

NYS Police Reform and
Reinvention Collaborative
PLAN
for the
Village of Coxsackie



March 2021

Prepared and Presented by:

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ACKNOWLEDGEMENTS

The Village of Coxsackie would like to recognize and thank the many people whose assistance has made the completion of the New York State Police Reform and Reinvention Collaborative Executive Order No. 203 of 2020 a reality.

Village of Coxsackie Village Board

- Village Mayor, Mark Evans
- Village Trustee, Donald Daoust
- Village Trustee, Stephen Hanse
- Village Trustee, Katlyn Irwin
- Village Trustee, Rebecca Vermilyea

Village of Coxsackie Police Department

- Police Chief, Samuel Mento
- Sergeant, William Arp

Village Residents and Stakeholders

Village Office Staff

Consultant

Theresa Wilson, CEO
Olio Consulting
Ballston Spa, New York 12020

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INTRODUCTION

New York States Executive Order 203

This plan is intended to aid the Village of Coxsackie and its respective Police Department by ensuring that law enforcement services, provided are reflected in a fair and just manner in their policies and practices. The Village of Coxsackie submits this plan pursuant to New York State Executive Order 203 (hereinafter E.O.203). The plan was developed through a collaborative effort with support from Mayor Mark Evans, the Village Trustees, Police Chief Samuel Mento, stakeholders and the residents of the Village of Coxsackie.

On June 12th, 2020, Governor Andrew M. Cuomo signed E.O.203 in response to police involved deaths of unarmed civilians, predominantly black and African American men. These deaths have undermined the public confidence and trust in our system of law enforcement and criminal justice. Governor Andrew M. Cuomo stated that the “government has a responsibility to ensure that all of its citizens are treated equally, fairly, and justly before the law” (E.O.203).

The Village of Coxsackie has committed to the full review of their police policies, practices, and procedures to ensure that all its citizens and community stakeholders are guaranteed equal and fair treatment from its police department. This plan enhances the Village of Coxsackie’s Police Department by continuing to provide the residents and stakeholders with the highest caliber of police services within the municipal boundaries.

In alignment with E.O.203, the Village of Coxsackie engaged in a collaborative effort with community stakeholders through two virtual forums to receive feedback on the performance and community perception of the Police Department. Through this community collaboration, the Village of Coxsackie Police Department has implemented modifications to its policies and procedures that are further detailed in this plan. This plan warrants the continued commitment of the Police Department and Village Officials to serving all the people of the community.

MUNICIPAL DYNAMICS OF RURAL COMMUNITY POLICING

Policing in small rural towns like the Village of Coxsackie is unlike today's publicized policing tactics that we see on mainstream media. Though small municipalities are never immune to the issues of urban city law enforcement, the issues that small community police departments have are unique to their community. These issues are dependent upon the geographical location of the community, average age of residents, proximity to colleges and universities, affordable housing, employment opportunities, political activity within the municipality, and many additional factors.

Rural policing in the Village of Coxsackie is inherently based deep in community policing tactics with a moderately high level of community engagement. The Village of Coxsackie's Police Department utilize broad functioning, enabling staff to not only be law enforcers but a multi-faceted government ambassador. The ambassador role includes but are not limited to problem solving, conflict resolution, crime reduction, youth mentors, home protectors, traffic mitigators, and de-escalators.

The Bureau of Justice Administration and the National Police Foundation conducted listening sessions in 2019 (USDOJ.gov, 2019) that specifically addressed small community policing needs. These sessions concluded the following issues:

- The increase of opioid and methamphetamine related suffering and crime.
- **Recruitment problems of competing with urban police department salaries***
- Lack of staffing for joint efforts such as highway drug interdiction teams.
- **Expense of body worn cameras, mobile computers, and license plate readers***
- **Lack of resources for dealing with mental health issues***
- The strain on small staffs of processing emergency detention orders.
- **Time consumption and other difficulties of applying for grant funding***
- Additional technology needed for forensic investigations.

The Village of Coxsackie addressed issues relating to four of these conclusions (*) in their preliminary meeting with Olio Consulting. The COVID-19 pandemic has exacerbated these issues due to:

1. Officers on patrol are quarantined causing extreme staffing shortages,
2. The municipal tax revenues are below average which is reducing annual budget allocations, and
3. An increase in community distress due to the pandemic's isolation

These issues are greatly increasing police service demands for the Village of Coxsackie.

