WASHINGTON COUNTY SHERIFF’S OFFICE
POLICE REFORM AND REINVENTION
COLLABORATIVE PLAN
EXECUTIVE ORDER 203

SHERIFF JEFFREY J. MURPHY
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In June of 2020, Governor Andrew Cuomo signed Executive Order Number 203, instructing all police agencies as defined by New York State law, to conduct reviews aimed at reform and reinvention. These reviews are to be in collaboration with stakeholders drawn from the community to which each agency provides primary police services. The Governor further defined specific groups within each community which must be represented amongst the community stakeholders.

In accordance with this order, starting in June 2020 the Washington County Sheriff’s Office has been conducting a comprehensive review of its policies, procedures, training, community programs, and methods which is in addition to the standard agency review conducted each year as part of standard protocol. This review employs evidenced based policing strategies as defined by the State in the executive order, as well as in the New York State Police Reform and Reinvention Collaborative Guidebook. Said strategies have been developed further during this review based upon the ongoing research, and through information gained from experts in the field organized by New York State Division of Criminal Justice Services.

While reviewing current policy and practices, the office began training members in the areas of Racial Bias and De-escalation including role playing and use of force scenarios. After this thorough review, our office developed a public survey which was distributed on November 12, 2020 to residents in each of the 17 Towns in the county by the elected Town Supervisor. The survey and a survey guide was also available online and at the Sheriff’s Offices. Residents were encouraged to complete the survey and return them to their town halls, online through email, fax or to the Sheriff’s Office Headquarters or Satellite Office.

The office began holding online meetings with stakeholders starting in November 2020 into December 2020 and January 2021. Statistics from the survey were also compiled in December. The draft plan was updated and posted online throughout the process available for public review. All online meetings with community members and stakeholders were recorded and posted online as well. The public also had the opportunity to comment on the tentative plan and the updates to the plan through a special email address that was created.
<table>
<thead>
<tr>
<th>Stakeholders/Business Owners/Community Input</th>
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</thead>
<tbody>
<tr>
<td><strong>WCSO</strong></td>
</tr>
<tr>
<td>Sheriff Jeffrey Murphy</td>
</tr>
<tr>
<td>Undersheriff John Winchell</td>
</tr>
<tr>
<td>Captain Anthony LeClaire</td>
</tr>
<tr>
<td>Captain Gene McKenna</td>
</tr>
<tr>
<td>Lieutenant Todd Lemery</td>
</tr>
<tr>
<td>Lieutenant William Breeyear</td>
</tr>
<tr>
<td><strong>WC Public Safety</strong></td>
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<tr>
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<tr>
<td>Dep. Director Tim Hardy</td>
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<tr>
<td><strong>WC Elected Officials</strong></td>
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<tr>
<td>BOS Chairman Sam Hall</td>
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<td>PS Chairman Don Ward</td>
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<td><strong>WC Government</strong></td>
</tr>
<tr>
<td>District Attorney Tony Jordan</td>
</tr>
<tr>
<td>Public Defender Mike Mercure</td>
</tr>
<tr>
<td>DSS Com. Tammy DeLorme</td>
</tr>
<tr>
<td>Alt. Sent. Director Mike Gray</td>
</tr>
<tr>
<td>Assigned Counsel Tom Cioffi</td>
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<tr>
<td>Probation Dan Boucher</td>
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<td><strong>WC Administration</strong></td>
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<tr>
<td>County Attorney Roger Wickes</td>
</tr>
<tr>
<td><strong>Faith Based</strong></td>
</tr>
<tr>
<td>Pastor Clyde McCaskill Hoosick Valley Church</td>
</tr>
<tr>
<td>Reverend Paul Mead Gospel Lighthouse / Hudson Falls</td>
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<td><strong>Mental Health</strong></td>
</tr>
<tr>
<td>Andrea Deepe CEO Warren Washington Mental Health</td>
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<tr>
<td>Linda Wright Warren Washington Mental Health</td>
</tr>
<tr>
<td>Rebecca Evansky Dir. of Operations Northwinds Integrated Health Network</td>
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<td><strong>State Elected Officials</strong></td>
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<td>Assemblywoman Carrie Woerner</td>
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<td><strong>Business/Community</strong></td>
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<tr>
<td>Michael Bittel CEO Adirondack Regional Chamber of Commerce / Greenwich</td>
</tr>
<tr>
<td>Matt Rathbun Owner Rathbun’s Maple Sugar / Granville</td>
</tr>
<tr>
<td>Peter Simoneau Vice-President Peckham’s Materials / Hudson Falls</td>
</tr>
<tr>
<td>Jamey Gibson Owner Capital Tractor / Greenwich</td>
</tr>
<tr>
<td>Michael Jones Owner Jonescam LLC / Hudson Falls</td>
</tr>
<tr>
<td>Michael Carpenter Owner Police Management Services / Queensbury</td>
</tr>
<tr>
<td>Jabes Prado Exec. Dir. Lower Adirondack Visionary Associates</td>
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<tr>
<td><strong>Community</strong></td>
</tr>
<tr>
<td>Alan Stern, Chair of the Washington County Democratic Committee / Greenwich Robin Lyle, 2nd Vice Chair of the Washington County Democratic Committee, Chair of Social Issues Committee / Argyle</td>
</tr>
<tr>
<td>Rick Hoffman, Washington County Democratic Committee / Easton</td>
</tr>
<tr>
<td>Ann Townsend / Jackson</td>
</tr>
<tr>
<td>Bill Brown / Easton</td>
</tr>
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<td>Willis Ferguson / Greenwich</td>
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</table>
August
- Planning Phase
- Training

