similar to what we are trying to do in schools. In other words, as we partner more and more with law enforcement we want that similar premise if you will to be reciprocated between the two respective agencies. As he is thumbing through it I just want to make sure it's not one of those situations...I think it is a tremendous opportunity for us as a County to really talk about how do we put the need of our citizens first regardless if it's law enforcement, education or otherwise."

Mr. Mark Stratton, Superintendent, Corinth Schools – "I think my colleague pointed out several good topics for today. I'm just going to sit back and listen. Thank you."

Ms. Brita Donovan, Superintendent, Galway Central Schools – "I think we have a great foundation already with Saratoga County Sheriff's Department. I was a little on the fence about the SRO Program. It's been wonderful in terms of really showing our community what law enforcement can do positive. I think it's a foundation. I think we can move even more forward with the program in terms of really down in the weeds as Dr. Robinson talked about, just not surface. So I agree with Patti as well that training is very important. I think we have a great foundation in our County. And I do think we can expand upon it and make it even better."

Kristine Orr, Superintendent, South Glens Falls Schools – "I think everyone in the room pretty much summed up things nicely for us. Thanks."

Mr. Ken Slentz, Superintendent, Ballston Spa Schools – "As Dr. Robinson said, very grateful for the opportunity. This is and I think one of our operating norms for this Group, I hope, is that we will all speak with great candor and respect. I think all of us have a wonderful working relationship with Sheriff Zurlo and his team there. But this is an opportunity to really move beyond compliance, as Dr. Robinson suggested, and take deeply objective look at both the practices as well as the dispositions. This is a real opportunity for us as a group to educate the community. I think it is important that we get input from the youth within our respective communities. What their perceptions are, how we can utilize this as the education opportunity to make sure people understand how we are collectively operating; what it is that we are seeking to get better at; and making sure that the training offered along the way is the best that we can offer relative to best practices around the Country. Do we have an arm that is reaching out and looking for those things? I think that will be very important. I think if we are all willing to be comfortable with getting a little uncomfortable with some of these conversations, if you will, I truly believe the outcome is going to be good not only for our County but our County could actually serve as a model going through this same process."

Mr. Patrick McGrath, Superintendent, Burnt Hills Ballston Lake Schools – "I would like to echo what Brita said from Galway. We have been involved in the School Resource Officer program for a couple of years now. We have a great Resource Officer that has connected us with a number of other resources through the Sheriff's Department. We also are 40% in Schenectady County. So, through the Town of Glenville, we work with the Glenville Police Department quite a bit. Recently they worked together to sign a mutual aid agreement between Glenville and Saratoga County Sheriff to help bring positive outcome to kids in the District. I think as Ken said the idea of really working hard on this, make it a model, look at areas where people see a need for improvement, but also look at the successes and the value that having our Deputies connected with our kids and our families and seen as a positive force is a great thing. We have had a lot of positive here in Burnt Hills."

Mr. Ryan Sherman, Superintendent, Schuylerville Schools – "Well Ken stole my notes, thanks Ken. I just want to echo what Ken said about candor and being candid with one another. It may be uncomfortable during these

discussions. My purview in regards to this is the SRO program that we have. We were on the initial committee in order to develop this. It's been a great success for us. One of the areas that obviously needs improvement is education. Professional development directly for SRO's working with youth. Part of the program is the relationships developed with SRO's and students. I think that a part in this discussion that has been valuable for us but needs to be enhanced. I want everyone to be comfortable, be candid during these discussions."

Dr. Prezioso said that would conclude the formal input for those on the phone and those in the room. He opened the floor for discussions. He said he heard a couple of things such as the importance of early engagement, the value of the SRO program, and the need for certain kinds of trainings.

Mr. Castle said he wanted to make a comment. One of the suggestions was to reach out to the youth and include them in discussions. He asked how can the school districts help the Group in completing that task. Saratoga County is a big County that doesn't have centralized resources for youth where you can make those contacts. The SRO's have the ability and do have good rapport with the students. But they may not be the proper person to collect that information. He is looking for recommendations from the Superintendents on how best to go about this.

Mr. Slentz, Ballston Spa, said each district has a student representative structure largely in the form of Student Councils. His recommendation would be those students as they are chosen by their peers. Either those groups or representatives from those groups he would suggest to form perhaps form a sister organization around this or to be able to go back to them to get feedback based on specific questions. Dr. Prezioso thanked Mr. Slentz and asked for further thoughts.

Mr. O'Connor said he thought that was a great idea in terms of the Student Councils. He asked how this Advisory Group go about establishing communications with them. Would this Group write to the Superintendent's Office or the Principals' Office and have it directed to the President of the Councils? Or is there another vehicle that could be used as there is a time crunch for collecting information.

Mr. Richardson suggested inviting the kids in the School Districts who are the representative to speak and give some ideas. He added he knows that Sheriff Zurlo and the Sheriff's Department does a great job around Saratoga County. Everyone was gracious about that, which is great. He said the Group would also like to get some perhaps not negative comments but comments with regards to things we could be doing better than what we are doing now.

Dr. Prezioso said reaching out to some of the pre-existing student bodies would be terrific. He said he wonders what the logistics would be for getting them to provide the Group with feedback.

Mr. Lentz, Ballston Spa, said there are a few different ways it could be accomplished. There is a tool some of the school districts have called Thought Exchange. This mimics a social media type platform where the Group could post a number of questions and ask for responses. The same as a Facebook platform, students could "like" comments and the most "liked" comments would rise to the top. He said, because of the time crunch and the hesitation of allowing students to attend in person, this could be done in an expedited form. The other is would be to set up Zoom times for the kids to respond. He said giving them questions to answer would be the best way to get information.

Mr. Castle said it's not going to be possible to get them all together for a meeting so a digital platform would be better.

Dr. Prezioso asked if he understood it correctly that there is a Facebook option to have the comments rise to the top. Mr. Lentz said a specific Facebook page could be used for this. He suggested, however, the Thought Exchange would be better as it is a more advanced form of surveying that allows results to be tabulated. He asked if any of the Superintendents have a subscription to that that this Group could tap into. He offered to arrange for it if no one had it. Ms. Orr, South Glens Falls, said her schools do use this and they do use it a lot. She said it is worthwhile. Mr. Lentz said students seem to be very comfortable with this as there are a lot of similarities to Facebook.

Mr. O'Connor asked if the Group would come up with the questions, put it on the Thought Exchange and then present it to the student body as a whole or just the Student Councils.

Mr. Potter, Mechanicville Schools, believes engaging each school districts student council or class presidents would be a good representation. He said it would provide responses from all areas of the County. Having the question and ranking the order of the responses so then it would enable the Group then follow up. Mr. Lentz said he would concur with that approach and thanked Mr. O'Connor for the question.

Dr. Prezioso said a couple Superintendents talked about training such as implicit bias training and some professional development. He wondered if anyone would like to give more specifics about the areas identified when it comes training.

Mr. Potter, Mechanicville Schools, said specific to the implicit bias he thought it's a case of you don't know what you don't know. He said they have very dedicated faculty but without the appropriate training to truly understand you don't know. He thinks it is very important for Police Forces to have training on implicit bias just because of the inherent dangers that could come with it. Faculty only know what they know through experiences they've had and without such there is implicit bias. It stands to reason that without specific training they would be subject to the same weakness.

Mr. Robinson, Shenendehowa, said it is important to try involve the SRO's in his district in various training so that they have appreciation of the school environment. They are able to tap in to whatever expertise the SRO's can bring to the table. He said the piece that needs to be focused on is how the creation of workshops, forums, and environments where people can integrate their own thinking. He suggests this because people don't know what they don't know. If a person has grown up a certain way and have seen certain things, the assumption is made that that's the way it is. But the reality is other people's experiences are different. He said a safe environment to interrogate each other's thinking to appreciate differences and grow from that. The demographics are changing and we need to be true to have platforms so people can have honest conversations. He said to go back to the discussion on engaging students. We need to think about what we really want from these students, what do we want them to do and what role would they play. When we go to present questions, don't go to the traditional structures. He added traditional structures don't typically represent the broader diversity of the school districts.

Dr. Prezioso asked for any other thoughts or comments on what has been discussed.

Dr. Patten, Saratoga Springs Schools, said he would like to know the type of questions that were going to be asked. The student government leaders are elected by their peers representing all the grade levels. He would like to know what the goal of this Group is, what kind of feedback the Group is looking for and what is the Group asking of the Superintendents. He thinks the Group has to be very specific in what the Group is trying to accomplish. He said the Group might want to look outside the student government leaders to get a broader view. He wants to know what is expected of the Superintendents, what information they should be providing, is it about the SRO programs or beyond that.

Mr. Castle said he agrees with all the comments that going to strictly the student councils is not going to be the reality. This Group is looking at the whole approach to community based policing and not just the SRO program. He fully expects that if there were a problem with the SRO program he would have heard about that directly from the Superintendents. The bigger question is if we are not going to the student councils, how the other students are engaged in discussions.

Mr. Slentz, Ballston Spa, said based on the time line that is being dealt with the expectation of how far the Group can go with student representative comments, he hopes this simply won't be a box that it checked and the report be placed on a shelf somewhere. This is an opportunity get feedback on the charge this Group has been given. From the feedback, determine what the long range goals will be for which we need greater diversity of voices in the room. He thinks the Group needs to be cautious about overstretching on the first run that would risk being out of compliance on the first part of the exercise.

Mr. Castle said to be clear on the charge of this Group; the order from the Governor is not to solve all the problems by April 1st. The goal is by April 1st the County will have a developed plan with a series of recommendations, whether

there are some or not, going forward. Someone had mentioned a diversity committee. That could be a recommendation that comes out of this. However, we don't have establish that prior to the April 1st deadline.

Dr. Prezioso said this is why so much of the comments made this far about structural items, this Group is to engage the community and develop input and feedback that could lead to recommendations. These recommendations won't have to be completed by April 1st. They need to be presented to the Board of Supervisors as a platform moving forward. He gave an example of a group he participated in at Burnt Hills Schools where the students were asked what they would like to see or what they would like their parents to know. He suggested asking students what their vision of a police force would be. The student comments should be broad based and not just the elected students.

Mr. Robinson, Shenendehowa Schools, said while the discussion has centered on the student piece, we can't forget the adult side of this. How do we get the perspective of the adult, the parents? If all this effort is being made to create a report to present to the Board, then why not try to do something to change the value structure. We want a community to embrace all the things we've been talking about. There needs to be a complete circle of people from the students to the people of authority.

Mr. Richardson said when this was started, the Group did not want to just put a piece of paper or book on the shelf and forget about. The Supervisors are very serious about this and everyone is on board to do the best we can. He thinks children should come first in everyone's mind. He is hopeful the Group will come up with a plan for not only the next couple of months but well into the future.

Dr. Prezioso said the Executive Order does specify that elected officials be engaged in this process and gain their feedback. Baked in to the process is people of authority being able to weigh in and learn more about what the Group is doing. The Board of Supervisors will have the opportunity to vote on and accept this. We do want to involve as many stakeholder groups as we can.

Ms. Morris, Stillwater Schools, said focused deterrence was an area that made her think about drug use in the area. Since we are talking about our kids and the family's they come from. We don't know what happens behind closed doors. What we do know is when those kids are in our classrooms they struggle to learn and focus based on what is going on in their home. She would like to know what resources are out there that could help our kids and their families.

Ms. Heggen said one of the things discussed at a prior meeting stems back to what we don't know we don't know. We are rich in resources in this community. What we need to work on is making the resources known. One of the programs she was involved with as an Assistant District Attorney and was County wide for a while, then funding changed things, was a youth court. She has been involved in oversight of this and the structure of the court process was used. A larger group of students act as a collection of peers to talk through the impact of the conduct of a student.

Mr. Potter, Mechanicville Schools, said he believed many of the practices are going on currently. Community Building and Harm Circles training is happening with faculty and students. There is an equity coalition to oversee and help lead the process. It begins with building community first and all is a consensual process with the offender and the party who was impacted. It is an educational opportunity.

Mr. Richardson said the District Attorney and he had spoken after the last meeting that it would be a great idea for the County to put together all the different resources available with an explanation of each one of them to be distributed to the schools. This will give a better idea of what services this County provides. There are many services people aren't aware of and this compilation would be a great benefit.

Mr. Robinson, Shenendehowa Schools, said Mr. Richardson hit the nail on the head. When they have kids or families in crisis, the hardest part is to identify the resources they can be referred to. We should have a network that can be connected quickly. There are many families that struggling from the Covid issue. These struggles are not only mental health but economical too. Mr. Richardson said a three ring binder should be assembled with the work of the County staff and the provider agencies easily. He said this is an important resource.

Dr. Prezioso said there are many resource lists available but going back to the theme, you don't know what you don't know. If you don't know these lists are available, you don't know. There are many places to get the things done that need to be done. However many of these agencies have lost people and funding. Across the State, his counterparts have access to many resources. They need to do a better job of getting the word out. Not everyone will look at the organizations and groups the same way.

Mr. Castle thanked the Superintendents for participating. He said additional comments after today would be welcomed. This effort is a whole community approach and not just law enforcement. Law enforcement from thirty years ago is drastically different than today. Are all the functions truly law enforcement functions.

Mr. Richardson thanked the Superintendents for their cooperation. Dr. Prezioso thanked all those in attendance as well.

The next meeting will be Wednesday, November 18th at 10:00 a.m.

On a motion by Mr. Richardson, seconded by Mr. O'Connor, the Group unanimously adjourned.