Within the Village there is a high level of mutual trust and openness between the Village Officials, Police Department, and the community. Although the Village did not experience any protesting against or for policing in 2020, the conversation was still there. The Mayor expressed the openness of his residents to address their concerns directly with him, the Chief, or the Trustees.

These discussions revolved around the Black Lives Matter and the Back the Blue movements. The community members were willing to approach Village Officials regarding how these movements are impacting the Village of Coxsackie. Through open and honest dialogue, the community continued to establish and strengthen their trust in not only the Village Officials but the Police Department well.

MUNICIPAL CHARACTERISTICS & SERVICE SUMMARY

OVERVIEW

The Village of Coxsackie is located in Greene County, New York. Situated in the southeastern corner of central New York with the Hudson River to the East and Albany to the North. Incorporated on April 5, 1867, the 610-acre community includes the National Reed Street Historic District.

Currently, the Village maintains a population of just less than 3,000 residents on 2.2 square miles of land. An additional 0.42 square miles is made up of water. The community's racial makeup is predominantly white with an estimated diversity population of 4%. The remaining diversity includes African American, Native American, Asian, and Pacific Islander.

The total annual budget for fiscal year ending May 31, 2021 is \$1,396,633.31. This includes a Police Services allocation of \$332,306.75. The Village of Coxsackie Police Department consists of the 18 members, which includes the Police Chief, Patrol Officers, and a School Resource Officer.

REFORM PROCESS & TIMELINE

The Police Reform and Reinvention Collaborative process for the Village of Coxsackie consisted of five stages stated below.



PHASE I: PLANNING

Establish Team and Type of Stakeholder Forums

Olio Consulting began to assess the Village Police Department with Mayor Evans and Chief Mento on the status of their department in late October 2020. This included a brief review of the existing 387-page Village of Coxsackie's police policy manual, the police officer job application forms, the departmental staffing, the duties of officers within the Village, and the departmental objectives.

Upon completion of these reviews, Olio Consulting made preliminary suggestions to Mayor Evans and Chief Mento. These recommendations included:

1. The intensive updating of the police policy manual to be in compliance with current laws and community needs,
2. The modifications of the hiring application, and
3. The need for community input.

Prior to these suggestions, Chief Mento and Mayor Evans had discussed the option of implementing Lexipol to produce a new police policy manual for the Village. The Board of Trustees hiring of Lexipol was voted on and passed unanimously on November 9, 2020.

The stakeholder inclusion process was agreed upon after assessing current and past community involvement. The Village wanted to include the community in the safest and most inclusive process possible during the COVID-19 Pandemic. The determination to host two virtual meetings for the sole purpose of discussing policing within the Village of Coxsackie was agreed upon.

PHASE II: LISTENING & LEARNING

Hosting Forums

Two *Community Listening Sessions* were hosted through Zoom virtual meetings on Monday, January 18, 2021 at 7:00 pm and Wednesday, January 27, 2021 at 7:00 pm. This platform was consistent with all other Village Meetings, including Board of Trustees, Planning Board, and Historic Preservation Committee Meetings.

The sessions were posted in the consistent manner of all Village meetings during COVID-19, on the Village website calendar as well as the Village of Coxsackie's Official Facebook page. The Village Facebook page has 2,321 followers and has been effective at notifying the public of virtual meetings and events.

These Police Reform Community Listening Sessions were noticed to the public as a *Listening Session*, which was an opportunity for public officials to listen to any thoughts, issues, and concerns regarding police services. The option to attend in person was also provided, as well as the email and physical address of the Village Clerk to provide any comments or questions to be addressed if someone was unable to attend in person or virtually.

The January 18, 2021 Zoom Meeting began promptly at 7:00 pm and had one participant outside of Village employees and Olio Consulting. The Consultant presented on the status of the E.O.203 process for the Village. The one community participant was able to ask questions after the verbal presentation. He directed them to the Mayor and the consultant. The questions included what immediate impact that E.O.203 and the plan has upon the community and what type of policy changes are being made with Lexipol. Once the community attendees' questions were answered, they removed themselves from the meeting. With no other public comments, the meeting was ended at 7:20 pm.

The January 27, 2021 Zoom Meeting began promptly at 7:00 pm and did not have any participants from the public in attendance. In an understanding of managing the challenges with technology, Mayor Evans decided to keep the meeting open for at least 15 minutes to allow anyone to attend late. No community members joined the meeting and Mayor Evans closed the meeting at 7:17 pm.