September
- Review of Current Policies
- Training

October
- Draft Initial Proposals
- Public Safety Mtg

November
- Stakeholder Online Meetings (2)
- Distribute Public Survey

December
- Stakeholder Online Meetings (3)
- Compile Public Survey Results

January
- Compile Public Survey Results
- Public Hearing

February
- Finalize Plan
- BOS Resolution
- Submit Plan to State
DETERMINING ROLE OF LAW ENFORCEMENT

PATROL STAFFING

CALLS FOR SERVICE
DETERMINING ROLE OF LAW ENFORCEMENT STAFFING

Washington County Sheriff’s Office

Jeffrey J. Murphy
Sheriff

John A. Winchell
Undersheriff

2020
Organizational Chart / Staffing levels

Sheriff

Under Sheriff

Administrative

Clerical Staff

Confidential Secretary 1

Account Clerk 1

Typist 1 P/T

Civil

Civil Sgt 1

Deputy 1

Sr. Clerk 1

Civil Clerk 2

Patrol

Captain 1

Lieutenant 2

A Line Patrol Sergeant 2

A Line Patrol Deputy 2

B Line Patrol Sergeant 2

B Line Patrol Deputy 11

C Line Patrol Sergeant 2

C Line Patrol Deputy 10

Deputy Sheriff P/T 19

SPO 8

Investigations

Sr. Investigator 1

Criminal Investigator 3

Narcotics Investigator 3

Corrections

Captain 1

Corrections Lieutenant 2

Sr. Account Clerk 1

Supervising Nurse R/N 1

Nurse R/N 1

Nurse LPN 1

Nurse LPN P/T 7

Food Service Dir 1

Cook Manager 2

Cook 2

Cook P/T 1

Asst Cook 2

Asst Cook P/T 2

Corrections Officer 50

Corrections Officer P/T 20
### DETERMINING ROLE OF LAW ENFORCEMENT

#### PATROL STAFFING

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<thead>
<tr>
<th>Administration</th>
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<tr>
<td>Sheriff</td>
<td>Sergeant</td>
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<tr>
<td>Undersheriff</td>
<td>Deputy Sheriff</td>
</tr>
<tr>
<td>Captain</td>
<td>School Resource Officer</td>
</tr>
<tr>
<td>Lieutenant*</td>
<td>Sergeant</td>
</tr>
<tr>
<td>1</td>
<td>7</td>
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<tr>
<td>1</td>
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<table>
<thead>
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<th>Investigations</th>
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<tr>
<td>Sr. Investigator</td>
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<tr>
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<td>5</td>
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<tr>
<td>Narcotics Investigator</td>
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</table>

In reviewing our staffing in response to EO 203, command staff has determined that we would create an “Office of Professional Standards” position. The title would be the rank of Lieutenant, with supervisory duties and authority to review officer conduct, use of force, internal affairs, training, discovery and other operational duties as assigned by the Sheriff. This is a vacant position that has been approved and is included in the authorized staffing pattern for 2021.

Assigning these duties to the existing vacant Lieutenant position would create a void in the uniform Patrol Division. I would request the county to modify our staffing pattern by adding one Patrol Lieutenant, and one Deputy Sheriff to backfill. This would mean total staffing would increase by one Deputy Sheriff, as the Lieutenant would be a promotion from existing staff.
Here is how/where our Deputies are currently deployed:

The 846 square miles of Washington County are broken up into posts from North to South. The Sheriff’s Office patrols the County along with the New York State Police. Deputies are based out of our main office in Fort Edward and our satellite office in Salem. Patrol posts are assigned to Deputies at the start of each shift and they are responsible for answering calls for service and patrolling within the designated area.

**Policing Strategy:** Our reason for deploying our resources where and how we do so is based on calls for service, vehicle traffic, and prior criminal activity in certain areas of the County.
# Determining Role of Law Enforcement Calls to 911 Center