Respectfully Submitted,

Pamela Wright
Clerk of the Board

Executive Order 203 Compliance Group

November 18, 2020 Meeting Notes

Members Present: Malta Town Supervisor Darren O'Connor; City of Mechanicville, Supervisor Tom Richardson; Undersheriff Rick Castle, Saratoga County Sheriff's Department; Dr. Michael Prezioso, Commissioner of Mental Health & Addiction Services; District Attorney Karen Heggen; Public Defender Andrew Blumenberg; Opal Hinds, Esq.; Assistant County Attorney Michael Hartnett – Advisor to the Group; Frank McClement, Saratoga County Veterans Service Agency Director, Kevin Herrick, Saratoga County Sheriff Investigator, Rick Jordan, Transitional Services Association, Megan Johnson, Saratoga County Mental Health & Addiction, Brendan Norton, Healing Springs Recovery Center, Sam Bastien, Four Winds Hospital, Jennifer Eslick, Executive Director of Crisis Services Northern Rivers, Paula Tancredi Penman, Associate Executive Director Transitional Services,

Dr. Prezioso welcomed those in attendance. Dr. Prezioso asked the members of the Group to introduce themselves as the participants in attending in person and via the phone.

Dr. Prezioso said he wanted to take a moment to remind everyone of the process. The process has been designed in furtherance of Executive Order 203, the New York State Police Reform and Reinvention Collaborative. The Order directs a comprehensive review of police force deployments, strategies, policies, procedures and practices for the purpose of addressing the particular needs of the community served, and promoting community engagement to foster trust, fairness and legitimacy. Stakeholders including but not limited to membership and leadership of the local police force, members of the community, interested non-profit and faith based community groups, the local office of the District Attorney, the local Public Defender, and local elected officials shall be consulted. Members have identified stakeholder groups, have been or are in the process of being identified and will have the opportunity to speak to the Executive Order 203 Compliance Group for 3 minutes each. Members of the public are invited to call in to listen to stakeholder input and Compliance Group discussion. Stakeholders in the public are strongly encouraged to submit comments in written form. A link has been placed on the Saratoga County web home page to the Executive Order 230 Compliance Group page. This page contains meeting notes as well as a fillable form where input can be submitted. The input will be incorporated in a report to be considered by the Board of Supervisors in time to meet the Governor's April 1st 2021 deadline.

Dr. Prezioso said at this time he would like to turn to the folks in the room and give them an opportunity to provide their feedback for 3 minutes.

Frank McClement, Saratoga County Veterans Service Agency Director – "I don't have a particular presentation but looking through the outline for this discussion, one of the things that jumped out at me was item #9 Community Based Outreach and Conflict Resolution. There was a question posed about are there ways we can expand community outreach without requiring additional resources, are there additional community outreach programs that would justify expending additional County resources? One thing I would like to point out, and I'd like to point to is the partnership between Mental Health, our District Attorney's office, Probation and our Sheriff's Department, as well as we invited all of our local Law Enforcement agencies in the County, when we offered a DCJS Certified Veterans Justice Outreach training program for our law enforcement officers and our Probation officers. It was something that we have done, I believe we've held two so far, and we took a break and planning to come back again, something we could do every other year. It didn't require a lot of money or funding, it was something that we worked with the Veterans Justice Outreach coordinators at the Department of Veterans Affairs. We brought in the VA Police Department, and we conducted a training in house for our Sheriff's Department deputies, those that work at the correctional facility as well as any staff at the District Attorney and Probation offices. We trained everyone at the Probation office and we've trained a significant number of deputies as well as our District Attorney who participated in and some ADA's. Essentially what we were able to do with this is educate our law enforcement officers on 1. Military mindset and military culture, we discussed the issues facing veterans with mental health issues and PTSD, and most importantly we highlighted the resources that are available to them, not only through the Department of Veterans Affairs but also the New York State Division of Veterans Services as well as here at the County with my agency, and our PFC Joe Dwyer peer connection program which exists to connect veterans with other veterans who are struggling through transition or have maybe made some bad choices and are looking to get back on the right track. It was very successful, our first outing, that we did it again and we hope to do it again in the future. And again, I

would like to highlight that it's something that, you know, we're all here working already in this area, and I think it had a big impact on our Department as well as the veterans in the communities because it provided our Law enforcement officers, we asked a lot of them and a lot of times there will be individuals that identify these situations on the ground, and they're seeing a veteran in the community that they've interacted with on a few different occasions, and they can see that there's some underlying issues going on, so for them to have the background and the information on some resources available, I think it's a big service to the Veteran and also to the Law enforcement officers. There was a tremendous amount by the individual officers themselves, I found that they were all very pleased and happy to learn about those resources and give them something they can add to their tool bag. And again, I would like to highlight that, it was something that we put together without requiring a whole lot of resources and there was a tremendous amount of success that I feel came from the program. The other thing I would like to mention is bringing some of those resources directly into the jail for those veterans that are already justice involved, and connecting them to those resources so that they can move forward in a positive way once they have resolved those justice issues with the Court, Probation and so forth. That also has been very successful and the ability to connect those individuals to mentors and provide positive reinforcement and relationships to them is a bonus, but also something that with some simple communication and partnerships we were able to put together and we saw tremendous success"

Sam Bastien, Four Winds Hospital – "First of all I want to thank Dr. Prezioso for inviting Four Winds to participate in this very important and timely evaluation of policing. I would like to point out that in my seven and a half years at Four Winds, our relationship with local law enforcement has been very, very positive. We have appreciated the support we've received from the Saratoga Police Department, the Sheriff's office and NYS Police. I think that the thing I am really familiar with is that we have the stakeholders group between Mental Health and substance use services and the local law enforcement has always participated in that and I think that has done a lot to improve the quality of services to all citizens of the County, and I think it has a positive impact on policing as well. If there is one area I think could do with a little improvement, would be in the ability of law enforcement to understand, their police officer status in terms of managing individuals who are undergoing a mental health crisis. Sometimes it's a little unclear as to what they can or cannot do and we have someone that needs to be, for example, transported to the ER for evaluation and treatment, and sometimes there is a little tenuous of where we have a very good relationship with County Mental Health, and we continue to have these conversations with local police departments as well. I should probably point out that Saratoga police department has been particularly helpful in helping us to prepare for a potential active shooter on campus and there's ongoing conversations and they're usually very, very helpful. I've nothing really but positive things to say about law enforcement and the policing process."

Kevin Herrick, Saratoga County Sheriff Investigator – "I don't have anything at this point in time."

Rick Jordan, Transitional Services Association – "I also don't have anything really to add at this time, Sybil just asked me to jump on a couple of minutes ago to hear what everyone had to say and then she's going to submit some written stuff."

Megan Johnson, Saratoga County Mental Health & Addiction – "I guess I would echo some of what Sam Bastien just said in the room, also just to share with folks, from our perspective and our partnership with law enforcement. Here in our Department, we serve about 1,500 individuals and families at any given time with a variety of behavioral health and substances abuse services. And, we also play a role with crisis intervention for both our own patients as well as the general public and we work closely with local police departments to respond to those persons in crisis. So, in those instances, if our medical staff or our designees determine that an individual is in need, is at risk of harm to self or others, and needs immediate evaluation care, and treatment and hospital, law enforcement acts as our partners in the removal and transportation of those individuals to medical facilities, primarily to Saratoga Hospital. So, we make that determination request and then they act on it and most often law enforcement is really the only responder in the community, they are often out there on their own interfacing with folks who are in crisis for a an enormous variety of reasons. Though, sometimes they may be accompanied, by mobile crisis staff, or at other times might also be called to a setting in which there are already trained mental health professionals present, such as coming to our facility to help us kind of de-escalate and then remove somebody to the hospital, or they may be called to another healthcare facility, such as Four Winds, or to schools, etc. And just to give you a sense of the numbers. Thus far in 2020 we have partnered with law enforcement on over 200 mental health emergency transports already. These are individuals out in the community who are in extraordinarily difficult circumstances, often at the lowest point in

their lives. And similarly to Sam, our experience with law enforcement in those times has been very, very positive. Our observation has been that they really handle these situations with patience and with skill and with sensitivity. Because these situations can really be unpredictable though, and potentially very dangerous, it certainly can't hurt to look for some ongoing kind of support and training opportunities for our law enforcement partners, particularly around, verbal de-escalation techniques and things of that nature just to make sure, as Frank said, that they have all of the kind of tools at their disposal that may be needed in this enormous array of circumstances that they may be called to respond to. And I think it would also be advantageous to ensure that we have adequately invested in and make available mobile crisis teams. I think Jen Eslick on the phone may speak to that a little bit also. And that it's widely known how to access our mobile crisis teams, and that those teams are really broadly utilized to the greatest degree that they can be, and should be, so that we can reduce the necessity of law enforcement, even being involved in these situations in the 1st place. That's my input for today."

Brendan Norton, Healing Springs Recovery Center – "I'm kind of echoing the same sentiments regarding Saratoga County Sheriff's department, I feel they do a wonderful job interacting with individuals with substance use disorder and current mental health issues. There's been a few instances we've had where we've needed them to do wellness checks on individuals who, experience suicidal ideation, and the interactions that I've witnessed personally, have been nothing but positive. There was no shaming. There was there was really just real empathy towards the individual, total professionalism. There was only one instance that I can say that I felt was a little inappropriate, but it was addressed by the supervisor the very next day. And even with our interactions with the corrections department and getting the recovery unit going in Saratoga County Jail was just, I can't say enough positives about them. We started with the family recovery table in the visitation area, which quickly turned into a peer engagement program, which then turned into a recovery unit, and that all took place within a year. And Ben Deeb, who is our Certified recovery peer advocate who took the lead on that has, been able to bed to bed 100 mates from treatment. He's on the line too, so I'm not going to steal his thunder but we work closely with the corrections officers Academy to train them with the science of addiction and recovery so they better understand substance use disorder and all of them are mandated to take Narcan training. All the new officers coming on board are equipped with Narcan. I just have nothing really but positive things to say about the Sheriff's department. With Captain Morley's 2nd chance program, when he goes out to individuals after an overdose, he offers them and their family support and will connect them with us, connect the families with me and connect the individuals with one of our peer advocates. I know they're not the social workers of the world, but they certainly have a lot of empathy and provide nothing but positive interactions with our folks."

Ben Deeb, Healing Springs Recovery Center – "I was going to say pretty much the same thing as Brandon that in the last 2 years that I've been working alongside the sheriff's road patrol and corrections, I've seen nothing but a willingness from them to continue to learn, be engaged with the public. They attend all the overdose visuals and do Narcan trainings, and with Captain Marley going back day after overdose to Narcan train the individual and their families, being invited in to do the C.O. academies and talk about, even right down to the verbal interaction and stigma with the population and how language matters. I've seen a huge swing in corrections officers to want to learn and they're more curious about what recovery entails and looks like. Saratoga is kind of taking the lead on what corrections models should look like, on fully encompassing the wellness of the individuals that are in the jail, focusing on re-entry, allowing EMT so they can be more recovery successful post release. I have nothing negative to say about the way that my interactions with the road patrol have gone with individuals with mental health or substance use disorder struggles. They're trauma informed. They show up at our Memorial awareness events and fundraisers, they sit on the stakeholders board to know what's going on in the community. In my opinion, they're rock stars. Everything comes at them fast and I think people are quick to judge the way that things are handled without being on scene. I feel that they handle themselves with professionalism from every aspect."

Jennifer Eslick, Executive Director of Crisis Services Northern Rivers – "Hi Good morning. So as a whole, I'm just reiterating what Megan said. We definitely would love to partner with law enforcement. We already work closely with you when we have to call you and when we're out on site, or if you have called us. But I would like to continue to build on that, so that we can help on calls that maybe you don't need to get called on. And over time, families would call us directly, or clients calls directly instead of calling the 911 system. But we would need your help in doing that, and getting our number out there, so that we can decrease the behavior off calls through the 911 system. But also would love an opportunity to even do some presentations or some meetings with law enforcement to talk about our services and how we can be supportive to you all, and also help with decreasing clients that are brought to

the ER because the assessment that has done under 941, we can also do that assessment in the community. to kind of lower the emergency services with EMS or police, having to go to the hospital. Overall we have had no identified negative interactions and I do agree with everybody else that law enforcement has managed behavioral health calls quite well. The only thing I'd ask is that you possibly look at partnering with us and using us more often so that we can decrease the behavioral health calls through the 911 system."

Paula Tancredi Penman, Associate Executive Director Transitional Services – "I do not have a statement at this time. We will submit a written comment."

Dr. Prezioso opened the floor for discussions.