Community involvement in the Village of Coxsackie government meetings has been historically minimal. The Village provided detailed information about the E.O. 203 process within the Facebook Event Details, which included the implementation of Lexipol within the Village.

PHASE III: DRAFT OF PLAN

Publish First Draft

This document serves as the draft plan to meet E.O.203. The draft plan was published for public review on February 16, 2021 on the Village of Coxsackie website and municipal Facebook page. It was advertised in the Catskill Daily Mail on February 18, 19, and 20, 2021.

PHASE IV: PUBLIC REVIEW OF DRAFT PLAN

Public Comment and Amendments

The Draft Plan was offered for public comment for 14 days on three different forums. These included the municipal website, municipal Facebook page, and the Catskill Daily Mail. No comments were received from the public.

PHASE V: ADOPT AND SUBMIT REVISED PLAN

Final Plan and Certification

There were no public comments upon the Draft Plan after a 14-day public review period. The draft plan was modified only to reflect the public review period as no comments were received. This Final Plan will be adopted on March 8, 2021 at the Village of Coxsackie Board of Trustee meeting.

POLICE POLICY REVIEW AND MODIFICATIONS

The implementation of Lexipol is a pragmatic step for the Village of Coxsackie to ensure *best practices* are implemented within the Police Department policies. Lexipol provides policies that are tailored to the specific state laws and regulations, while also being evaluated by legal counsel. The contract between the Village of Coxsackie and Lexipol not only provides a fair and just Police Manual but is also an annually renewed contract to ensure that policies are kept up to date as laws change. This contract will be reviewed on an annual basis by the Board of Trustees and approved or denied based on the feedback provided by the Police Department.

Through the process of implementing Lexipol, the Village of Coxsackie Police Department will have the ability to train its officers and track their individualized training progress on the new manual. In addition to more accountability in policy training, Lexipol enables officers to take the manual mobile by providing mobile device accessibility. This improves the officer's accountability through expanding their accessibility to the policies that regulate them.

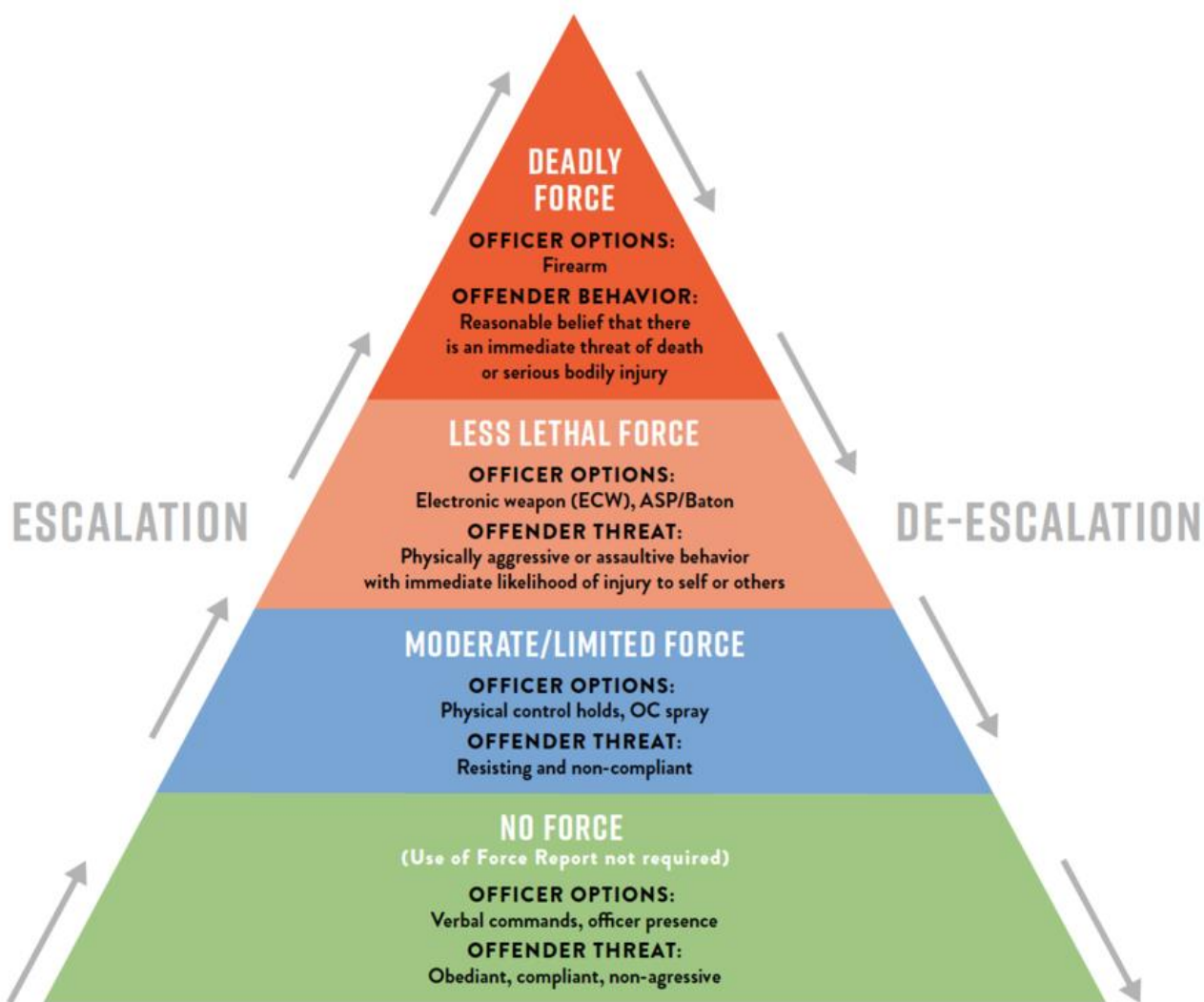
Lexipol provided the Village of Coxsackie with a 687-page draft manual on December 2, 2020. This draft Lexipol manual encompasses policies for a full-service Police Department, services you typically see at the City or County level. Many of these sections were not applicable to the capabilities of the Village of Coxsackie, so they were removed. These sections included the following:

- Canine Officers
- Tear Gas
- Police Department Chaplains
- Explorer's Program

All policies were reviewed by Olio Consulting for any presence of racial bias written into the policies or implemented into practices and procedures. Additional language, specifically "without discrimination", was implemented throughout the manual to enhance anti discriminatory policies. This additional language not only protects the community residents and stakeholders but provides clear directives to the officers to perform their duties without discrimination.

The Use of Force policy provided by Lexipol is extremely reflective of the changes in New York State Law. The option for officers to implement any use of force that restricts airflow has been eliminated. The Village of Cossackie Police Department has historically utilized the Use of Force Continuum. This Continuum provides officers with a foundational structure of the level of force necessary for encounters with the public.

USE OF FORCE CONTINUUM



USE THE OPTION THAT REPRESENTS THE MINIMAL AMOUNT OF FORCE NECESSARY TO REDUCE THE IMMEDIATE THREAT

RECRUITMENT AND HIRING PROCESS

The current application being utilized for the hiring of new police personnel requires unnecessary information at this stage of hiring. These questions raised concerns as being a possible deterrent to some individuals applying for positions in the police department. The questions were generally invasive with no specific targeted group. These concerns with the language utilized and the questions asked on the application were discussed with the Police Chief and Sergeant.

Valid and appropriate justifications were made for determining the validity and necessity of these questions in hiring a law enforcement officer. As a collaborative, it was decided that the initial application is to be modified and additional questions placed in a second phase of interviewing. This modification is to ensure fair and equal access for those who wish to apply for the position of Village Police Officer. The new application is to be less invasive and more inclusive of any applicant who desires to apply if they meet the minimum State of New York requirements.

The municipality and Police Department undertakes fundamental risks in hiring each officer as these officers are tasked with an immense amount of responsibility. The process modifications will enable more candidates to complete the initial application and allow for proper screening by the hiring team after initial review. It is the duty of the hiring team and their process to ensure applicants are vetted to act with the highest level of professional discretion to protect the public regardless of race.

DEPARTMENTAL GOALS

SHORT TERM GOALS

Mayor Evans and Chief Mento have been working collaboratively on improvements within the department for over four years. They have already implemented various procedures to increase accountability, transparency, and communication between the department and municipality.