## Total PSAP Phone Activity by Month for 2019

<table>
<thead>
<tr>
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<tbody>
<tr>
<td><strong>Inbound</strong></td>
<td>1,720</td>
<td>1,461</td>
<td>1,670</td>
<td>1,620</td>
<td>1,802</td>
<td>2,044</td>
<td>2,134</td>
<td>2,280</td>
<td>1,780</td>
<td>1,828</td>
<td>1,703</td>
<td>1,871</td>
<td>21,682</td>
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<td><strong>Abandoned</strong></td>
<td>91</td>
<td>73</td>
<td>63</td>
<td>74</td>
<td>95</td>
<td>64</td>
<td>101</td>
<td>80</td>
<td>67</td>
<td>74</td>
<td>83</td>
<td>1,075</td>
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<tr>
<td><strong>Abandoned %</strong></td>
<td>5.03%</td>
<td>4.76%</td>
<td>3.66%</td>
<td>4.35%</td>
<td>4.85%</td>
<td>4.49%</td>
<td>4.52%</td>
<td>3.80%</td>
<td>4.76%</td>
<td>4.76%</td>
<td>4.16%</td>
<td>4.89%</td>
<td>4.53%</td>
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<tr>
<td><strong>Total</strong></td>
<td>1,811</td>
<td>1,534</td>
<td>1,633</td>
<td>1,703</td>
<td>1,057</td>
<td>2,140</td>
<td>2,336</td>
<td>2,370</td>
<td>1,800</td>
<td>1,826</td>
<td>1,777</td>
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<td><strong>911</strong></td>
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<tr>
<td><strong>Administrative</strong></td>
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<td></td>
<td></td>
<td></td>
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<tr>
<td>Inbound</td>
<td>6,456</td>
<td>5,866</td>
<td>6,026</td>
<td>6,169</td>
<td>7,232</td>
<td>6,769</td>
<td>7,221</td>
<td>7,221</td>
<td>6,669</td>
<td>6,887</td>
<td>6,020</td>
<td>5,900</td>
<td>79,020</td>
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<td>Abandoned</td>
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<td>15</td>
<td>26</td>
<td>23</td>
<td>18</td>
<td>35</td>
<td>27</td>
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<td>22</td>
<td>24</td>
<td>20</td>
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<td>Outbound</td>
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<td>2,062</td>
<td>2,039</td>
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<td>2,529</td>
<td>3,010</td>
<td>2,772</td>
<td>2,267</td>
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<td>2,521</td>
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<tr>
<td>Total</td>
<td>8,877</td>
<td>8,024</td>
<td>8,115</td>
<td>8,261</td>
<td>9,878</td>
<td>9,357</td>
<td>10,240</td>
<td>10,010</td>
<td>8,907</td>
<td>8,226</td>
<td>8,181</td>
<td>8,215</td>
<td>105,249</td>
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<tr>
<td>Avg Call Duration</td>
<td>82.5</td>
<td>82.7</td>
<td>84.1</td>
<td>84.0</td>
<td>86.4</td>
<td>86.3</td>
<td>82.4</td>
<td>84.9</td>
<td>82.9</td>
<td>81.5</td>
<td>78.1</td>
<td>85.0</td>
<td>83.4</td>
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<tr>
<td>Total</td>
<td>10,688</td>
<td>9,568</td>
<td>9,748</td>
<td>9,034</td>
<td>11,836</td>
<td>11,407</td>
<td>12,475</td>
<td>12,386</td>
<td>10,776</td>
<td>11,153</td>
<td>10,038</td>
<td>9,072</td>
<td>130,060</td>
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## Determining Role of Law Enforcement Calls for Service 2019 & 2020 by Township

<table>
<thead>
<tr>
<th>Township</th>
<th>2019</th>
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<tbody>
<tr>
<td>Argyle</td>
<td>895</td>
<td>853</td>
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<tr>
<td>Cambridge</td>
<td>407</td>
<td>403</td>
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<tr>
<td>Dresden</td>
<td>150</td>
<td>145</td>
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<tr>
<td>Easton</td>
<td>487</td>
<td>416</td>
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<tr>
<td>Fort Ann</td>
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<td>Hampton</td>
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<tr>
<td>Hartford</td>
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<td>447</td>
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<tr>
<td>Hebron</td>
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<td>367</td>
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<tr>
<td>Jackson</td>
<td>487</td>
<td>440</td>
</tr>
<tr>
<td>Kingsbury</td>
<td>2252</td>
<td>1969</td>
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<tr>
<td>Other</td>
<td>2170</td>
<td>2171</td>
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<tr>
<td>Putnam</td>
<td>119</td>
<td>114</td>
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<td>Salem</td>
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<td>772</td>
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<td>White Creek</td>
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<td>402</td>
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<tr>
<td>Whitehall</td>
<td>773</td>
<td>672</td>
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**Total: 17,519**

**Total: 16,052**
CRIMES BY TYPE YEARLY BREAKDOWN

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<tr>
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<th>2018</th>
<th>2019</th>
<th>2020</th>
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<tr>
<td>Larceny</td>
<td>170</td>
<td>164</td>
<td>174</td>
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<tr>
<td>Burglary</td>
<td>55</td>
<td>52</td>
<td>39</td>
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<tr>
<td>Sex Offenses</td>
<td>17</td>
<td>67</td>
<td>25</td>
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<tr>
<td>Domestic Violence</td>
<td>308</td>
<td>30</td>
<td>2</td>
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<tr>
<td>Assaults</td>
<td>30</td>
<td>27</td>
<td>39</td>
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<tr>
<td>Robbery</td>
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<td>2</td>
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<tr>
<td>Unattended Death</td>
<td>19</td>
<td>18</td>
<td>33</td>
</tr>
<tr>
<td>Overdose</td>
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<td>26</td>
</tr>
<tr>
<td>Homicide</td>
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</table>

- Larceny, Burglary, Sex Offenses, Domestic Violence, Assaults, Robbery, Unattended Death, Overdose, and Homicide.
- The bar chart and table show the yearly breakdown of crimes from 2018 to 2020.
CENTRAL ARRAIGNMENT PART
OVERVIEW REFORM REQUIREMENTS
CENTRAL ARRAIGNMENT PART

In 2018 Sheriff Murphy worked with the District Attorney, Public Defender, County Magistrates Association and the State Office of Court Administration to open a Centralized Arraignment Part (CAP) in our Jail lobby. This was in response to the Counsel at First Appearance arraignment requirement where defendants must be represented by counsel. The Sheriff’s Office became only the second in the state to have a CAP court.