Ms. Heggen asked for clarification on the Mobile Response Unit, before they talk about referring someone to a local crisis unit, it would be helpful to understand what currently exists. Dr. Prezioso offered some history prior to turning it over to Ms. Eslick. Dr. Prezioso said that Saratoga County has partnered with neighboring counties. There are two different mobile crisis systems, one deals with children and Saratoga County is in partnership with Warren and Washington counties on the youth mobile crisis team. There are five counties in partnership for the adult team, Rensselaer, Schenectady, Warren, Washington and Saratoga. The contracts are with Parsons, and they are the ones that actually operate the mobile teams. Dr. Prezioso turned it over to Jen to talk a little bit more fully about what those teams are comprised of, geography, hours of operation etc. Ms. Eslick said that although there are two contracts, they are all one service, teams go out for kids and adults by calling the central line, 518-292-5499. A live clinician will answer, take the information and either go out on site to do an assessment or potentially process it, or triage over the phone. It all depends on the nature of the call and also what the needs of the client, youth or family is. A licensed behavioral health clinician answers the phone to take the referent's information or even the actual client calling to manage the behavioral health crisis. Sometimes even just for support, they have a lot of adult clients that were high utilizers of the ER that now just call them directly, and they can provide some phone support and still go on site if needed, but sometimes they just like to do check ins and that has prevented them from continuing to use the ER for those check ins. Ms. Eslick said that they are currently in operation Monday through Friday from 7am to 11pm and on Saturday and Sunday, 11am to 7pm. They are working on going 24/7 sometime in the next year. Ms. Eslick said that she can get their flyers and information out to whomever is interested. Dr. Prezioso asked Ms. Eslick to send the information to him so that he can distribute to the group plus others. Dr. Prezioso said that there is gratitude among law enforcement that the program exists and a great desire to have the resources increased so that it does not take quite so long to get from the places where they are located. Maybe this is something that can be included in the report related to the need for resources. Dr. Prezioso asked Ms. Eslick to talk about where their bases are. Ms. Eslick said that they have two locations covering six counties. One location in Queensbury and one in Albany, however this office is moving back to Schenectady. The way they manage Saratoga County is they look at what office the teams can get to Saratoga faster. The north team may go to half of the county and the south team to the other half, but sometimes even if they don't have a team in the south, and there is still a call, they will still send the north team. They really just try to manage the calls and get the teams out there. The one thing about partnering with law enforcement that would be helpful to talk about it sometimes they get called out to calls that they determine is safe, and drive away. But maybe some families continue to call police. If law enforcement can call Northern Rivers, even after they have driven away, they can still facilitate an assessment and go out and provide support to the family. Ms. Eslick said that they don't just do the assessment to determine safety on whether to stay in the community or to go to the hospital, they have other programs like crisis stabilization programs for youth that they can refer to, to deter from the hospital. They also do follow up the next day to make sure the crisis has been diverted and/or if they need to come back out or speak again to the individual that called them. They also connect to treatment or reconnect to providers that may have already been involved or that did not know their client was in crisis. It's not just coming out and doing a mental health evaluation, they do a lot of coordination and collaboration and getting folks connected to treatment or health home care management. One of the things they have worked with a lot of law enforcement with is even just having their magnets to hand out when they go to calls, and encourage individuals to call the number instead of 911 when they are struggling, to get help deciding whether they need to go to hospital. Ms. Eslick said that they try not to use law enforcement unless they have to. They go out in teams of two, do a screening to determine that the teams can go out safely to the location of the client. As long as the situation is safe, they will actually go without law enforcement. Law enforcement are only involved if the situation is warranted or if law enforcement is already calling them because they are required onsite.

Supervisor O'Connor asked if Ms. Eslick and her group can contribute towards decreasing the number of times that a 941 possible situation can result in actual custody? In other words, is she seeing that there are too many 941 arrests? Ms. Eslick said that she can't speak to how many 941's occur in Saratoga County, she believes that they can decrease folks that may end up at the hospital, or get brought in for the assessment, that the officers have concerns but obviously are not able to do the actual mental health assessment. Instead of having somebody sent by ambulance or police actually having to bring them to the hospital, her team can actually come on site and do that same assessment to help determine whether or not that person actually does need to go to the hospital. Out of 20 calls, they might send 1 person to the hospital. They really understand what the criteria is to keep somebody under the mental hygiene law, but also many times callers, even someone who is suicidal, may not necessarily need to go to the hospital, they may just need that support or them to get involved and see how resources can be provided. Ms. Eslick said that she believes they could decrease the number of folks that are brought in by 941 if they were involved in calls that law enforcement are called to. There is always going to be some folks that do need to go to the hospital, whether it's via law enforcement, or her team, but if they come out and do the evaluation and they determine that they actually do need to go to the hospital, then they would work with the Hospital on getting a 945 which rises the evaluation to a different level, needing to be seen by a psychiatrist, as opposed to just being seen by an ER doctor. Dr. Prezioso said that the distinction is that a 941 allows law enforcement under their own authority to bring someone who they suspect may have a mental health issue to the hospital. 945 are all issued through the County Office of Mental Health and Addiction Services and there are specific criteria when they coordinate both with law enforcement to get the order out to them so that the person can be transported safely to the hospital for further evaluation. Dr. Prezioso said that they will also coordinate with the hospital based on the specific presentation of the individual. The other issue is that reports of a person in distress under 945 can only come from a parent, an adult child, or a treater. These come to the Office of Mental Health and Addiction and are processed 24 hours a day, information is faxed to both Law enforcement and making sure the Hospital is aware so that they are aware that a person is arriving and the receiver is in a position to know a little bit about what's happening up front. Dr. Prezioso said that 941 and 945 gets the person to the hospital for the evaluation, but it's not a decision to admit the person. That evaluation takes place at the hospital and it's up to the hospital to decide. That's why it's so important to have an integrated system of care on the other side of things, because more often than not, a person does not require that level of care, but will need some level of care and that's where work with folks from mobile crisis, and the other providers in the county really steps into play.

Supervisor O'Connor asked if we have had any experience in the last 5-years, litigation based on 941 apprehensions. Mr. Hartnett said he does not know off the top of his head but can find that information out and report back. Undersheriff Castle said that as a matter of practice, the Sheriff's office does not use 941's. They are looking at a process to institute this but they rely almost exclusively on pick up orders issued by the hospital. Therefore they do not have any litigation relative to 941 simply because they, as the Sheriff's office, do not employ that at all. Mr. Castle said that he believes the City police do, and he's unsure if the State Police do. Mr. Castle said that they do have a draft policy to put this into effect, just to have another tool in their tool belt, but it's not done at this time.

Undersheriff Castle said that the Sheriff's office is very interested in diverting things at the 911 level if there is a way that they can send proper resources, instead of just simply sending a deputy to everything. Mr. Castle said that a lot of times they are sending deputies to mental health calls that they know are not going to rise to the level of where a person needs to go to the hospital, they are sending a police officer simply because they called 911, and ending up with a police officer on the scene who really has nothing that they can do for the person at the time, which leaves them in a bad situation to just walk away, or try to get a pick up order to get someone to the hospital who really doesn't qualify for a pick up order, and in a lot of cases the pick-up order is denied. Mr. Castle asked Ms. Eslick if she had any recommendations or envisions a program like that working. Ms. Eslick said that the first step would be to have a meeting to talk about how they have been able to help other law enforcement in the other counties. Every department has different policies on how they manage their behavioral health calls, sometimes it's dispatch determination. For example in Schenectady they have worked closely with the police department and now Scotia and Glenville, sometimes even if the officers are called they will say to dispatch to please call the mobile crisis team to request them to be on site. This way they are at least in route so that when the officers get there and realize they don't actually need to be there, the mobile crisis team is already in route to come. Or if an officer gets out there and they know it's not something they need to 941 or call in for pick up order, they will still call the team even though they are driving away to have them still provide support to that family so that maybe over time that family will start using the mobile crisis tem instead of calling 911. Ms. Eslick said that Schenectady County are even looking at having

dispatch being able to screen what the police respond to and what the crisis team respond to. Some of the discussions that are happening in other counties is trying to build the crisis team into the 911 system.

Ms. Heggen asked how many instances Northern Rivers has been involved in over the last year or so, just to get a sense of the level of involvement. Ms. Eslick said that she believes the need is a lot higher than they actually get called on. As an example for calls, in October they received 32 calls for adults, from either a client, law enforcement or provider. Of these calls 16 were new clients that they did not have contact with before. In October for children aged birth to 17, there were 40 calls, 24 of which were new contacts. So in total, 72 calls in Saratoga in the month of October. Ms. Eslick said that in Albany where they are more familiar with Northern Rivers that figure is double or triple. Ms. Eslick said that she hopes they can increase their support in Saratoga County.

Dr. Prezioso said that it's important to consider how one part of the system touches another part of the system. To the extent that mobile crisis can intervene and divert from hospital use, that certainly is a more targeted of an effective service, less expensive service, than EDUs can also divert people away from hospitalization. Then as you move out concentric circles, to the state hospital system where beds are closing, that's why we end up oftentimes with people who are in need of services, but the resources at the local level are pretty well constrained. The State has not been able to maintain its same level of services either, and Dr. Prezioso believes this is why the Jail has become number 1 of the largest providers of mental health service in the area. Ms. Eslick added that the calls can range from a parent calling because their child is damaging property because their cell phone was taken away all the way up to someone being suicidal, homicidal or psychotic. Ms. Eslick gave examples of the range of services that were recently provided in coordination with the Troy Police, Rotterdam with the V.A., and Schenectady with the US Marshals.

Supervisor Richardson thanked everyone for their input and said that this has been an eye opener for him, realizing all the services that are available, and services that are more in need now than in the past.

Dr. Prezioso said that the next meeting will be held on December 2nd, it was agreed earlier to skip next week since it's Thanksgiving week. The plan is to hear from Faith Groups at that meeting.

Dr. Prezioso said that they are looking to meet the following week. Undersheriff said that another group that they need to reach out to is community leaders, community activists. There is no central repository as to who those people would be. Supervisor O'Connor said that part of reaching out to this type of undefined category is to push out the survey that was prepared, and send a notice to residents to look out for this survey. Dr. Prezioso said that the link is up and running on the website, the link to the Executive Order 203 Compliance group page is directly on the County's homepage. The page contains meeting all notes, and the link to the survey. Dr. Prezioso that a press release will be coordinated through the County's PR Firm to make sure the information gets out to the public. Mr. O'Connor asked that the link be sent out to all Supervisors so that they can put it on their Town websites also. Mr. Richardson suggested that a notice be sent to Supervisors and Mayors of different village to participate in the meeting on the 9th of December*. Mr. O'Connor said that there may be individual town board members that may want to offer their views also. Dr. Prezioso recapped that December 2nd will be for faith based groups and December 9th * will be for elected officials. Dr. Prezioso said that he will work with County Administration to get the press release put out directing people to the webpage and the link to the survey so that they can get a broader swath of feedback.

Mr. O'Connor asked if there would be follow up with the Superintendents in terms of the students. The survey could be used, possibly a different survey for students. Mr. Castle said that he does not see a problem sending out a slightly different version than what is being sent out for general inquiry. Mr. O'Connor suggested reaching out to some of the Superintendents to ask for their views before we decide which way to go.

On a motion by Mr. Richardson, seconded by Mr. O'Connor, the Group unanimously adjourned.

Respectfully Submitted,

Therese Connolly
Deputy Clerk of the Board

**December 9th date has been changed, new date TBD*

Executive Order 203 Compliance Group

December 2, 2020 Meeting Notes

Members Present: Malta Town Supervisor Darren O'Connor; City of Mechanicville Supervisor Tom Richardson; Dr. Michael Prezioso, Commissioner of Mental Health & Addiction Services; District Attorney Karen Heggen; Public Defender Andrew Blumenberg; Opal Hinds, Esq.; Assistant County Attorney Michael Hartnett – Advisor to the Group; Pastor Aaron Koonsman, Community Alliance Church; Isaac Denton, Grace Fellowship Church; Reverend Heather Williams and Allison, Upper New York Conference of the United Methodist Church.

Dr. Prezioso welcomed those in attendance. He asked the members of the Group to introduce themselves.

Dr. Prezioso said he wanted to take a moment to remind everyone of the process. The process has been designed in furtherance of Executive Order 203 the New York State Police Reform and Reinvention Collaborative. The Order directs a comprehensive review of current police force deployments, strategies, policy & procedures, and practices for addressing the particular needs of the community served and to promote community engagement to foster trust, fairness and legitimacy. Stakeholders including but not limited to membership and leadership of the local police force, members of the community, interested non-profit and faith based community groups, the local office of the District Attorney, the local Public Defender, and the local elected officials shall be consulted. Members have identified stakeholder groups, have been or are in the process of being identified and will have the opportunity to speak to the Executive Order 203 Compliance Group for 3 minutes each. Members of the public are invited to call in to listen to stakeholder input and Compliance Group discussion. Stakeholders in the public are strongly encouraged to submit comments in written form. On the Saratoga County website there is a link to the Executive Order 203 Compliance Group page that has a survey that can be responded as well as information about emailing comments.

Dr. Prezioso said at this time he would ask the callers to speak in the order they called in.

Pastor Aaron Koonsman, Community Alliance Church said at this point he is listening, basically. He just wanted to hear what this was about. He doesn't have any comment at this point in time.

Pastor Isaac Denton, Grace Fellowship Church said he would agree with Pastor Koonsman. He was jumping in on the call to observe and hear what we are at on everything and go from there.

Mr. O'Connor thanked the Pastors for joining the group and said it was appreciated. He said what we are interested in is making sure that everyone has the opportunity to address this Group; and therefore the Board of Supervisors in figuring out what kind of ways we can improve policing in Saratoga County to make sure what has happened in some parts of the Country doesn't happen here in Saratoga County. The core of the issue, he thinks, is discrimination, racial discrimination in policing. We have a tremendous Sheriff's Department. But, we are going to comply with the Executive Order to make sure we can either keep our Sheriff's Department the way it is without racial discrimination or change things if they need changing. We are doing a comprehensive review of that. We want to make sure that everyone has the maximum opportunity for input. What we are asking the faith based community, if they could do, see if people in your congregations have had any problems or experiences negatively with the Sheriff's Department in Saratoga County; those people especially let us know what the recommendations might be and other people with any kind of advice whatsoever. We want to make sure we get all of the advice from all of the stakeholders. If the word could be spread among their congregations, he thinks that would help this group out a lot. Mr. O'Connor thanked them.

Ms. Heggen said as a follow up to what Supervisor O'Connor just stated. Perhaps it might be helpful if the Pastors have had people come to them who have had experiences with the criminal justice system. And they have turned to them. Have there been areas where they have found had a stream of information or a path to follow or where you have had difficulty in assisting people who are challenged. Whether they were involved as family members of people who were charged with crimes or people who were victims of crimes that may also provide the Group with some insight as to areas of concerns. Either good or bad as this is not just about identifying negative aspects. We would also like to emphasize and build on the positive things that go on when it comes to policing in Saratoga County. This

Group's emphasis is on the Sheriff's Department but she doesn't think the Group's interest is limited only to those kinds of experiences.

Pastor Koonsman said he has not personally heard anything from his congregation that has been anything negative or an issue of that sort as is being spoke about. He said he could definitely reach out and ask if there is any more input. He will say that his primary experience dealing with law enforcement that was when he was serving as an assistant Chaplain in Comstock for a little over a year. That is obviously on a State level not on the County level. He has not actually been within the Saratoga County jail. He has only had experience with the Warren County Jail. Warren County seems to be fine in his experience as far as getting in and out. His request without knowing anything specifically about the Saratoga County Jail would be there would be a process in place or continue to be a process in place for those individuals from the faith based community that want access to be able to provide for the inmates that are in there for whatever period of time that they can get in there as simply as possible. He understands the security concerns. The County has to deal with whoever is admitted. He knows that on the State level it is very complicated to get in on a regular basis. He's not sure how that is on the County level. The easier that process could be would be preferred so that they can help serve individuals that are in that environment.