The following list is based upon departmental goals for the next 12-24 months:

**List has been minimized due to the fiscal constraints of COVID-19*

- Implement Lexipol Policy Manual into practice.
- Complete department training on new Lexipol Policy Manual.
- Officer training requirements to include Diversity Training.
- Provide training opportunities for officers in de-escalation and mental health awareness for officers who do not receive it at another law enforcement agency.
- Increase officer involvement within the community in official capacities. (limited ability during COVID-19)

LONG TERM GOALS

The long-term objectives are contingent upon the fiscal strength not only of the Village of Coxsackie, but the State of New York as well. Incorporating the technology into policing to increase accountability comes with a significant cost. While the cost to maintain vehicles and existing equipment can be planned for, acquiring and maintaining new equipment comes at a significant cost requiring financial planning.

The following list is based upon departmental goals for the next 24-60 months:

- Increase officer involved programming in the community, such as youth programming.
- Increasing staffing levels through hiring up to three new officer positions.
- Incorporate officer worn video surveillance system and video retention system to increase departmental accountability (*Reliant upon fiscal health of State and local municipalities).
- Continue to increase use of social media to notify the community of possible health and/or safety concerns.
- Make all publicly utilized police forms available on municipal website.

CONCLUSION

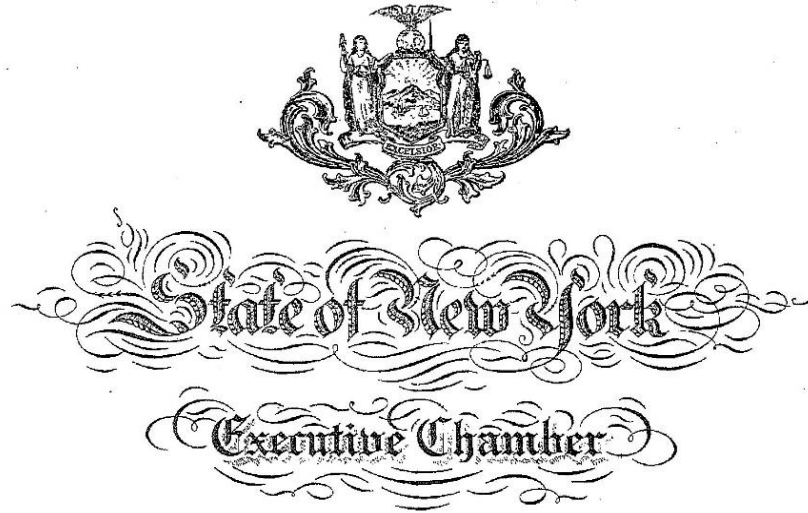
The Village of Coxsackie has diligently taken the time to review E.O.203 published on June 12, 2020 by Governor Andrew Cuomo. This was not a task that they rushed into or ignored. They were diligent in their methodology to ensure the most efficient and feasible plan for their stakeholders of the Village of Coxsackie.

The officials involved in implementing E.O.203 have thoroughly reviewed each policy, practice, and procedure to ensure that there is no room for racial bias in their community. Their decision on implementing Lexipol was based on a proven ability to provide policies that are clear, direct, and fair for not only the community but for the officers as well.

Prior to E.O.203, Mayor Evans and Chief Mento have been working on increasing efficiency within the department and improving communication between the Police Department and the Board of Trustees. Discussions and changes have included modifying reporting methods to ensure the Village Trustees are informed, researching grant funding to offset taxpayer cost of items such as new equipment, adding additional officers, and working with the community to provide various opportunities for officer engagement. Many of these items have been placed on hold due to COVID-19 and the necessity to social distance and keep costs down.

Small community policing has significantly different challenges than big city policing. With less than 3,000 residents, the officers and government officials can create relationships with the community on a deeper level than larger cities. The Village of Coxsackie's Police Department is governed by the principles of community policing. These principles include a higher level of personal officer engagement with the community.

Racial bias in police policies, practices, and procedures has no place in either large cities or small villages. The Village of Coxsackie has exceeded their due diligence in meeting the requirements of E.O.203 and has generated internal and external conversations about how policing tactics impact people differently. Their policies, practices, and procedures have been modified to be reflective of the objectives of E.O.203. and for the betterment of their Village as a whole.



No. 203

EXECUTIVE ORDER

NEW YORK STATE POLICE REFORM AND REINVENTION COLLABORATIVE

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

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

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

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

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

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

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

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

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

WHEREAS, black lives matter; and

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

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

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

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

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

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

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

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

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

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

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

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



GIVEN under my hand and the Privy Seal of the

State in the City of Albany this

twelfth day of June in the year two

thousand twenty.