The CAP is in session twice a day, once in the morning and once in the evening. Having the centralized arraignment court at our office means law enforcement, prosecutors, defense attorneys don’t have to travel all over the county to various Town and Village courts for arraignments.

The CAP court also cut our daily inmate admissions in half resulting in a large reduction in incarcerated defendants. Our CAP courts success has gained Statewide and National attention and has served as a model for other counties looking to hold centralized arraignments.

Washington County’s CAP court was nominated and selected as a finalist for an “Outstanding Criminal Justice Program” award from the National Criminal Justice Association.
CAP Arraignment breakdown

- **Washington Co Sheriff**: 261
- **NYSP**: 119
- **Whitehall PD**: 22
- **Granville PD**: 21
- **Cambridge/Greenwich PD**: 22
- **Hudson Falls PD**: 59
- **Fort Edward PD**: 54
- **Probation**: 11
- **Walk-Ins from all agencies**: 74

DETERMINING THE ROLE OF POLICE
COMMUNITY POLICING
COMMUNITY OUTREACH AND PROGRAMS
OVERVIEW REFORM REQUIREMENTS
DETERMINING THE ROLE OF POLICE

- Procedural justice; and studies addressing systemic racial bias or racial justice in policing

- President Obama's task Force on 21st Century Policing adopted Procedural Justice and police legitimacy and recognizes their essential role in establishing a positive relationship with the community that our office has embraced. Our agency Mission Statement will be updated to include the theory of procedural justice.

- 4 pillars of Procedural Justice
  - Give others a voice
  - Exercise neutrality in decision making
  - Treat others with dignity and respect
  - Foster a sense of trustworthiness and earn the trust of the community
DETERMINING THE ROLE OF POLICE COMMUNITY POLICING

The Sheriff’s Office adopted a Community First approach to policing in 2012. The motto is on all patrol cars, stationery and letterhead. It is a constant reminder to all of our members that we put the community and its needs first, above our own.

The Sheriff’s Office has a large social media presence and following including over 15,000 followers on Facebook. We use social media to connect with the public, and to enhance our transparency.

The “Community First” approach created by Sheriff Murphy is modeled after the Nine Policing Principals and Three Core Ideas of Sir Robert Peel from 1829. We feel those methods and beliefs still apply even today centuries later.
Nine Policing Principals of Sir Robert Peel

1. To prevent crime and disorder, as an alternative to their repression by military force and severity of legal punishment.
2. To recognise always that the power of the police to fulfill their functions and duties is dependent on public approval of their existence, actions and behaviour, and on their ability to secure and maintain public respect.
3. To recognise always that to secure and maintain the respect and approval of the public means also the securing of the willing co-operation of the public in the task of securing observance of laws.
4. To recognise always that the extent to which the co-operation of the public can be secured diminishes proportionately the necessity of the use of physical force and compulsion for achieving police objectives.
5. To seek and preserve public favour, not by pandering to public opinion, but by constantly demonstrating absolutely impartial service to law, in complete independence of policy, and without regard to the justice or injustice of the substance of individual laws, by ready offering of individual service and friendship to all members of the public without regard to their wealth or social standing, by ready exercise of courtesy and friendly good humour, and by ready offering of individual sacrifice in protecting and preserving life.
6. To use physical force only when the exercise of persuasion, advice and warning is found to be insufficient to obtain public co-operation to an extent necessary to secure observance of law or to restore order, and to use only the minimum degree of physical force which is necessary on any particular occasion for achieving a police objective.
7. To maintain at all times a relationship with the public that gives reality to the historic tradition that the police are the public and that the public are the police, the police being only members of the public who are paid to give full-time attention to duties which are incumbent on every citizen in the interests of community welfare and existence.
8. To recognise always the need for strict adherence to police-executive functions, and to refrain from even seeming to usurp the powers of the judiciary of avenging individuals or the State, and of authoritatively judging guilt and punishing the guilty.
9. To recognise always that the test of police efficiency is the absence of crime and disorder, and not the visible evidence of police action in dealing with them.
Three Core Policing Ideas
Sir Robert Peel
1829

The goal is preventing crime, not catching criminals. If the police stop crime before it happens, we don’t have to punish citizens or suppress their rights. An effective police department doesn’t have high arrest stats; its community has low crime rates.

The key to preventing crime is earning public support. Every community member must share the responsibility of preventing crime, as if they were all volunteer members of the force. They will only accept this responsibility if the community supports and trusts the police.

The police earn public support by respecting community principles. Winning public approval requires hard work to build reputation: enforcing the laws impartially, hiring officers who represent and understand the community, and using force only as a last resort.
LIAISON TO TOWN SUPERVISORS PROGRAM

As part of our Community First initiative, we created a Liaison to the Town Supervisor Program wherein we asked members to volunteer to act as a “go between” for the public and each of the 17 Town Supervisors.

Having a point of contact from our office to personally work with each supervisor has been very helpful. We realize that citizens often attend town board meetings to report quality-of-life type complaints, or other minor issues looking for assistance through their town.