Dr. Prezioso said there have been a couple of people who have joined. He invited them to introduce themselves and make comments.

Reverend Heather Williams and Allison, Saratoga Springs United Methodist Church. Reverend Williams said usually this is not her forum to speak. Usually she is doing a sermon. She said she came for information sake, to gain more wisdom about the decision making process and the committee as a whole. She said she knows some of the members that are on the committee and wants to be better informed to help their congregation support our values in our community. In Saratoga Springs United Methodist Church we value radical inclusivity, justice focused outreach while we nurture God centered family. The justice focused outreach branch of our congregation wants to be more active and involved in the affairs that are happening in the community. The only way they could do that was to be present. To hear the information and know what is being discussed and how the decisions are being made and who sits at the table. And whose voices are being heard. And whose voices are not being heard. That is why they came today.

Dr. Prezioso thanked them for coming. He said the Group is the result of the Governor's Executive Order 203 and is designed to gather information from different stakeholder groups in the community and then share that information ultimately in a report with recommendations based on the input received back to the Board of Supervisors. That is how this Group was constituted and the direction the Group is going.

Reverend Williams said she received a letter yesterday about this meeting. She didn't have a whole lot of time to prepare or to speak with the congregation before coming there. She wanted to show up and be present. For her people justice is best served when all people are being best served. In their community of Saratoga Springs she has only been there for seven years. In that very short time, she moved from Syracuse, she found Saratoga Springs to be very hospitable, extremely inviting. People who live here are genuinely happy and that is how it felt to her. Until she was at a school board meeting. She went because one of her parishioners was on the school board in Saratoga Springs. While she was there they were discussing the issue of disarming police in the schools. She went to meeting because one of her parishioners was being threatened. Her very life was being threatened. She went to be a person of support. She said while in that meeting the level of divisiveness that was in that room was astronomical to her. Never in her life has she feared walking from a high school to her car. She had someone walk her to her car. She called the school board member's husband and told him he needed to come. She didn't think the member was safe. And that is not the kind of community Saratoga Springs has nurtured through the years. She thinks that is a reflection of our nation of our world. The level of divisiveness.

Mr. O'Connor asked if in her experience with the school board meeting on the arming of the police or not did she detect any kind of racial component to the divisiveness. Reverend Williams said that is a very interesting question. It is interesting because the woman who is her parishioner is married to a black man who was walking through a huge wall of white men and she feared for his safety. She met him at the door. So yes, she did feel there was a racial component. Mr. O'Connor asked if there was any kind of aggressive action or words taken against him. Reverend

Williams said not that she saw or heard. What she did hear was a whole lot of name-calling. People weren't supposed to be speaking unless they had the microphone. She was with another clergy person who took three minutes on the floor. She didn't plan to speak. But as the clergy people and you put a microphone in front of one of us, she said she stood at the microphone with him because he was very anxious as well. He said Heather do you have anything to say, after thirty seconds. So there was two and a half minutes left of his three minutes. She did speak. She spoke to the level of nastiness and mean spirit and how all the people at the school board level have children in the same school you do. For you to call all of them names and curse and swear in a public forum. Where she comes from she has lived in places that were not safe. That space was the most unsafe she felt in a public setting. She has been in the most poverty-stricken places in Syracuse and still didn't have someone walk her to her car.

Dr. Prezioso said he wonders as part of that or any other experiences, similar to a question that DA Heggen asked a bit ago, as part of that experience or other you may have had with your parishioners, have they related experiences with law enforcement that would be applicable in the context of this Group.

Reverend Williams said that is very interesting. Over the last year and a half they have been developing a more intimate relationship with their sister congregation and they have been doing a lot of anti-racism work with them. They have been doing studies and listening to stories then listening to the members of her congregation and their stories. Warren Dart whose father was a Tuskegee Airman has never been asked by Saratoga School District to come and tell his story. He has worked for the School District and retired from there. To her knowledge, he was the only black teacher in Saratoga Springs. Doralee Snyder who is also a prominent member of Saratoga Springs and key leader has experienced racism. At the mall someone hit her car. She is an older woman. A young man who is white hit her car. The police officer let him go. Didn't give him a ticket, just let him go. And was going to let him go without getting his insurance information. So she would say yes, there have been people who have had a lot of experience not all negative either. She did have the Mexican consulate comes once a year. They need a place where they can get appropriate documentation for workers in the community. The first time she held it at her church, because it was a big enough space, it was very close to the track. There were many folks, hundreds of people that got appropriate documentation, driver's license, passports. The first day there was a police car parked in the parking lot. She had to ask him to leave because the people that were coming were getting very anxious. This was four years ago. The climate four years ago was quite hostile toward the immigration population in our area. If you recall there were a lot of businesses that suffered during ICE raids. So she had to ask the police officer to park somewhere else and not in their lot. She said there is also a large AA community that gets anxious. They were meeting that day too.

Mr. O'Connor asked regarding the incident she had just described with the police officer and the collision, did she recall what police force was involved and was it in Saratoga Springs. Reverend Williams said yes it was in Saratoga Springs. Mr. O'Connor asked if it was a Sheriff or the Saratoga Springs police department. She said she did not know. She said she thinks that Saratoga Springs has a lot of places of commonality and a lot of places of support. The most incredible thing she was able to witness was when Karen Gregory who is the head of Code Blue and doing work for Shelters of Saratoga needed \$50,000 to house the Code Blue homeless population in the Holiday Inn. She needed it right quick. She was able to get people to donate \$50,000. The people of Saratoga Springs come together and support one another. And how do we make sure all the voices are at the table, everyone is being heard, seen and valued. She thinks that is what is at stake in all of this. That everyone is seen, heard and valued.

Ms. Heggen thanked her for coming. She said a question that she had posed just before the Reverend Williams arrived was she thinks part of the mission of the Group to try to collect information to make recommendations has to do with different entities of organizations interaction with policing. She thinks members of the faith community often can potentially be approached by people she engages with and supports whose lives have been impacted and involved in the criminal justice system. Similarly to her example of the parking lot but it could be people involved are accused of crimes, they can be victims of crimes and they can be witnesses of crime. One of the goals she has for this is to gather whatever information she can about where we can do better in informing the public about different things. How can we help you help the people that come to you, she guesses is her question, bottom line. She said she believes that understanding a process can help so whether that is something providing assistance from a faith-based perspective or maybe there are people going to Reverend Williams with particular issues or problems. Over the course of her years she has had members of faith based communities supporting the people she sees in her office. She said not understanding a process can put people at a disadvantage. Ms. Heggen asked Reverend Williams if she thought that

would be helpful. Reverend Williams said one of the things her church does is have a discretionary fund. Through COVID they went through \$40,000 giving it to people in need. Through that they had to learn the right process. So now they have a relationship with Catholic Charities and different organization so the process is solid. So that they are not competing but sharing resources. As far as this work goes, absolutely. Understanding the process and having that be very transparent would allow her folks to get involved and have a more clearer opinion of where they stand and what they support. Ms. Heggen asked if she had any suggestions. Reverend Williams said this conversation would be wonderful if it could be hosted at a house of faith. Where people can be in conversations with this Group and the decision makers. So they can be seen, heard and valued in this process. Due to the pandemic she suggested a zoom meeting versus an in person meeting. The more transparent during the process the better. Ms. Heggen said the pandemic has brought about many challenges. She said the survey referenced in the letter that is online could be shared, the notes from other meetings are online, the Executive Order which is where this group gets its charge from, again the desire to share information. The Group is trying the best they can to figure out different ways. Reverend Williams said the letter she received from Ms. Heggen got her attention. Now that she has the information she can easily distribute the information and share the link on her website. Ms. Heggen thanked them for coming.

Reverend Williams shared a positive experience she had with the Saratoga Springs police department. There was a young woman who escaped BOCES. She was sitting under a tree at the church but wouldn't speak to her. So she called the police department. She said two female police officers sat with this young woman for over an hour until they were able to get her to communicate. She didn't want to leave on a negative note.

Mr. Richardson thanked her for coming. He said he believed the Saratoga Springs Police Department would be doing something similar to what this Group was doing. It should be happening now or will be happening soon. Ms. Heggen said they have been engaged. She added each police agency in NYS has been directed to do this. This Group was constituted and formed as a result of the Saratoga County Sheriff's Department initiative but she has been contacted by other agencies. She said she believes Commissioner of Public Safety Dalton's office have been involved. They are engaged in similar discussion. Mr. Richardson said that was his point was that something should be happening right in City Hall.

Dr. Prezioso thanked them for coming and encouraged they to continue to find ways to engage. We all look forward to continuing this.

Mr. Blumenberg asked what the socio-economic make up of her congregation is. Reverend Williams said they are a suburban congregation for sure with some folks on the lower end of the economic scale. And that's the beauty of Saratoga Springs because this congregation truly shares their resources with each other.

Dr. Prezioso said he wanted to go over additional items that were on his agenda. He thanked the Pastors for being on the call and let them know the Group was going to be talking about schedules if they wanted to leave the meeting at this time. The Pastors thanked the Group and hung up.

Dr. Prezioso said he had a brief conversation with a reporter from the Hill Country Observer about where we are and where we are going. Once he has a copy of the article he will pass it around for the Group to see. He drafted and had marked up a press release of the actions of the Group and has gone out to the press. He thinks Gramercy got an email back from the Times Union and he did notice that he also got an email from a reporter. Word is getting out and people are starting to ask questions. He thanked the Group for their efforts to get the word out, for the outreach and contacting stakeholders.

Mr. O'Connor asked if the Group wanted him to send the revised draft of the simplified survey to the two school superintendents, they have been dealing with to take them up on their offer to take a look at it, revise it if they think it needs it and then get it out to the students.

Dr. Prezioso said he would be comfortable with that. Ms. Heggen said the more input the Group gets the better. She said during this meeting she had received communications from a Times Union reporter who is listening in. She hopes there are other people on the line that are continuing to disseminate information.

Mr. O'Connor said he would send the revision to Superintendent Slentz and Robinson today.

Dr. Prezioso asked Mr. Hartnett about the report process and developing that report on a rolling basis. Mr. Hartnett said we are on a time line with the deadlines imposed by the Executive Order and the report going out for public comment and then ultimately to the full Board for any resolution deemed appropriate. He thinks it may be prudent to start the bones of that report and then fill in as we go with the comments. He is willing to take a crack at it so that once it comes time to have a discussion we have a hit the ground running approach.

Mr. O'Connor said that is a great idea and thanked Mr. Hartnett. We are in a time crunch and getting a jump on that is a terrific idea and acknowledged that is a boatload of work.

Mr. Hartnett said he will take a crack at it with no expectation that it is adopted or used but just as a bones of the report that the Group will add the meat to. He is thinking the Group should be moving to the discussion about the recommendations phase in January, and then for public comment in early February. Dr. Prezioso thanked Mr. Hartnett for offering to do that. He asked if we need to be more specific with the dates on the timeline. Mr. Hartnett said right now the comments are about the policies and procedures; the comments that come after the report are going to be based on the Group's recommendations. He thinks anyone who wants to comment on the process or procedures, shouldn't hesitate to do so now. Once the Group issues the report, the public comments are largely going to be directed towards the Group's recommendations. All of the steps that have been taken have been fantastic including the website, email links and the groups that have come. Any and all comments that the Group can get will help the process. Ms. Heggen asked if it makes sense to establish a set timeline with dates. Dr. Prezioso said he appreciates that because he thinks the Group is at the point where we need to start thinking about specific deadlines. Mr. Hartnett said his suggestion would be the end of the month depending on what additional groups will be invited. He said comments through the survey should be taken through sometime the beginning of the year as it will take time to get the information together. This Group will have to meet, sift through the information to come up with the recommendations, which will take a couple of meetings.

Dr. Prezioso said next week this Group's will be meeting Thursday, December 10th at 3:00pm. An invitation was sent to the Supervisors to make it known to them. Mayor Putman has already responded as well that he would like to be present. Dr. Prezioso hoped that the Supervisors that have villages if they could reach out to the Mayor's that would be helpful.

Dr. Prezioso said he wanted to update the Group on the receipt of an email from one of the co-founders of the Saratoga Immigration Coalition. He said he met with her and a colleague to learn about the process and speak more in depth how we can go even further to get community participation. They have connection with unique sets of groups. We have had the human services, faith based, school superintendents and they are compiling contact information for some of the groups they work with so that he can do some outreach to them. He suggested those groups to come on Wednesday, December 16th. He said if this is the community group and we have gone through the others that were identified as part of the Order, will that be our final meeting or is there another set of stakeholders we should be speaking with.

Mr. O'Connor said with high school students it might remain to be seen. Once we get the survey finalized and out to grades 9 to 12 in the County we might know whether the superintendents advise a session in the Board Rooms where we could take comments. But the survey may be sufficient. He's just not sure yet.

The Group decided to hold a meeting on December 30, 2020 to act as a catchall or a wrap up. The meeting would be for anyone who wasn't able to make the other meetings or perhaps didn't fit in any of the other groups or the students, as they will be off from school.

Mr. O'Connor asked if anyone knew if the other Supervisors have put the information out to their town boards and villages. He said it might be good to send a reminder so there is no risk of some elected officials or mayors not knowing they were invited. Dr. Prezioso will draft an email to be sent out through the Clerk's Office.

Dr. Prezioso asked if there was a Committee of the Board that this would be presented to or would it be a report back to the Chairman. Mr. O'Connor said if there was a Committee he would say Public Safety. He thinks it would be a good idea to run it through that Committee before it goes to the Board. Mr. Richardson said yes, without a doubt.