BY THE GOVERNOR

Secretary to the Governor

APPENDIX II

NYS DIVISION OF CRIMINAL JUSTICE SERVICES

INDEX CRIMES REPORTED TO POLICE: 2015 - 2019

County	PD	Year	Incomplete/ # of Months Rptd	Index Total	Violent Crime					Property Crime			
					Violent Total	Murder	Rape	Robbery	Agg. Assault	Property Total	Burglary	Larceny	MV Theft
Greene	Athens Vg PD	2015		1	0	0	0	0	0	1	0	1	0
Greene	Athens Vg PD	2016		0	0	0	0	0	0	0	0	0	0
Greene	Athens Vg PD	2017		1	0	0	0	0	0	1	1	0	0
Greene	Athens Vg PD	2018	9	0	0	0	0	0	0	0	0	0	0
Greene	Athens Vg PD	2019	0	0	0	0	0	0	0	0	0	0	0
Greene	Cairo Town PD	2015		33	2	0	0	0	2	31	5	26	0
Greene	Cairo Town PD	2016		17	2	0	0	0	2	15	3	12	0
Greene	Cairo Town PD	2017		40	4	0	0	0	4	36	9	27	0
Greene	Cairo Town PD	2018		44	3	0	0	0	3	41	13	27	1
Greene	Cairo Town PD	2019		31	1	0	0	0	1	30	5	24	1
Greene	Catskill Vg PD	2015		141	12	0	1	1	10	129	12	116	1
Greene	Catskill Vg PD	2016		96	8	0	2	1	5	88	11	77	0
Greene	Catskill Vg PD	2017		147	20	0	5	1	14	127	12	114	1
Greene	Catskill Vg PD	2018		144	11	0	2	0	9	133	6	125	2
Greene	Catskill Vg PD	2019		78	6	0	0	1	5	72	18	53	1
Greene	Coxsackie Vg PD	2015		11	2	0	0	0	2	9	5	4	0
Greene	Coxsackie Vg PD	2016		11	5	0	1	0	4	6	1	5	0
Greene	Coxsackie Vg PD	2017		13	0	0	0	0	0	13	2	11	0
Greene	Coxsackie Vg PD	2018		4	1	0	0	0	1	3	1	2	0
Greene	Coxsackie Vg PD	2019		1	0	0	0	0	0	1	0	1	0
Greene	Durham Town PD	2015		9	0	0	0	0	0	9	2	7	0
Greene	Durham Town PD	2016		7	0	0	0	0	0	7	4	3	0
Greene	Durham Town PD	2017		9	0	0	0	0	0	9	2	7	0
Greene	Durham Town PD	2018		6	0	0	0	0	0	6	0	6	0
Greene	Durham Town PD	2019		3	0	0	0	0	0	3	0	3	0
Greene	Greene County Sheriff	2015		28	6	0	0	0	6	22	2	18	2
Greene	Greene County Sheriff	2016		29	7	0	0	0	7	22	6	16	0
Greene	Greene County Sheriff	2017		25	6	0	0	0	6	19	1	15	3
Greene	Greene County Sheriff	2018		26	6	0	0	0	6	20	12	7	1
Greene	Greene County Sheriff	2019		39	13	0	2	3	8	26	7	19	0
Greene	Greene County State Police	2015		375	95	0	31	3	61	280	96	177	7
Greene	Greene County State Police	2016		370	82	0	29	2	51	288	90	187	11
Greene	Greene County State Police	2017		379	109	1	33	3	72	270	67	192	11
Greene	Greene County State Police	2018		383	93	2	38	1	52	290	74	212	4
Greene	Greene County State Police	2019		415	156	0	39	4	113	259	57	192	10
Greene	Hunter Town PD	2015	0	0	0	0	0	0	0	0	0	0	0
Greene	Hunter Town PD	2016		15	0	0	0	0	0	15	3	12	0
Greene	Hunter Town PD	2017	6	8	0	0	0	0	0	8	0	7	1
Greene	Hunter Town PD	2018	0	0	0	0	0	0	0	0	0	0	0

Source: DCJS, Uniform Crime Reporting File (as of 9/8/2020)

APPENDIX III: Police Application



Village of Cossackie Police Officer Application

119 Mansion Street
Cossackie, New York 12351

General Instructions

Every one of these sections must be completed in order for the Village of Cossackie to accept the application as complete. Print all answers to every question. If a specific question does not apply to you, state that by putting N/A in the space provided. If you need additional space for your answer, please turn the page over and state the question you are completing.