The supervisor can then contact his agency liaison personally for assistance. We feel this program completes the circle of communication between residents, the Town and our agency.
Our “Community First” motto and approach has been an asset to the Sheriff’s Office since its inception in 2012, long before EO 203. The primary goal is to strengthen the relationship between the Sheriff’s Office and the citizens of the communities that we serve. In 2016 our Office was the only NYS agency recognized by the United States Department of Justice for our innovative Community Policing efforts with an award from the U.S. Attorney Generals Office.
SHERIFF’S OFFICE COMMUNITY OUTREACH PROGRAMS

• Active Shooter Preparedness Training
• Project Lifesaver
• Yellow DOT Program
• R.A.D. Self Defense Programs
• Sheriff’s Explorer Post
• Sex Offender Watch
• Operation Safe Child
• Emergency Mass Notification System
• Liaison to Town Supervisors program
• Sr. Citizen scam awareness training
• Prom Crash Drills
• Cyber Safety online predator training
• Handgun Safety courses

• Drug Impairment/STOP DWI
• Victim Impact Panel
• Inmate Work Force
• Inmate Garden Program
• Transition Program
• Education Program
• Veterans Assistance
• MAT (Medically Assisted Treatment Program)
• Bicycle Safety
• Sheriff’s Summer Camp
• Career day events
Each year children aged 9-12 from the area are chosen to join others from around the State to attend the Sheriff’s Summer Camp Program.

The camp is located at Keuka Lake in the Fingerlakes region.

It’s a great program where children interact with deputies as the conduct demonstrations such as law enforcement techniques and equipment K-9 and scuba diving.
The Sheriff’s Office Explorers Program consists of female and male members aged 14-20 interested in careers in law enforcement.

Several members of the Sheriff’s Office Volunteer their time to serve on the Advisory Committee and to instruct the “Cadets”.

DETERMINING THE ROLE OF POLICE
COMMUNITY POLICING

EXPLORER POST
Sgt. Robert Sullivan oversees and conducts presentations that center around students and the dangers of impaired driving.
**Washington County Fair**
The Office coordinates a weeklong display and large exhibit that includes information on emergency preparedness, safe driving tips, and other Sheriff’s Office programs including the Sheriff’s Explorer Post, and the Child ID Program.

**Community Forums**
Heroin awareness community meetings have been held at numerous locations throughout the County to discuss the status of the Heroin/Opioid Epidemic, where overdoses are occurring, preventative tips, how addiction starts and free lifesaving NARCAN training.

**Senior Citizen Training**
Members of our office frequently offer training to senior citizens and those at risk of internet and phone scams.

**Project Lifesaver**
Specially trained members use locator equipment to track vulnerable adults and children prone to wander.
LAW ENFORCEMENT ACCREDITATION
Accreditation is a progressive and contemporary way of helping police agencies evaluate and improve their overall performance. It provides formal recognition that an organization meets or exceeds general expectations of quality in the field. Accreditation acknowledges the implementation of policies that are conceptually sound and operationally effective.

The New York State Accreditation program became operational in 1989 and encompasses four principal goals:

1. To increase the effectiveness and efficiency of law enforcement agencies utilizing existing personnel, equipment and facilities to the extent possible;
2. To promote increased cooperation and coordination among law enforcement agencies and other agencies of the criminal justice services;
3. To ensure the appropriate training of law enforcement personnel; and
4. To promote public confidence in law enforcement agencies.
The NYS Law Enforcement Accreditation Program is comprised of a set of standards developed to further enhance the capabilities of an agency and is divided into three categories.

- **Standards in the Administrative section** have provisions for such topics as agency organization, fiscal management, personnel practices, and records management.

- **Training standards** encompass basic and in-service instruction, as well as training for supervisors and specialized or technical assignments.

- **Operations standards** deal with such critical and litigious topics as high-speed pursuits, roadblocks, patrol, and unusual occurrences.
The Sheriff’s Office was originally accredited in 2007 and then re-accredited every five years since. There are almost 600 law enforcement agencies in NYS. The Washington County Sheriff’s Office is one of the 130 accredited law enforcement agencies statewide.

The Sheriff’s Office coordinates an annual review of agency policy and conducts audits and inspections as necessary to ensure compliance with the accreditation standards and agency policy.

When the state updates their program standards, they update their verification manual and notify agencies, who then make necessary changes to maintain compliance.

NYS Division of Criminal Justice Services (DCJS) and the State Office of Public Safety, administer the program and have established 110 standards governing a host of administration, training, and operational activities.
To become accredited, agencies undergo a 3-day assessment of the 110 standards, interviews with members, and inspections of evidence rooms, weapons storage, juvenile interview rooms, vehicles and other equipment.

Once accredited, agencies are required to maintain records demonstrating compliance with all 110 standards for five years, and then undergo another on-site review by assessors.

Law Enforcement Accreditation is difficult to achieve and even more difficult to maintain. The importance of accreditation is mentioned several times in the Executive order.

Sheriff Murphy has been a long-time proponent of accreditation, being a Team Leader Assessor for DCJS for 26 years and having assessed close to 100 agencies across NYS.
Accreditation is voluntary, but many law enforcement leaders feel it should be mandatory. Sheriff Murphy is currently working with Assemblywoman Carrie Woerner to introduce legislation to prioritize access to funding for agencies that are accredited as an incentive.

There is the possibility that the hiring practices for all police agencies in New York State will be required to become accredited in the recent 2022 NYS Budget agenda.
TRAINING
One of the most important things we can do is ensure our members are properly trained. As a NYS Accredited agency, each member receives at a minimum, 21 hours of training in various topics.

Some training topics are required to be given annually such as supervisory training, firearms, use of force and article 35 deadly use of force.