Dr. Prezioso reviewed that the meetings will be finished up the first week in January, taking January to draft comments/recommendations, present to Public Safety in February, public comment and adoption in March.

Mr. Hartnett asked the Group members to send him a summary of who was contacted so he can include that in his report.

On a motion by Mr. Richardson, seconded by Mr. O'Connor, the Group unanimously adjourned.

Respectfully Submitted,

Pamela Wright
Clerk of the Board

Executive Order 203 Compliance Group

December 10, 2020 Meeting Notes

Members Present: Malta Town Supervisor Darren O'Connor; City of Mechanicville Supervisor Tom Richardson; Dr. Michael Prezioso, Commissioner of Mental Health & Addiction Services; Undersheriff Rick Castle; District Attorney Karen Heggen; Public Defender Andrew Blumenberg; Opal Hinds, Esq.; Assistant County Attorney Michael Hartnett – Advisor to the Group; Sheriff Michael Zurlo; City of Saratoga Springs Supervisor Tara N. Gaston; Stillwater Supervisor Ed Kinowski; Village of Round Lake Mayor Gary Putman.

Dr. Prezioso welcomed those in attendance. He asked the members of the Group to introduce themselves.

Dr. Prezioso said he wanted to take a moment to remind everyone of the process. The process has been designed in furtherance of Executive Order 203 the New York State Police Reform and Reinvention Collaborative. The Governor's Order directs a comprehensive review of current police force deployments, strategies, policy & procedures, and practices for the purpose of addressing the particular needs of the community served and to promote community engagement to foster trust, fairness and legitimacy. Stakeholders including but not limited to membership and leadership of the local police force, members of the community, interested non-profit and faith based community groups, the local office of the District Attorney, the local Public Defender, and the local elected officials shall be consulted. Members have identified stakeholder groups, have been or are in the process of being identified and will have the opportunity to speak to the Executive Order 203 Compliance Group for 3 minutes each. Members of the public are invited to call in to listen to stakeholder input and Compliance Group discussion. Stakeholders in the public are strongly encouraged to submit comments in written form. There is a link on the Saratoga County web site developed for that purpose. The input will be incorporated in to a report to the Board of Supervisors of Saratoga County by April 1st, 2020.

Dr. Prezioso said with that he asked the elected officials to offer comment.

Mr. Kinowski said he is not on the committee. He did attend the first meeting and offered some comments then. He has his own police for in his own town that is going through this same procedure. He said they are going to do a take-off of whatever this Group does. We do have something in place, our police commission. There are five members on the commission, and we will be getting more. We are reviewing our own policies and procedures similarly. We feel we can do a good representation of our town predicated on the demographics. It is difficult to get people who don't want to volunteer for different organizations especially the smaller the number there are within the demographics or the minority. It is extremely difficult. In our own town, we are experiencing what the County overall is when it comes to that. He hopes he can offer better comments down the road as he hears others coming from the other members of this group.

Dr. Prezioso said to Supervisors O'Connor and Richardson, that they have a dual role here. You are members of the Compliance Group but as elected officials if there is input they'd like to offer. Mr. Richardson said he did not have any input at this time but he is just curious how many people have responded across the website or maybe interacted with other members. Mr. Castle said he could speak to the survey that was originally generated. It is posted on the County website and the information went out through the Sheriff's Office on the social media asking for input. To date there have been 95 responses. He said he could tally the information and disseminate it to the Group so everyone can start going through and digesting what is there. He said he anticipates more responses coming in on that and the information, the link can continue to be pushed out for people to review it. Dr. Prezioso said he has received probably fewer than 10 emails at this point. In combination, we are up to over 100 written responses maybe just a bit more. He said he could say we have put out requests for feedback to easily over 200 to 250 people constituting various groups and/or individuals connected with groups speaking on their own behalf. Between the faith communities, human service providers and he had the opportunity to meet with the co-founders of the Saratoga Immigration Coalition they were very helpful providing additional names and contact information for groups. We have nine speakers so far scheduled to participate next week. He thinks the word is getting out and a reasonable amount of responses have come in up to this point.

Mr. O'Connor said he wanted to bring the Group up to speed on the high school issue. After the meeting with the Superintendents, some advice was given to try to get the high school student's input. They composed a simpler survey for the student on the theory that it would be better to have a quicker survey that high school students may be more apt to complete. A survey was devised. He said they went through it with the superintendents from Ballston Spa and Shenendehowa; they made a few changes and the form went out through google forms to all superintendents in the County. One of the problems is the schools are knee deep in Covid issues right now. He thinks it will take some time to get responses back from high school students. The survey is out there and he is hopeful responses from high school students will be coming.

Mr. Putman said two of the email responses came from him. He was wondering what happened to those and asked how they were disseminated. He asked if they sit somewhere until the final report. Dr. Prezioso said his intent is to collate the responses that are received and then they would be shared with the Group. The Group would then go through them. If the Group would rather that happen in a different way, Dr. Prezioso said he could forward them on to people. Mr. O'Connor said he has seen some of the responses. Mr. Putman asked if Mr. O'Connor meant emails or survey responses. Mr. O'Connor said survey responses. Dr. Prezioso said he would make sure the Group has access to all the materials that are received.

Ms. Gaston said "she wanted to make some quick remarks with regard to the Executive Order 203 was issued in response to the public's cry for accountability and reconsideration of policing in light of a number incidents involving police throughout the United States. The order specifically notes concerns with engagement with community. With higher rates of engagement with people of color, the LGBTQ community and those with mental illnesses. It was drafted to require agencies to evaluate their work with the community and engage in a public process on how to improve. Many, unfortunately, including some in this room, have referred to this executive order as an attempt to defund the police. But, I see it as no such thing. I am the daughter of a police officer who, learned to shoot before I attended school, and still remember my father's answer when I was young as to why officers did not shoot to injure so people could still go to trial. His response was that any officer using his weapon or - any - weapon was the absolute last resort and the only way he would pull it was if there was absolutely no other option to save a life. I am proud of his history training law enforcement throughout Alabama, and his response to officers who did not maintain high ethical standards. I won't use the words that he would use in response to them because I don't think it's appropriate for public distribution in our minutes. I am also the granddaughter of a police officer. My grandfather just passed away. He served 27 years in the Marines and then was the Chief of Police in Alabama. My father performed his duties because he learned them that way for my grandfather. I would not call either of them socialist or liberals or anyone who wants to defund the police. But they agree completely in the purpose of this Executive Order and in the importance of appropriate and transparent engagement with the public. In reviewing the survey that was put out for public input, it is opaque, difficult to understand and relies on assumptions that the current methods are the best ones and are most appropriate. I don't know how the public can provide open, transparent and in any way helpful responses to the answers in this survey or can make any recommendations for how things should be. I do not expect giant structural changes. But I do think there is a lot that we should be doing in Saratoga County to improve the way law enforcement engages with the community. If through no other means than by listening. I've been contacted by a number of people who are concerned that the meetings, that the process and that who is being reached out to is not open and transparent. I had hoped once this Group was formed that public engagement would be expanded I have not seen it. And that is unfortunate because I know our County is capable of good work and that we are doing good work. But the community does not know that. If they can not fully engage with it then it doesn't matter. I hope the Compliance Group considers that and re-evaluate how they are working with the public. If not the ability for the public to trust in this process, in our County law enforcement and in our County government as a whole will suffer. Thank you." Dr. Prezioso thanked Supervisor Gaston.

Dr. Prezioso asked if anyone else had joined on the call. There had not been. He said typically at this point is after hearing the input, we turn to a discussion of what we heard. We then will have a discussion on moving forward with our process to make sure we satisfy the deadlines and the goals of the Executive Order. He opened the floor for discussion.

Ms. Gaston said she knows there has been a conversation on how many comments have been received, how many other elected officials have responded to the request that was sent out. She asked if Dr. Prezioso had those numbers

or had any idea. Dr. Prezioso said he does not have the numbers and added the invitations were extended at least a week ago. The invite went out to the Board of Supervisors with a request that the Board members share the invite with the Mayor within their municipality if there was one. Ms. Gaston said she did receive it and she did send it to the City of Saratoga Springs. She said she was disappointed that more have not participated.

Mr. Castle said to clarify, has the Group declined anyone who has asked to come and speak before this Group. Dr. Prezioso said no, no one has been declined who has made a request. He said to go back what he said previously, hundreds of individuals who represent scores of groups have been invited to participate. Other efforts through press release and the Sheriff's Office Facebook page has let this be known. There is a link on the Saratoga County web page that links directly to this Group with a schedule of upcoming meetings, with a means to provide input either by the survey or email link. He said to Supervisor Gaston that he has heard from others that say the survey can be a bit challenging to get through but we wanted to have an alternate means as well with email or calling in.

Dr. Prezioso said turning to the future and what direction we go in. He thanked Supervisor O'Connor for passing along and putting out the survey to the high school students on google forms. He thanked the superintendents who have participated to this point and will hopefully continue to participate. Going forward we do have the next meeting scheduled for December 16th. Among the participants will be the Back Stretch Organization, MLK Saratoga, Saratoga Immigration Coalition, Saratoga Peace Initiative, Planned Parenthood and Saratoga County Citizens Committee for Mental Health. We have those at least 9 individuals that will be in attendance. That is for next week's meeting.

Dr. Prezioso said at the last meeting there had been some discussion about whether we would obtain student input through the survey or if we would set up an additional meeting for students. There was discussion on a follow up meeting that is generally open for public comment. He looks forward to the Group's comments about this.

Mr. O'Connor said he thinks this is a great idea. He would like to give that additional option to the public if they want to have their voices heard. He said he wished there could be a meeting in a big huge auditorium and have people here but that is not possible with the uptick of Covid. If the next best thing is to allow them to phone in their comments or submit them in writing, he thinks that is a great idea.

Mr. Kinowski wanted to address Ms. Gaston but she had left the meeting. He said for the members in the room did he get an indication that she was not happy with the survey and that she thought the public may have a hard time responding to it. He thinks that what he got with her comment. He said he went through the survey and he didn't see it that way. She didn't suggest any changes which would be a concern. If a complaint is made, a suggestion of change should go with it. He said the most difficult thing for any political body is to get public input. Town level, we are lucky to get two or three members present. The only time they come out is if there is something huge in town that causes people to show up. This Group is experiencing the same thing he has experienced the eleven years he has been supervisor. It is difficult. We can try our best to get the word out but getting public input is difficult.

Mr. Putman said he would like to back up Supervisor Gaston's comment on the survey. He said he has been in education for forty years and he would have to agree with her comments. He did a reading analysis of the survey and it is graduate level. The first three questions were graduate level. The reading level is entirely too high. He said insurance policies are expected to be written at a ninth grade reading level. And this was way above that. Mr. Kinowski said what you've said is perfect and added the group that you are trying to speak to should be able to read it to provide answers. Mr. Putman said his first email that he sent in was about the reading level on the survey. He said with regards to public participation this has been a long standing complaint. The Board of Supervisors using Cisco WebEx for meetings it is very unsatisfactory. In Malta, they do Zoom meetings is much better. It is more interactive and you know who is speaking. He said he called in to a Shared Services meeting and he couldn't understand what was going on.

Mr. Kinowski said he has done research on the technology used, he uses zoom, and the largest number gathered was 125 people. This is a County with over 230,000 people and if half of them wanted to respond, what mechanism could be used or responses at that number. Mr. Putman said that only five supervisors are in the room so he didn't think the responses would be anywhere near the number Mr. Kinowski was saying. Mr. Kinowski asked Mr. Putman if he knew of any program that would allow for this many people to be present. Mr. Putman said it could be done on

Facebook live but that too has limitations. He said to him this is the least favorable way to hold meeting. Mr. O'Connor said the Town of Malta does use live and Zoom and this does work satisfactorily. He has also participated in Zoom meetings with countywide groups with people spread out over a room and it is nearly impossible to participate in that way. Zoom is great if every participant has a computer in front of him or her. It works great like that. It doesn't work at that well when there is one computer bringing in a whole group of people. Covid complicates things as people can't sit next to each other and talk.

Dr. Prezioso said he appreciated the feedback around the technical aspects of this and the desire to have public participate to the greatest extent possible. That's been something the Group has spoken about and really wants feedback from numbers of people from numbers of viewpoints. It's the Groups responsibility to integrate those in a set of recommendations to the Board of Supervisors. He appreciates the points made about the survey and its content and presentation. It was a good idea to have, in addition to the survey, written feedback that's in narrative form via email. This was another channel to get feedback. He asked the Group to return to the question of high school students and what the thoughts are about having participation from them either in this current form or another. And should this happen before our final meeting.

Mr. Castle said the survey will be going out and that is great. One of the things we can do is there is a Teen Advisory Council that was originally established by the Sheriff many years ago. This has been taken over by the Youth Council. The Council has representatives from all over the school districts in the County. It is not necessarily the elected student body council. These are volunteers on the Council. He suggested reaching out to Wes Carr to see if that group would like to participate. There are about 20 members and would be a good cross sample of people.

Ms. Hinds asked who is going to prepare the survey that will be sent to the high school kids. Mr. O'Connor said it has been prepared with feedback from the Ballston Spa Superintendent and the Shenendehowa Superintendent. The survey was modified after receiving their input. The survey has gone out to all superintendents in the County. Ms. Hinds said her concern was running into the same reading level issues. Mr. O'Connor said this survey is very easy to understand and is short. It is on google forms and did it this way so it would not scare off students. It is not a hard form to fill out.

Ms. Heggen said she is hearing concern for outreach this Group is doing. One of the things that could enhance feedback is to modify one of the meeting dates and times to a time that it is not during the business day. Perhaps an early evening time would work better. The other piece she has had some feedback on is the pace the Group is on. It is quick and there has not been a long lead-time in announcing meetings. She suggested the Group should start discussing the open meeting that will be a catchall. She said that might get us more input. She is feeling the struggle of the Covid restrictions. We need to factor in and balance all the situations and circumstances from a health and safety perspective. She said the Group has been welcoming of all responses however they have arrived. Her suggestion is to book out with a longer lead-time opportunities for people to engage the Group.