Do not provide any false statements, misleading information, or incomplete answers. Doing so may result in your application being denied.

Completed applications must be returned to the address above. All applications submitted to the Village of Cossackie become the property of the Village of Cossackie.

MINIMUM QUALIFICATIONS

1. Must be at least 21 years of age by the application date.
2. High school diploma or equivalent required.
3. Must be a resident of the State of New York.
4. Must be able to pass a background investigation which includes a check of references, inquiries into character and reputation, health history, and a fingerprint-based criminal record check.
5. Must be physically, medically, and psychologically fit to perform the essential functions of the job classification, with or without reasonable accommodation.
6. Must be of good moral character.
7. Must not possess any disqualifying felony convictions.
8. Must possess a valid New York State Driver's License.

PERSONAL INFORMATION

NAME: _____
CURRENT ADDRESS: _____
PHONE: _____ SSN: _____
DATE OF BIRTH: _____
U.S. CITIZEN: (circle one) YES NO

ADDRESS HISTORY

PREVIOUS ADDRESS #1

ADDRESS: _____
DATES: _____

PREVIOUS ADDRESS #2

ADDRESS: _____
DATES: _____

PREVIOUS ADDRESS #3

ADDRESS: _____
DATES: _____

DRIVER LICENSE INFORMATION

STATE & NUMBER: _____
EXPIRATION DATE: _____

EDUCATIONAL EXPERIENCE

HIGHEST LEVEL OF EDUCATION _____
PLACE RECEIVED: _____
DO YOU HAVE ANY POLICE TRAINING? (circle one) YES NO
ENTRANCE EXAM PLACE & DATE: _____
BASIC COURSE PLACE & DATE: _____
IN SERVICE SUMMARY: _____

OTHER EDUCATION OR TRAINING: _____

3

EMPLOYMENT HISTORY

MOST RECENT EMPLOYER #1

EMPLOYER: _____

ADDRESS: _____

POSITION/TITLE: _____

SUPERVISORS NAME: _____

JOB DUTIES: _____

REASON FOR LEAVING: _____

MOST RECENT EMPLOYER #2

EMPLOYER: _____

ADDRESS: _____

POSITION/TITLE: _____

SUPERVISORS NAME: _____

JOB DUTIES: _____

REASON FOR LEAVING: _____

MOST RECENT EMPLOYER #3

EMPLOYER: _____

ADDRESS: _____

POSITION/TITLE: _____

SUPERVISORS NAME: _____

JOB DUTIES: _____

REASON FOR LEAVING: _____

CRIMINAL HISTORY

1. Have you ever been dishonorably discharged from the United States Armed Forces? ☐ YES ☐ NO
2. Have you ever been convicted anywhere for any violation of law? ☐ YES ☐ NO

If YES, complete the following section:

DATE	AGENCY	CHARGE	DISPOSITION	COURT
------	--------	--------	-------------	-------

_____	_____	_____	_____	_____
_____	_____	_____	_____	_____
_____	_____	_____	_____	_____
_____	_____	_____	_____	_____
_____	_____	_____	_____	_____
_____	_____	_____	_____	_____
_____	_____	_____	_____	_____
_____	_____	_____	_____	_____

SIGNATURE:

*By signing, you are attesting to answering truthfully to each question. Failure to answer truthfully may result in your disqualification from the application process.

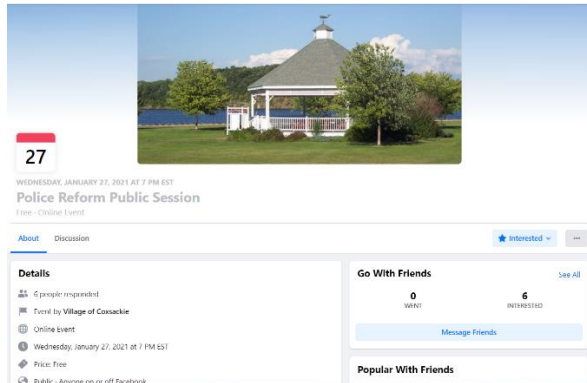
PRINT FULL LEGAL NAME: _____

DATE: _____

SIGNATURE: _____

5

APPENDIX IV: Public Meeting Notices



Coxsackie Village is inviting you to a scheduled Zoom meeting.