Our members are encouraged to look for courses or training conferences offered and request permission to attend through their chain of command. Each year we send members to local, statewide and national training classes.

Over the past four years as a Department our members have received the following numbers of training hours annually

<table>
<thead>
<tr>
<th>Year</th>
<th>Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>2017</td>
<td>4,104hrs</td>
</tr>
<tr>
<td>2018</td>
<td>3,362hrs</td>
</tr>
<tr>
<td>2019</td>
<td>3,098hrs</td>
</tr>
<tr>
<td>2020</td>
<td>3,242hrs</td>
</tr>
</tbody>
</table>
De-escalation and Communications Training

- Training with a focus on de-escalation techniques as a method of prevention. Communication is a key factor in the ability to de-escalate any situation.

- De-escalation Training was given to all sworn Deputy Sheriff’s beginning in August 2020.

- The Sheriff’s Office recognizes that de-Escalation training provides deputies with an organized way to make decisions about how they will act in a given situation to prevent escalation and resolve conflict

- We teach and stress:
  - Self-Control
  - Effective Communication
  - Scene Assessment and Management
  - Force Options
OVERVIEW REFORM REQUIREMENTS
TRAINING

- Anti Bias Policing Training
  - Bias is the subconscious association regarding certain groups of people and the belief that those groups behave in a particular way
  
  - Anti Bias Policing Training Parts 1 & 2 was given to all sworn Deputy Sheriff’s beginning in June 2020 through the County’s Insurance provider NYMIR. This training and other courses regarding this topic will now become a mandatory annual requirement.

  - Members of the public must feel that police in their area are acting, and reacting, in a fair and impartial manner, regardless of the public race, age, gender, socioeconomic status, etc. For there to be that trust, deputies must exhibit fairness during each encounter with members of the public. This training represents just a start to a more unbiased way of thinking, reacting, and ultimately, effective policing
The Diversity Equity and Inclusion Framework (DEIF) is an approach to community engagement that aims to assist individuals and organizations across multiple sectors creating conditions that increase communication and connection with the public. When individuals, communities and law enforcement agencies engage in practices that promote diversity, equity, and inclusion, all stakeholders prosper, grow, heal, and thrive.

The DEIF has been adapted to support local law enforcement agencies and their respective communities in developing a comprehensive DEI Local Action Plan that would not only be responsive to Governor Cuomo’s recent New York State Police Reform and Reinvention Collaborative Executive Order, but also serve as a sustainable community engagement strategy.
Rise Together. Stand Together. Positive Social Change during social unrest.”
Dr. Mark Montgomery

During concerning times leadership has avenues to promote positive social changes. We will review current and historical best practices in 2020. The consequence of true leadership is empowerment. We will explore current and historical best practices with societal cohesion as an outcome.

“Walking While Black” Presentation by Sheriff Jim Quattrone Chattaqua County. Documentary by Filmmaker AJ Ali

As minority communities face the daily stranglehold of racial profiling, and police officers face relentless scrutiny by an anxious public, tensions mount as lines are being drawn in the sand. This conflict can only be broken by finding common ground with each other. L.O.V.E. Is The Answer.

L.O.V.E. is an acronym for Learn about the community and the people in it, Open your heart to the humanity of people in the community, Volunteer yourself to be part of the solution, and Empower others to do the same.
The ability to respond to individuals with disabilities has posed varying challenges to police officers across the country. High profile cases have exposed the need for more involved awareness and education regarding the characteristics and challenges some individuals pose. As the population increases and more individuals are active in the community, the need to ensure accurate and appropriate response is critical. Studies show that 50-80% of an officer’s encounters are with an individual with a disability while individuals with disabilities are seven times more the victim of a crime.

The training brings together an education on disabilities while enhancing sensitivity. Included in this are disabilities defined and appropriate response, characteristics and how to identify disabilities, the role of caregivers and service providers, candid video instruction, federal and municipality roles and responsibilities, the perspective of the disability community, victimization, challenging scenarios and behaviors and how to address them, current trends and topics, the Americans with Disabilities Act, and etiquette and interaction skills. An extensive amount of resources will also be provided.

**First Responder Disability Awareness Training**

In response to incidents across the country involving police encounters with individuals with disabilities, our office set up training through NYS DCJS and Niagara University. The course was taught by David Whalen who is the Project Director for First Responder Disability Awareness Training. He has been training a multitude of service providers and first responders in disability awareness for the past seven years and has been working in the field of disability service/education since 1986.

The ability to respond to individuals with disabilities has posed varying challenges to police officers across the country. High profile cases have exposed the need for more involved awareness and education regarding the characteristics and challenges some individuals pose. As the population increases and more individuals are active in the community, the need to ensure accurate and appropriate response is critical. Studies show that 50-80% of an officer’s encounters are with an individual with a disability while individuals with disabilities are seven times more the victim of a crime.

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OVERVIEW REFORM REQUIREMENTS
TRAINING

- **Mental Health / Substance Abuse**
  - Training with a focus on emotionally disturbed persons, substance abuse as well as those with autism has been and will continue to be provided to all Deputies. This training was provided through the Justice Center.
  - All uniformed members have received training regarding substance abuse and are equipped with and have been trained in the use of NARCAN.