Mr. Richardson said one thing he noticed on Channel 13 News was Albany County is advertising on the news they are looking for comments. He wondered if the Group could reach out to a local news station. Dr. Prezioso said he didn't think that would be an issue. He asked if a press release asking for comment is what Mr. Richardson was speaking of. Mr. O'Connor said perhaps this could be coupled with the announcement of the open forum meeting. He said he agrees with Ms. Heggen that it should be after work so more people could participate. Mr. Putman said he went to the website and completed the survey. He said the website was confusing as the email was there but it wasn't clear what was to be emailed.

Dr. Prezioso clarified the Group will seek input from members of the Youth Bureau. Another incorporates a press release to announce an open meeting and be more specific about what input the Group is looking for. He said the last meeting would be in the evening to make it easier for people to participate. He asked if there were logistic issues with having an evening meeting. Ms. Wright said she didn't know if it would be possible in the Board Rooms as the building is automatically locked. If the Group wanted, she could speak to management about options. Mr. O'Connor offered the Malta Town Hall for the meeting as they have meetings all the time in the evening. He said the room isn't as big but it is decent size.

Mr. Kinowski asked if there was a way to have someone posted at the door and so on. Ms. Wright said it was not her decision to make as she would have to talk with management/maintenance. The cleaning staff works certain hours and that would have to be taken in to consideration as well. Mr. Kinowski said he can't help but think it would be doable and he would recommend an evening meeting.

Mr. O'Connor said the Town does have evening meetings and as long as the town hall isn't booked, he would like to offer the Group the Town's meeting room. Dr. Prezioso said the details would be worked on.

Dr. Prezioso said he would speak with Mr. Carr about youth involvement. He thought perhaps a meeting on the 23rd for youth would work. The following week is school break and most schools are closed and wondered if that would work. He asked the Group for their thoughts. Mr. Castle said there may be a possibility to have a zoom meeting with the youth group as it is a small dedicated group. Dr. Prezioso said he will speak with Mr. Carr and will report back to the Group.

Dr. Prezioso asked the Group for their input on the last meeting. He asked if it would be better to have the meeting between Christmas and New Year's or after the New Year. Mr. O'Connor asked Mr. Hartnett about the timing of meetings, and what works best to keep the Group on track. Mr. Hartnett said the Group is up against a tough timeline. He would suggest having the listening sessions concluded no later than mid-January. This will give the Group the time to meet the other deadlines.

Ms. Heggen said the Group doing something between Christmas and New Year's might not be the best. She said people have plans during this time. Dr. Prezioso suggested January 6th in the evening for the open meeting. Mr. Hartnett said that would work for the Group. Mr. O'Connor said he would check on the availability of the town hall and would report to the Group. The date of December 30th for a meeting will be removed. Mr. Castle said the week between Christmas and New Year's might be a good time for the Group to meet and go over materials.

Mr. Castle said Supervisor Gaston mentioned people had reached out to her with concerns about the Group's process. He recommended anyone that has people reaching out to them that they refer people to the Group.

Mr. Kinowski asked about the survey and if any thought had been given to re-writing it. Mr. O'Connor said he could share with the Group the survey that is being sent to the high school students. He said the more detailed survey does avoid is talking points kind of answers that don't necessarily apply to Saratoga County or the Sheriff's Office. Instead direct it to the real policies that we have going on. Not that the former isn't important. It is important. Perception of police in general is important. Obviously we are more concerned with Saratoga County and how we are policing here. With that being said he said he would send the survey out to the Group. Ms. Heggen asked if Mr. O'Connor's survey could be posted. Mr. Castle said both could be on the website. If someone wanted to take the abbreviated survey it would be there for them to do so. He said the survey that went to schools does not contain any back up information.

On a motion by Mr. Castle, seconded by Mr. Richardson, the Group unanimously adjourned.

Respectfully Submitted,

Pamela Wright
Clerk of the Board

Executive Order 203 Compliance Group

December 16, 2020 Meeting Notes

Members Present: Malta Town Supervisor Darren O'Connor; City of Mechanicville Supervisor Tom Richardson; Dr. Michael Prezioso, Commissioner of Mental Health & Addiction Services; Undersheriff Rick Castle; District Attorney Karen Heggen; Public Defender Andrew Blumenberg; Opal Hinds, Esq.; Assistant County Attorney Michael Hartnett – Advisor to the Group; Nancy Underwood, Backstretch Employee Service Team; Rev. Michael Bell, Holiday Hammond, MLK Saratoga; Maxine Lautenberg, Terrence Diggory, Saratoga Immigration Coalition; Chris Pipia, Saratoga Pride; Linda LeTendre, Saratoga Peace Alliance; Nicole Margiasso, Planned Parenthood; Lexis Figueroa, All of Us.

Dr. Prezioso welcomed those in attendance. He asked the members of the Group to introduce themselves.

Dr. Prezioso said he wanted to take a moment to remind everyone of the process. The process has been designed in furtherance of Executive Order 203 the New York State Police Reform and Reinvention Collaborative. The Governor's Order directs a comprehensive review of current police force deployments, strategies, policy & procedures, and practices for the purpose of addressing the particular needs of the community served and to promote community engagement to foster trust, fairness and legitimacy. Stakeholders including but not limited to membership and leadership of the local police force, members of the community, interested non-profit and faith based community groups, the local office of the District Attorney, the local Public Defender, and the local elected officials shall be consulted. Members have identified stakeholder groups, have been or are in the process of being identified and will have the opportunity to speak to the Executive Order 203 Compliance Group for 3 minutes each. Members of the public are invited to call in to listen to stakeholder input and Compliance Group discussion. Stakeholders in the public are strongly encouraged to submit comments in written form. There is a link on the Saratoga County web site developed for that purpose with both surveys and an email address. The input will be incorporated in to a report to the Board of Supervisors of Saratoga County by April 1st, 2020.

Dr. Prezioso asked the attendees of the meeting to provide their input.

Mr. Figueroa, All of US: "Good morning. I am happy that you guys are putting forward this collaborative for change. One of the things that I did notice is that when I went on there and did the survey, the language of the survey seemed to me, as being a person of color, and reading this, it seems to me to be saying to the public – this is what we are doing right, look at what we have been doing, we've been staying on task as far as training, we are always ahead of everything – I don't see there saying we need to make some changes, we have noticed that there needs to be changes, because clearly, the whole United States, the protesting all over it because everybody knows that there needs to be change, so it's clear. That is one of the things. Another thing that we had, me personally and as far as we are dealing with the Saratoga County Sheriffs, I personally have had plenty of times where I have been pulled over by the Saratoga County Sheriff's, and it's always multiple cars that pull me over. I have also been searched by the Saratoga County Sheriffs for unknown reasons and I'm not the only person I know that has had these problems. At our Police Task Force meetings in Saratoga Springs we have had people complain about their kids being harassed by Saratoga County Sheriffs, and other people of color. I noticed that when I first came to this meeting that me and the woman over there are the only people of color that are even a part of this meeting. I feel that's not very equitable for the communities, the Executive Order was put in due to the problems with people of color. We also have July 30th which was a back the blue rally that was in Saratoga Springs in which the Saratoga County Sheriff's came there with their militarized vehicle. Anti-mine vehicle which is an anti-terrorist vehicle to use on peaceful protesters. We were shot with pepper bullets and there were also four arrests that were actually unlawful arrests, that's why their charges ended up being dropped after. But that's another thing that we have a problem with is the Sheriff's coming into the City of Saratoga Springs with military gear and what are we going to do about, how are we going to deal with protests moving forward, and as well as any accountability for July 30th from Sheriff Zurlo or the Sheriff's Department at all. My group also has a thing called 13 demands, they are demands that are made by the people, for the people in order to make policing better and transparent and more accountability held for the Police officers with the community. If you guys would like an annotated version or regular version, I can email them to you. I would also, if sometime we can sit down and discuss them, I have done this with Commissioners in Saratoga Springs so far, we are working on trying to implement some of those changes, including to ban chokeholds, knee holds, and hogties. We also, I have personally

received a lot of phone calls from a few different inmates inside the Saratoga County Jail who have actually talked about abuse that was racially derived, being called names, phones (inaudible) being taken illegally and there were things like that. What are we going to do to make sure that the Saratoga County Sheriffs that are inside the jails are actually being held accountable as well. Bodycams is a very big thing as well, and that is on the 13 demands as well, a lot of these things are all part of 13 demands, including the demilitarization of police entities, or at least in somewhat, doing something with military vehicles. I also wanted to know, is this the only time we would have to speak, this one meeting or what is the process going to be as far as the meetings in the future."

Dr. Prezioso: "To this point, we have met with different stakeholder groups, so here is another one. The purpose of this group is actually to collect feedback from the community, so we have reached out to several hundred individuals and groups at this point to participate, in writing, come in in person, folks on the phone and all that. Our task is to hear from the community, get recommendations together to present them to the Board of Supervisors. There will be an opportunity for public comment about that, before the Board moves forward and makes a decision about acting on the recommendations in one way or the other. I would imagine that this is just an initial step in the process of developing the recommendations and then deciding what way to act on is the most appropriate. I think that things are moving in that direction. We will have some, among the group, some scheduling things to talk about, about opening up the phone line for opportunities for additional public comment. We invite everyone who is here to speak today in the room, and the folks on the phone as well, to stay after the formal input has been provided, we invite you to stay for the discussion and there may be questions that you have of each other, that the group may have of you in terms of just developing the best recommendations we can based on your input. I appreciate you coming, thank you."

Mr. O'Connor asked Mr. Figueroa for a copy of the 13 demands both annotated and unannotated to be forwarded to the group. Mr. Figueroa agreed and said that he will forward it to Dr. Prezioso for distribution to the entire group.

Nancy Underwood, Backstretch Employee Service Team: "I am Nancy Underwood and I am the Program Director for the Backstretch Employee Service Team. We oversee all of the medical, mental health, social services and addiction programming for the migrant Backstretch population who travel the racetrack circuit. We are unique in the backstretch because we have our own trained security force, they deal with any criminal behaviors or suspect incidents on property. We are fortunate that our security force works directly with the local police force, and developed a very good working relationship with them. But we are much like a college campus, in that we try to handle the things on our property that we can. We have three freestanding nonprofits on property. We deal with all the Mental health stuff and addiction and anything that needs to be linked off property, we really use the Saratoga County EOC to link them to people, help or working with our local collaborative partners. The only incident, issue that we really see on property, and it's across all aspects of the County is having more bilingual speakers. So when something happens, the police have actually called our office to translate, which isn't necessarily the best practice, the hospital does the same for a variety of incidents, so having more bilingual speakers, and really truly making it more inclusive because these individuals do live in our communities and add to our economy a vital service. A lot of people say that the Racetrack would not exist, or Saratoga would not exist without the racetrack, and our nonprofits argue that that Racetrack would not run without the individuals that live and work there. So we are dealing with 2K to 3K people who are moving into the community April through November and just making them feel more welcome."

Terrence Diggory, Saratoga Immigration Coalition: "I wanted to thank Chairman Prezioso and the other members of the taskforce for the opportunity to address the important issues that you are examining. My name is Terry Diggory, I am a co-coordinator of the Saratoga Immigration Coalition and I am also a member of the Police Reform Task Force for the City of Saratoga Springs, so I am familiar with the process that you folks are engaged in. In the 3 minutes allotted I want to raise three concerns so I will try to be as concise as possible. My first concern has to do with the Sheriff's office policy and practice regarding immigration violations. This is one of the policy documents offered as an appendix to the online survey that is part of your review. In the view of the Saratoga Immigration Coalition the current policy permits cooperation with Federal immigration officials in a way that violates the spirit of community policing and exposes the Sheriff's office and consequently the County to unnecessary liability. Immigrant members of our community fear any contact with the Sheriff's office, which means that they are less likely to report crimes or cooperate in their investigation. They fear that they or their family members will be suspected of, and possibly reported for immigration violations. It should not be the job of the Sheriff's office personnel to inquire about

immigration status. The differences between civil and criminal violations of immigration law are very complex and for a Sheriff's deputy to weigh into those differences risks violating the rights of community members that's been demonstrated in Court cases. Better versions of policy regarding immigration violations are readily available. I refer you to guide this issue by the NYS Attorney General's office in January 2017 or for specific example the policy of the Sheriff's office of Tomkins County NY. My second concern has to do with provision by the Sheriff's office for interacting with people of limited proficiency in English language. And Nancy Underwood just referred to this concern. It would be wrong to assume that everyone in Saratoga County speaks English. Many Spanish speakers work on area farms, and of course at the Saratoga Racecourse during the racing season. Other examples that may seem more surprising, for instance a growing community who speak Triqui, an indigenous language of Mexico. The individual rights of these people and the safety of the public as a whole depend on effective communication with law enforcement. Lexipol, the company that provided the policy documents appended to the online survey for this task force, has a pretty good policy on limited English proficiency services. The Saratoga Immigration Coalition would like to know if the Sheriff's Office has adopted that policy and if they have, how is it being implemented. Finally, I want to speak not on behalf of the Saratoga Immigration Coalition, but simply as a resident of Saratoga Springs, and I'll be referring to an issue that Mr. Figueroa already referred to. Like many of my fellow residents, I have been dismayed by the militarized response by the Sheriff's office personnel to protests in our City, particularly the protest that occurred on July 30th of this year. Deploying armored vehicle and showing up in riot gear did not contain violence in my opinion, but rather escalated the potential for violence. The use of pepper spray on the protesters, may in fact have been in violation of the Sheriff's Office own policies if they had adopted the Lexipol policies on first amendment assemblies, and control devices, along with the policy on the use of force that appears as an appendix to the online survey. By the way, I believe that the public has the right to know the full range of policies that govern the operation of the Sheriff's office. I would urge the Sheriff's office to post their policies on their website as the Saratoga Springs Police Department has done. Thanks again for your attention."