Topic: Police Reform Public Session

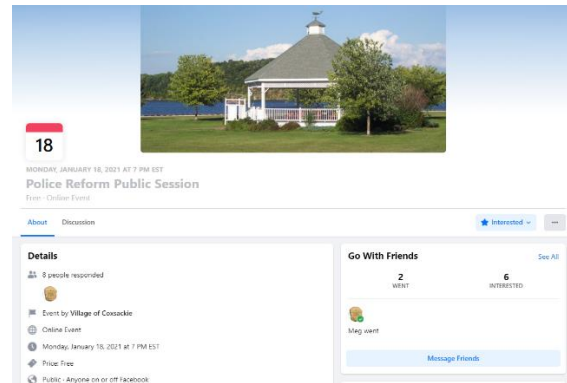
Time: Jan 27, 2021 07:00 PM Eastern Time (US and Canada)

Join Zoom Meeting

<https://us02web.zoom.us/j/2268292767...>

Meeting ID: 226 829 2767

Passcode: 5mWiEK



In 2020 Governor Cuomo announced the New York State Police Reform and Reinvention Collaborative, which was established by the Governor's Executive Order in June 2020. Per the Governor's Executive Order, every locality with a police department must adopt a plan for reform by April 1, 2021 to be eligible for future state funding.

<https://www.governor.ny.gov/.../no-203-new-york-state...>

To meet this initiative for our police department we have hired a consultant to lead us through this process. Part of this is a complete review of the departments policies and procedures and the Village Board at the request of Chief Mento has signed up to use this Lexipol. Lexipol is a company that has standard and vetted policies and procedures approved by attorney's and police officers with decades of experience.

Our current police department policies and procedures are an accumulation of many years of historical documents which were written internally, copied from other agencies or based on some general guidance from NYS. They have not had a comprehensive review or re-examination in a very long time, thus the decision to use Lexipol. Several municipalities in the Albany area have recently signed on to Lexipol.

A second and important component of this process is to gain input from the public on our police department. To accomplish this we have scheduled two public listening sessions:

Monday January 18th – 7pm

Wednesday January 27th – 7pm

As of now these sessions will be held via zoom, with a couple of limited, social distanced seats in Village Hall. Please look on Facebook and website a few days before for the zoom call invitation if you wish to zoom in. If you would like to attend in person please call the Village Clerk at 518-731-2718 and ask for an available seat.

These sessions will be an opportunity for Village Board, Police Chief, Sergeant and consultant to listen to any thoughts, issues and concerns. It is listening session only to gain information from the public. In addition, if you are unable to make one of the meeting or you choose to, you may make any comments in writing to the Village Clerk, 119 Mansion St., Coxsackie, NY 12051 or nberezna@villageofcoxsackie.com.

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Calendar for Jan. 15, 2021

Jan 14, 2021



EDITOR'S NOTE: Most events and meetings are cancelled due to the virus outbreak. Please call ahead to confirm.

Friday, Jan. 15

n Greene County Legislature finance audit: 4 p.m.

Monday, Jan. 18

n Catskill Town Offices closed in observance of Martin Luther King Jr. Day

n Cossackie Village Offices closed in observance of Martin Luther King Jr. Day

n Cossackie Village Police Reform Public Session 7 p.m. Village Hall, 119 Mansion St., Cossackie 918-231-2718

n Greene County Office Building closed in observance of Martin Luther King Jr. Day

VILLAGE WEBSITE CALENDAR POSTING

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Village of Cossackie Events

January 2021							Print	Week	Month	Agenda
Sun	Mon	Tue	Wed	Thu	Fri	Sat				
					8am Village Offices C					
3	4	5	6	7	8	9				
			6pm Workshop Meet							
10	11	12	13	14	15	16				
7pm Board Meeting	6pm Historic Preserv									
17	18	19	20	21	22	23				
8am Village Offices C	7pm Police Reform P		7pm Planning Board							
24	25	26	27	28	29	30				
		7pm Police Reform P								
31	Feb 1	2	3	4	5	6				
			6pm Workshop Meet							

Events shown in time zone: Eastern Time - New York