- **Crisis Intervention Training**
  - In September of 2020 members received Crisis Intervention Team training through the NYS Law Enforcement Assistance Program.
  - The office also has members specially trained with Post Critical Incident Training to deal with those involved in traumatic events.
First Responder Disability Awareness Training (Continued)

Course Objectives/Topics Covered:

• Progressive approaches to addressing emergency situations
• Disabilities defined specific to law enforcement
• Challenging behaviors and responsiveness
• Victimization and the disabled
• Service provision and supports/developing collaborative relationships
• Emergency services-service provider collaboration
• Municipality role and responsibility
• Proper etiquette and interaction skills

In discussing this issue with Assemblywoman Woerner, it was suggested we explore the possibility of “flagging addresses” of people with special needs or disabilities. This would allow responding officers to know ahead of time of possible obstacles to communication. We have requested this ability be added to our current records management system.
TRAINING TOPICS

The following is a list of topics including some related to areas of concern in the Executive Order. It is not a complete list of training as that would comprise 15 pages.

- Accreditation Program manager
- Active Shooter Classroom
- Adult Protective Services Enforcement
- Animal Cruelty Investigations
- Annual Firearms
- Anti Bias Policing Parts 1 & 2
- Approaching Alzheimer’s for First Responders
- Article 35 Use of Force
- Basic Hostage Negotiations
- Basic Crisis Negotiations
- Basic Juvenile Course
- Below 100
- Bleeding Control
- Boating Safety
- Body Cameras
- Changing Perceptions
- Child Abuse
- Citizen Preparedness Corps
- Community Policing
- Cops and Kids
- Coronavirus and Safety
- Course in Police Supervision
- Citizen Response to Active Shooter
- Crimes Against Children
- Crisis Intervention
- De-Escalation and Communication
- De-Escalation and Minimizing Use of Force 1
- Dignity for All Students Act
- Direct Supervision
- Domestic Violence
- Effective Law Enforcement Communication
- Elder Financial Abuse
- Excellence in Police Leadership
- Executive Training
- First Aid
- Field Training Officer
- Harassment in the Workplace
- Human Trafficking
- Instructor Development
- Law Enforcement Ethics
- Leadership the Power of Respectful Language
- Less Lethal Training
- Meeting the Needs of Veterans
- Sexual Harassment Prevention
TRAINING TOPICS

- Women in Law Enforcement
- Off Duty Conduct
- Opiod Overdose Nalaxone Training
- Persons with Disabilities
- Post Critical Incident Training
- Project Lifesaver
- Promoting Positive Practices in Schools
- Rape Aggression Defense Instructor
- Responding to Sex Crimes
- Responsible Use of Social Media
- Risk Management for Supervisors
- Safe Kids Internet
- School Resource Officer

- Sexual Trauma and Recovery
- Social Networking
- Suicide Prevention
- Suspects in Medical Distress
- Taser Training
- Traffic Occupant Protection
- Use of Force Community Policing and Perceptions
- Victim Impact Panel
- Violence Interdiction
- Youth Mental Health First Aid
- Youth Protection
OVERVIEW REFORM REQUIREMENTS
TRAINING

The Sheriff’s Office is fortunate to have a training room with state-of-the-art technology and prior to the pandemic we frequently hosted training several times a month. We continue to utilize online training along with other methods that comply with medical guidelines.
SHERIFF’S OFFICE POLICY DEVELOPMENT
Model policies and guidelines promulgated by the New York State Municipal Police Training Council

- The Sheriff’s Office reviews and updates policy and procedures at a minimum once a year.
- Legal updates are generally provided by the NYS Sheriff’s Association and NYS DCJS and are disseminated to staff via NYMIR’S online tracking program, in the form of training bulletins / videos or in-service trainings courses.
- When policy is adopted or updated, members are required to log in to a computerized online database and acknowledge receipt and understanding of the policy.
- The Zone 5 Police Academy’s curriculum for the Basic Course for Police Officers complies with and exceeds all NYS DCJS standards.
USE OF FORCE
Use of Force by members of the Sheriff’s Office is governed by agency policy and state law including Article 35 of the NYS Penal law.

WCSO procedures require members to file agency use of force reports following use of force incidents and all incidents, both law enforcement and corrections, are reviewed for compliance by a shift supervisor, and command staff.


- Changes included wording from a newly updated and approved NYS MPTC sample policy, including new definitions and guidelines.
- New mandated reporting protocols where use of force is reported to NYS DCJS to allow for more data tracking.
DUTY TO INTERVENE

A. Any officer present and observing another officer using force that he/she reasonably believes to be clearly beyond that which is objectively reasonable under the circumstances shall intercede to prevent the use of unreasonable force, if and when the officer has a realistic opportunity to prevent harm.

B. An officer who observes another officer use force that exceeds the degree of force as described in subdivision A of this section should promptly report these observations to a supervisor.
The current use of force policy in place for this office covers all areas of concern in the Executive Order.

The policy clearly states that the use of indiscriminate force is prohibited. Unnecessary force occurs when unjustified physical abuse of a person has occurred or when it is apparent that the type or degree of force employed was neither necessary, appropriate nor objectively reasonable under the circumstances, or when any degree of force is utilized as summary punishment or vengeance.

The policy follows a use of force continuum with six levels. Members are trained annually in the use of force which now includes de-escalation, role playing, less-lethal, article 35 deadly physical force, and firearms training.