Dr. Prezioso acknowledged that a caller had joined the meeting and asked them to announce themselves. Rev. Michael Bell announced himself and said that is his a little late joining the meeting, but wanted to say that he did not receive a timely notification, and thanked Dr. Prezioso for allowing him to be here.

Maxine Lautenberg, Saratoga Immigration Coalition: "Hi, my name is Maxine Lindig Lautenberg, a resident of Stillwater in Saratoga Township, I live right on the County line. I am a member of the Immigration Coalition, a co-coordinator with Terry Diggory, I am also an immigrant student education mentor and a member of Temple Sinai's Racial Justice Working group. I have completed the online survey and attended all of this groups meetings thus far. My deep hope is that this is not just an exercise to fulfil an order, but that it is seen as an opportunity to review and approve policing in our county. Some of the things that I have heard, I have received mixed signals in that regard. Today my comments stem from the work I have done in the communities specific to the immigration coalition and what I have observed in the previous six compliance group meetings. My concerns touch on community based outreach, specifically related to the timeline provided to complete the report and the impact that could have on inclusivity or non-inclusivity. building trust and support of community policing and bias awareness. Acknowledging that all of these areas interconnect, one affecting the other. Timely multifaceted forms of communication are an initial step in building community interest and trust. I do understand that a lot of the organizations have been included and contacted but as I listen to the meetings, I was really struck that it seemed like it just would have been a good idea to put someone in the group that had a base in community outreach and grass roots organizing. I think it would have just totally supported all of your work here and it would have supported the inclusivity of those organizations and groups that are often overlooked and not included. Sometimes, it takes just going ahead and going on the phone and really digging in. It is our responsibility to include everyone and just leave no stone unturned. So, there are a lot of resources also, I feel that there has been a lack of information disseminated in newspapers, on community calendars, on the radio, on TV, there are just so many places that I feel like the information could have gone out to include people, and you still have time to do that. I don't know how many more public meetings there are going to be, but I will say that the Albany Police last week, they determined to have seven more meetings, all on different topics including two general existing meetings. They sent out press releases in English and in Spanish, and they sent it to the groups that they have worked with as well as to all the newspapers. That's something that you can totally do. You said you already contacted 100-200 organizations, let them know, ask them, send this out to your followers, to your supporters, send it to all the faith communities, send it to all the civic groups and the nonprofits that you've been working with. Because, this is the time to get the feedback from all of these people, and so that people feel really

included and they know what's going on. When I brought this to my Rabbis last month, my Rabbis are really informed, and they are very socially active, they were clueless that this was going on. And yes, that's part of my job to let them know, but I had just assumed that they would have known in some form or fashion. I am more than happy to give you resources, I helped with the faith community outreach, I worked with the outreach for this group as well, providing information. This does take sufficient time to do all this, and again I feel that unfortunately this group was automatically set under a disadvantage because of the delay in starting this process. There was a four month delay and I just, I feel like with all the good intentions, it's just not been enough time to do it properly and thoroughly. Bias awareness, I understand this groups focus is racial bias but political bias is currently particularly high in our country and dovetails into racial bias. All the Supervisor, elected officials, the Sheriff is an elected official, we each have our own political affiliations, we have our own beliefs. I question if the delay in starting this group was a pronouncement of bias. I question if the armored car on July 30th was at least in part an act of bias. The Departments seemingly close relationship with ICE can definitely enhance bias towards people of color and Hispanic ethnicity. One such instance includes a person working on the side of the road, cleaning up debris in front of the business where he was employed. A deputy circling several times and ultimately stopping the car questioning and arresting. I highly doubt this would have happened if this person had been white. These occurrences and stories course through this community and there is no way that trust is built to support community policing and reporting crime. Personally, as a peaceful protester, I can see myself being ordered by the Department, being bothered by the Department, and pepper sprayed or hand (?) I am not comfortable putting up an all are welcome sign in my yard because I fear that if the gentleman down the road took offence to it, I would not be supported by this Department. You can judge these statements, given as my own bias, or take them as information. I understand as disclosed in the online survey that not all Sheriff Department employees have been given inclusivised training, there are innumerable resources and ways to do this individually for all of us. There are webinars now, I would send people to the Trust and Justice.org or even the NPI, they offer things ongoingly there are just a lot of resources for individuals to inspect their own biases, anyone can do it. This commitment though has to come from the top down and I know from myself personally, I am more aware of my bias thoughts and the choices I make out of those thoughts. For these reasons, and for instances of non-bias, the immigration coalition firmly supports inclusivised training for all employees with an outside regular review. Other personal comments concerning training in bias have been made by myself online. I truly thank you for including me and us in this conversation and the chance to work together towards an environment of greater safety and justice. Thank you all very much."

Rev. Michael Bell, MLK Saratoga: "Good morning everyone. I certainly want to thank task force for allowing me to give voice. I pastor the Dyer Phelps Zion Church, the oldest church in Saratoga and the oldest of those Churches with African descent. I want to talk with you about basically three demands that I need to address. One is that there would be a removal of the doctrine of qualified immunity on the basis that it is an indirect conflict with the US Constitution, it's goals, the NYS Constitution and the requirements that seem to be suitable for this executive order, in terms of police redesign, procedure and policy. Now this goes along with pretextual stops which I do know that is allowed in New York State and certainly they've employed this tactic often throughout Saratoga. And I can testify to the fact that it has been used inappropriately and to the extend where it has been used of the citizens. Now if according to the Peelian principles that you learn that the people are the police and that the police are the people, then it would seem to be a clear violation of public trust, when you have overextended your boundaries, we want to eliminate those kinds of, I call them confederate persuasions that create confusion and loopholes to get back to some fundamentals of policing. The second thing I want to talk about is, we look back at the 30th of July and we talk about provisions from a 1033, the federal government that allowed for or included the militarization of police departments with equipment. I want that totally abolished and when I say, I, I'm speaking for lots of people. You've got equipment and you've got military tactics that seem to be confusing. And it's not just in Saratoga, it's in other places. I'm dealing with the proved case in Rochester where an individual put a plastic bag over a man's head. Those are tactics that we would have learned from military tactics, not necessarily from what we need to learn with policing. So, the whole issue here is utilizing force does not necessarily mean that you're really dealing with the issues of each and that's because you suppress a community and will, doesn't necessarily mean that what we want to be able to do with this executive order is get some of the rudiments of why these things are happening. People ought not to feel as though under a police state or militarized state that they're enemies of the State. There is no sense that an individual with constitutional provisions and rights would ever fell that they're anything other than a citizen, and a citizen and an enemy are two different things. Dalton had no idea of what it is to be at war and when you break it quick like that, you express to the whole community, right, wrong or indifferent, that we are enemies of the state. They did not have

the right to do that. It makes a hostile community and so by default, it does suggest that there are more things wrong with Saratoga than just this conversation of executive order 203. Number three, there is and has been some work that was done on the 21st Century task force report for police redesign a few years ago. It separates what we call a guardian model from a warrior model. I do realize that from Colonial days, through the Fugitive Slave Law Act of 1850 signed by Millard Fillmore on September 18th, 1850, that there has been tremendous concern about a Confederate type of work that has been a constant, what you learn in the academy is one thing, but what happens in the practice is another thing. And it's mostly resembling a warrior model, a militarized model. So our community and our communities are having problems and want to push as you can never get to the point of having a community policing where there is no trust. and without trust, you cannot build the bridge that you want to build, not according to what the dictates of order 203 is. When we go back to take a look at redesign, we want to make sure that we're acknowledging making the one thing that brings it all together is in our preamble in that. Isn't that part of the bill of rights that talks about that all men all persons are created equal. And if we understand that as a human rights issue, not necessarily in doubt with wealth or knowledge or even physical abilities, but the mere fact that in our humanity, that must be sacred, that must be protected, and right now we are an unstable community, and when you in a situation like July 30th that you have the police, you have it being with individuals who had no idea what a war like situation looked like, and had created it and tried to justify it on the basis that intelligence suggested that there would be guns. I think that that's wrong. (phone line crackling, unable to dictate) I have to believe that people and the mere fact that they did not deserve this type of attention, and if I had my druthers, we would remove everyone in office and remove the whole event police until you understand that we have the power, not just a handful of people. Thank you."

Nicole Margiasso, Planned Parenthood: Thank you again for having me here. My name is Nicole Margiasso I am a Community Manager of Community Organizing for Planned Parenthood of Greater New York. We serve 65% of New York, 31 Counties, including Saratoga. I'm here to let you know that Planned parenthood of Greater New York stands in solidarity with all Saratoga and New York community members who are invested in true police reform. The human right to live free from state sponsored violence is a reproductive justice issue. Bodily autonomy extend beyond health care and when and whether to have children. It must also include having the resources and safety to support your family. We ask that this Compliance group strives to include the voices, experiences, needs and recommendations of all community members, particularly those most affected by police abuse of power. We support the rights of all of our patients to have safety and justice in their communities, and to have the right to not be over policed. For all of our patients, regardless of race, income level, gender, sexual orientation, and immigration status. Thank you."

Chris Pipia, Saratoga Pride: " Good morning, my name is Chris Pipia and I'm offering comments this morning as a member of Saratoga Pride Community Organization, a proud affiliate of the Pride Center of the Capital Region. Saratoga Pride is delighted to have been asked to participate in this public forum and we'd like to thank the Saratoga County Police Reform Task Force for the opportunity to offer comments and recommendations for your consideration. Saratoga Pride recommends two activities for the task force to consider as recommendations in their final report. Number one, require ongoing sensitivity and awareness training for the LGBTQ issues and concerns especially through the trans community and number two, review and modify policing policies and practices with an eye to those who may contribute to the criminalization of LGBTQ individuals. I just have some research based comments that I would like to share. According to Movement Advance Project called MAP, LGBTQ people in the United States are more likely to face discriminatory policing, be treated unfairly when incarcerated, and have greater barriers re-entering society post release. This report found that the LGBTQ people accounts for 7.9% of the population in State and Federal prisons, although just 3.5% of Americans identified as gay or transgender. And while incarceration rates vary greatly among youth, MAP found that between 12% and 20% of people in juvenile detention facilities identify as LGBTQ vs. 7% of the young people nationally. In an article called "Unjust: How the broken criminal justice system fails LGBTQ people" written by MAP and the Center for America Progress, it was noted that there were two factors which lead to race criminalization for LGBTQ people. Discrimination and stigma within society, for which we recommend sensitivity and awareness training, including attention to make health and safety challenges faced in LGBTQ communities as well as special vulnerabilities of youth and transgendered individuals . Discriminatory enforcement of laws, example HIV criminalization, consensual sex laws, LGBTQ youth being treated unfairly etc. Harmful policing strategies, example quality of life and zero tolerance policies based on gendered norms, for which we recommend careful reviewing of the Saratoga Sheriff's departments policies and procedures to address such issues should they exist. So just in summary, for the Task Force to require ongoing sensitivity training and

awareness of LGBTQ issues and concerns, especially of both trans community and review policing policies with an eye to those that may contribute to criminalization of LGBTQ individuals. Thank you for your time this morning, we appreciate it."

Holiday Hammond, MLK Saratoga: "Hi I want to say that there's at times odd feedback that makes it hard to hear, so if people are not muted, please mute. I don't know where the feedback is coming from. I appreciate the opportunity to speak, I appreciate the Committee's service and whatever I say is not finding fault with the Committee, but finding fault with the process that, as some have already said, this has not been widely publicized. So the people who are most vulnerable and most affected by police policy and practices, are not here, are not being represented. And I realized that this is just part of the process, but it is late in the game, so that's problematic. And there is such distrust when racism and other forms of bias and prejudice are an issue, permeate American culture and are on the increase, to deny it's existence is a problem. No community is immune or unaffected by bias and prejudice, and I feel like that's a red flag that such efforts on the Sheriff's Department, has gone to such efforts to say it's not a problem here. take our survey, we want to know what you think. The survey is, oh my God, it's so cumbersome. It's intimidating, it's not accessible. Most people don't know that it's there and if they did, they would immediately, like the first time that I went on, it'd be like, oh, oh my God, like I need to do research, and so it's not accessible. And then it prevents information, it's very leading because it's presenting information saying this is how we decide how to send out our Sheriff's Deputies, do you think that there's any bias in this? and that's not providing the relevant data and information, so it really doesn't seem sincere or genuine in any attempt to solicit the important information. So, you provide a few of your policies that are dated October 2020, and they're done by Lexipol. We know that Lexipol provides police agencies, law enforcement agencies across the country, thousands of them use Lexipol. It's primary concern is not public safety, but protecting police, like language is very deliberately crafted to protect the law enforcement entities, not the community. And again, they were dated October 2020 so that's not telling us what the policies have been. It's a draft of a new proposed policy. Data, there is no data, I'm not aware of what data is kept regarding demographics like, you know, race, gender, somebody's ability to speak and understand the English language, and if they don't what is being done. Mental health challenges, there are all these demographics that I don't know if anyone is tracking, if they are, are they doing it well, and who's stopped, who's arrested, those demographics, we need to know that in order to assess whether there's any kind of bias profiling. I am a clinical social worker, I have lived in this community almost 30 years working for catholic Charities, we deal with the most vulnerable. I also served on the task force for the City of Saratoga Springs for 2017, 2018 and people come to me, like the confidentiality, I'm not in a position to share information, but I can tell you repeatedly, people come to me to tell me how unsafe they feel, and in particular, law enforcement in general is intimidating, but the Sheriff's Department, when people have called with a concern specifically about racism and anti-Semitism, the insensitivity, if not hostility they were met with by the Sheriff's Department. SO there is a real problem, and I feel like it is so overwhelming and massive and one of the thing I feel like this committee needs to do is, you're not going to be able to fix all of this, you're not going to be able to address all this by April 1st, but put into place something, some sort of civilian oversight in an ongoing way, and to insist that we need to begin to acknowledge that a problem exists before we can rectify it. People have talked about July 30th and again, I'll underscore that everything that the Sheriff, the City played a role too, and the Sheriff was intimidation. There was nothing about that that was deescalating. It was intimidating and escalating and increased the opportunity for violence, and the only violence was on the side of the Law enforcement. And again, no acknowledgement, there's defense, explanation, justification, but no acknowledgement of the harm that was done. And increased use of military tactics when I guess, I think Rev. Bell referenced 21st Century Policing, moving from warrior to guardian. It feels like when the military vehicle shows up, when the Sheriff's Department shows up in their battle gear, immediately there is tension and fear. I'm on edge. I'm a 57 year old white woman who is now looking and I feel like the mama bear who is on the periphery scanning the horizon for trouble from Law enforcement, it's like not trusting your own law enforcement. I think I will stop now. Thank you."

Linda LeTendre, Saratoga Peace Alliance: "I'd like to echo everyone else. I am deeply grateful that I've been invited to speak. I'm a retired social worker that has worked with people with developmental disabilities. I'm part of the Saratoga Peace Alliance. I've been an activist, and I'm mostly here as a very concerned citizen. I'd like to make a couple of recommendations; one is, about 10 years ago the FBI put out a study that showed that the KKK had infiltrated a number of police departments all across the United States, and I would like to suggest that if we haven't looked, we don't know if these people are part of the Saratoga County Sheriff, or the Saratoga Springs Police

Department. So, I think that there needs to be an investigation to see if any of our officers have ever been involved with the KKK or any of the white nationalist group and I want to remind people that the KKK don't just go after people of color, they go after Jews, they go after Catholics, they go after gays, and they go after anybody that they don't like the way they speak English. So that's a threat to all of us. I think there needs to be a standard operating procedure that if a civilian, if a citizen, is seriously injured as defined by a physician, seriously injured or killed in an interaction with the police, there needs to be an independent outside investigation into that incident. And that's just good operating procedure, that's just good procedure. And what that does, is it depoliticizes it and you just work with the facts. I think that that's something that needs to happen across the board. I think that there needs to be a civilian review board with some real teeth in it, and that's looking at things as a partnership, it's not to go after the police, but frankly we are responsible for each other and a good civilian review board would look at things as a partnership to work together to improve things for both the community and the police. That doesn't mean you don't hold people accountable, but that really is part of that whole process of good community policing. And finally, I would like to speak to the incident of July 30th. I've got to say God bless former Police Chief Veitch, he refused to use any of that militarized police equipment, he just refused to take any of it and had to buck some people in his department to do that. He was right and ahead of the curve, when he knew that that does not decrease violence, in fact, it increases the violence and studies have shown that that, in fact, is the case. So one of the things I will tell you about myself, is that I've probably been arrested between 26 and 30 times for non-violent, civil disobedience. One of my arrests was that the Supreme Court of the United States for Christian witness against our government using torture in Guantanamo. 92 of us were arrested at the Supreme Court, 45 of us inside the building. Nobody had to call out a smoke bomb. They didn't need militarized vehicles. What they had was a handful of officers, plastic handcuffs and a paddy wagon. And so I would like to call this out because in social work, if you don't made it, you don't change it. What happened on July 30th was fascism. It's a failed state, it's a police state and it was fascism. I'd like to point out that in the peace community, when we are at an action, we have a saying: If you want to know who wants a riot, you look to see who came dressed for one. So, I think that that really needs to have a good long look at it and call it what it is. It was fascism and we need to get that and deal with that right away. Those are my suggestions and I thank you for inviting me.

Dr. Prezioso thanked all of the participants, both in the room and on the phone. Dr. Prezioso said that he heard a couple of things as we open up for discussion, this is not going to be an all-inclusive or exhaustive list, but in no particular order concerns about and recommendations related to communication, accessibility, access to foreign language, other language speakers to make sure that the communication is effective. Concerns expressed about engagement with ICE, militarization of law enforcement, some specific recommendations directed toward qualified immunity, body cams, bias, training and oversight and independent investigations culminating in trust. Dr. Prezioso opened up discussion to members of the group and participants for questions and further discussion.

Rev. Bell thanked everyone for their comments and said that he wanted to piggy back on the mere fact that talking about an oversight board, they can't really do what needs to be done to deal with the issue of qualified immunity. Rev. Bell said that if we can deal with qualified immunity, a very simple task. Rev. Bell said that they do a lot different programs often times in a lot of different places. And that's a way to mitigate the severity of whatever it is, that whatever the infraction was. But when we deal with restorative justice, then it gives a review board an opportunity to deal with things, and particularly that gets caught up, sometimes it falls through the cracks such as mental illness or some type of domestic abuse issues whose underlining symptoms are mental illness issues, especially in smaller communities. And so with the restorative side of it, then it gives an opportunity to maybe create a more trusting environment, even though we have some gaps in here. But the first step has to be taken care of the qualified immunity so that we don't have to keep playing shells over truth. Truth is and everyone has a right to the to life, liberty and the pursuit of happiness, not just a handful.

Supervisor O'Connor asked if there an incident review or anything of the July 30th incident, or if is there any litigation stemming from that incident that the group can take a look at. Mr. Castle said that the incident was reviewed by Saratoga Springs, we were there as a request with Chief of Police from Saratoga Springs, so they conducted their review the overall incident. We did look at it internally, I will check and see what I have available and can check also with the Chief of Police. Mr. Hartnett said that he is not aware of any litigation regarding the incident at this moment.

Mr. Castle said that he wanted to address Mr. Diggory about the language barriers that he had brought up. Mr. Castle said that he has worked for 32 years and we often do have difficulty finding translators. Mr. Castle said that we currently have 2 possibly 3 Spanish speaking employees currently on staff. They have a language translation service that has translation capability for over 200 languages. They have direct 24 hour access so they can patch calls together to get real time translations.

We are aware of the translation services. It's a major issue in this County.

Mr. Diggory thanked the Undersheriff for addressing that question. One of the things that's come up in the conversation today is the spirit of partnership, which hopes can continue out of this process. Mr. Diggory mentioned that a number of those social service agencies that are represented here obviously work with populations that have the first language other than English, and they could provide some resources to extend the range of translating services that would be available to the Sheriff's office. Mr. Diggory said that he believes we need to be careful as Nancy Underwood mentioned, that the services that are provided have sufficient training to deal with law enforcement.

Issues, which is one of the reasons, why is not appropriate, obviously to ask members of the Backstretch to do translating off the cuff. We need to be looking for resources, but he would encourage to be in touch with the organizations represented here for advice about that. Mr. Diggory said that the other question that I want to ask is, if to your knowledge is one of the policy documents that you have adopted from last fall, the policy limited English proficiency services? Mr. Castle said that he believes it is, they went through the whole suite of the Lexipol policies. Mr. Castle said as a side note, the date that is shown on the policies is the date that it was printed, not the date that it was last amended, once those are published, then they actually get a published date on them. The language proficiency one, they are aware of that, and he will check and see what modification can be made to it and can provide it to Mr. Diggory. Mr. Diggory said that he would encourage you to look into that, he believes as a policy document, it's certainly a good starting point for organizing the way that a law enforcement agency can address that issue.

Mr. Castle said that they are working on combining that list for the website that Mr. Richardson was thinking should be put together. Basically, to identify all community resources that are available to not just our deputies but to the community as well and to other police officers in the county to be able to have access to all these resources. A lot of times they are looking for these resources at 3 o'clock in the morning. So, to have those resources compiled in one place, where everyone knows where to find access. Dr. Prezioso said that we actually have something pretty much set to go to present to the rest of the group. That's a pretty comprehensive list of human resources, human services kind of providers in the area, and hopefully we'll be able to get that out quickly.

Ms. Heggen thanked the participants both here personally and on the phone. Ms. Heggen said it is helpful to gather the wide range of experiences and insight that they have and she greatly appreciates that. Something that many touched on was the encouragements to increase our communication amongst the community. We've also struggled with that at times as well. In addition to the general the ways that people are communicating, Ms. Heggen asked if they are missing any kind of process for system for more ways to get information out.

Ms. Underwood said that he believes its everyone's responsibility to share the information within their groups. What they do at the Backstretch, she believes it's that grassroots effort just to get the word out. Ms. Hammond agreed and said that public forums are needed if you want the public to show up. Ms. Hammond expressed frustration at not having the call in number today's meeting further in advance and being able to hear on the call is difficult. Ms. Hammond suggested possibly doing the meetings via Zoom to give people the opportunity to also see participants. It was also mentioned by Ms. Lautenberg that it's important to send out the information to as many communities as possible. Press releases, Community calendars, TV, send to City websites, Community organizations, and to send the information multiple times. Participation from the Supervisors meeting was disappointing. Ms. Lautenberg also said that the sound quality is not good for those participating via phone.

Rev. Bell said that there was concerns regarding having uniform standards of reporting that would hold supervision more accountable to make sure that this stuff is being done. He does not see enough emphasis being placed particularly in suburban and rural communities across the state where there's uniform information that is just a requirement of law and reporting. Rev. Bell also said that they realize that policing is an awesome task and responsibility and oftentimes there is just not a lot of emphasis placed on having a higher quality police officer and human being at the same time, and asked how we move from weaponization model to a de-escalation model.

Mr. Figueroa said that the trust when it comes to policing people of color in Saratoga County has been very low. He has lived here since he was 7 years old and moved from New York City. Mr. Figueroa said that he has experienced

less racial bias in NYC than in Saratoga Springs. Mr. Figuereo said that he does not agree with Saratoga County Sheriff's officers being in the schools. His young son knows that these police are the same police that abused his father's rights on July 30th. Mr. Figuereo also read that a 2016 PW Research center survey found that black people are less than half that black people are less than half as likely to trust the police that their white counterparts. When asked whether police treat racial and ethnic groups equally, 75% of white people said cops do an excellent or good job in this area, while just 35% of black people said the same. 75% of white people say the police do a good job or excellent job using the right amount of force for each situation, while just 33% of black people did. Mr. Figuereo said that he found out about the meeting from a Times Union reporter. He and his leadership group has organized almost every single event and the biggest events are going on in Saratoga County throughout the summer. He had no idea about the six previous meetings that were held. Mr. Figuereo said that he also does not see the Officers badges during protests and believes that they should have some type of identification in view. Mr. Figuereo also said that they should be able to look up past history on Police officers to see if they have had problems before. Mr. Figuereo said that if there will be any sub-committee of this group he would like to be part of it. Dr. Prezioso said that the April 1st deadline is for the completion of the report and the adoption of recommendations by the Board of Supervisors. Dr. Prezioso said that he can see work continuing beyond that date and thanked Mr. Figuereo for his offer. Mr. Hartnett said that this committee has to come up with a report and recommendations, which is handed to the Board of Supervisors, they have to take public comments on that, as required in the executive order, and then pass a resolution before April 1st of 2021, either implementing those recommendations, changing them or coming up with their own recommendations based on their public comments. Mr. Hartnett said that from his perspective and expectation that one of the recommendations is going to have this be an ongoing process going forward. In order for the Board of Supervisors to have this approval in place by April 1st, it actually has to be approved at the March board meeting. Mr. O'Connor acknowledged that technology has been a challenge that has wreaked havoc on all of the meetings and said that they are trying to work on an alternative arrangement in early January to have an open public session hopefully over Zoom. Ms. Lautenberg suggested that meetings also be held in the evening as many cannot attend due to their work schedules. Mr. Figuereo said that he believes the survey should be updated that is less intimidating, there are a lot of terms there that not everyone understands. Mr. O'Connor said that they are aware of this problem and to that point they designed a much briefer survey that takes much less time to answer. They have supplied this survey to the School Superintendents of the County to push out to high school students. Ms. Margiasso said that the burn out rate and the mental toll that happens to Mental Health Providers is tremendous, and she does not want anyone to lose sight that our police officers and community providers are also members of our community. And when we talk about taking care of one another, we also have to take care of them and their families. Ms. Hammond said that anytime the words racism, prejudice, bias is used, people tend to get really defensive and it shuts down the conversation. Dr. Ibram Kendi talks about the opposite of racist, it's not enough to say I'm not racist. Ms. Hammond said that there are all sort of things that make people vulnerable and to be treated differently with less sensitivity, not being financially secure, having mental health issues for example. Ms. Hammond said that healing and reconciliation and being a better stronger community is when we acknowledge that we've got a problem, and open it up. Mr. Figuereo said that said that he and his group organized events at every county jail in the area called the Freedom Tour. Mr. Figuereo said that they visited municipalities that were much bigger than Saratoga County but when they got to the Saratoga County Jail, it was the only jail that had sharp shooters on the roof, people in military gear, CO's dressed in tactical gear. This is when it comes to mistrust, his group does not have guns, his weapon is a bullhorn. Rev. Bell said that he looks forward to change in the system. Mr. Richardson thanked everyone for their participation today and agreed that this should be an ongoing process. Dr. Prezioso also thanked everyone for their participation and said that there will be more opportunities for public input into the process and then going forward from that point, after the recommendations are acted on by the Board, the work will be ongoing. Dr. Prezioso reminded Mr. Figuereo to forward the 13 demands to him so that he can forward it to the rest of the committee. Dr. Prezioso said that he reached out to Mr. Carr for input from the Teen Advisory Council, as a result of Covid, that group was never formed at the beginning of this academic year. A discussion took place regarding the next public meeting which would take place in the evening during the first week of January. The meeting will be held in the Town of Malta and via Zoom. A decision will be made based on availability of the group. Dr. Prezioso said that he will forward the information once decided to today's participants so that they can push it out to their groups. Mr. O'Connor said that the committee should decide relatively soon about modifying the survey. Dr. Prezioso said that a meeting of the group without stakeholders will take place between Christmas and New Years to begin collating some of the information gathered.

The meeting was adjourned.

Respectfully Submitted,

Therese Connolly
Deputy Clerk of the Board