The office less-lethal options are verbal, open hands, pepper spray, TASER, and 40mm impact projectiles.
OVERVIEW REFORM REQUIREMENTS
THE USE OF FORCE BY SHERIFF’S DEPUTIES

On July 11, 2019, a new law became effective requiring all Police Agencies, Sheriff’s Office’s and the State Police to report use of force incidents to DCJS.

The Sheriff’s Office has reported a total of thirteen incidents that meet the requirements for reportable use of force.

The Executive Law 837-T, was updated in October 2020 redefining the term “use of force.” Four of the incidents listed below (unholstering only) would no longer be required to be reported going forward after this update.

### 2019 – 2020 Use of Force Statistics

<table>
<thead>
<tr>
<th>DATE SUBMITTED</th>
<th>LOCATION</th>
<th>SUBJECT</th>
<th>OFFICER</th>
<th>INCIDENT TYPE</th>
<th>TYPE</th>
</tr>
</thead>
<tbody>
<tr>
<td>09/26/2019</td>
<td>KINGSBURY</td>
<td>B/M</td>
<td>W/M</td>
<td>DOMESTIC VIOLENCE / KNIFE</td>
<td>TASER UNHOLSTERED ONLY</td>
</tr>
<tr>
<td>10/01/2019</td>
<td>KINGSBURY</td>
<td>W/M</td>
<td>W/M</td>
<td>RESPONSE TO UNLAWFUL OR SUSPICIOUS ACTIVITY</td>
<td>TASER UNHOLSTERED ONLY</td>
</tr>
<tr>
<td>10/25/2019</td>
<td>EASTON</td>
<td>W/M</td>
<td>W/M</td>
<td>RESISTING ARREST WARRANT</td>
<td>TASER POINTED ONLY</td>
</tr>
<tr>
<td>11/01/2019</td>
<td>SALEM</td>
<td>W/M</td>
<td>W/M</td>
<td>EXECUTING ARREST</td>
<td>TASER DEPLOYMENT ACTIVATION</td>
</tr>
<tr>
<td>11/05/2019</td>
<td>CAMBRIDGE</td>
<td>W/M</td>
<td>W/M</td>
<td>EXECUTING ARREST</td>
<td>TASER POINTED ONLY</td>
</tr>
<tr>
<td>11/25/2019</td>
<td>FORT ANN</td>
<td>W/M</td>
<td>W/M</td>
<td>EXECUTING ARREST</td>
<td>HANDGUN &amp; TASER POINTED</td>
</tr>
<tr>
<td>12/06/2019</td>
<td>KINGSBURY</td>
<td>H/M</td>
<td>W/F</td>
<td>TRAFFIC STOP ARREST</td>
<td>HANDGUN &amp; TASER UNHOLSTERED ONLY</td>
</tr>
<tr>
<td>03/11/2020</td>
<td>KINGSBURY</td>
<td>W/M</td>
<td>W/M</td>
<td>EXECUTING ARREST AGENCY ASSIST</td>
<td>RIFLE &amp; TASER POINTED ONLY</td>
</tr>
<tr>
<td>04/23/2020</td>
<td>WHITE CREEK</td>
<td>W/M</td>
<td>W/M</td>
<td>MENTAL HEALTH INCIDENT SUBJECT W/ RIFLE</td>
<td>TASER POINTED ONLY</td>
</tr>
<tr>
<td>08/04/2020</td>
<td>GRANVILLE</td>
<td>W/M</td>
<td>W/M</td>
<td>DOMESTIC / RESISTING ARREST</td>
<td>TASER DEPLOYMENT ACTIVATION</td>
</tr>
<tr>
<td>09/11/2020</td>
<td>KINGSBURY</td>
<td>W/M</td>
<td>W/M</td>
<td>RESISTING ARREST</td>
<td>TASER POINTED ONLY</td>
</tr>
<tr>
<td>11/05/2020</td>
<td>ARGYLE</td>
<td>W/M</td>
<td>W/M</td>
<td>DOMESTIC ARMED WITH CROWBAR</td>
<td>TASER POINTED ONLY</td>
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<tr>
<td>11/11/2020</td>
<td>KINGSBURY</td>
<td>W/M</td>
<td>W/M</td>
<td>DOMESTIC UNRULY AGGRESSIVE SUBJECT</td>
<td>TASER POINTED ONLY</td>
</tr>
</tbody>
</table>
BODY WORN CAMERAS
The Sheriff’s Office has long been a proponent of the use of Body Worn Cameras (BWC). We feel the use of BWC provides us with an accurate, unbiased audio-visual record of enforcement related, and non-criminal prosecutions and limit civil liabilities. Our original policy was effective September 3, 2011 and has been revised several times over the years.

The policy further outlines the proper utilization of the BWC and the requirements for the recording of civilians, victims, witnesses, suspects or violators, as well as the custody and control of such recordings.

In 2019 our office spent $330,000 to upgrade our existing BWC/Taser program and equipment. This new system has also helped us to comply with the new Discovery laws that were put in place.
Agency BWC policy requires members to record interactions with the public and also includes exceptions to recording such as investigating sexual assault victims.

Members are required to record incidents until it has reached conclusion.

BWC software “auto-tags” video with a case number and call type. Videos are automatically uploaded to a cloud server when the BWC is docked.

The recently upgraded BWC have an automatic record setting that starts recording when the vehicle emergency lights are activated, if a TASER is activated, and when a deputy draws his/her weapon via a holster device, or if it detects a gunshot.

BWC will also automatically turn on other BWC within 30 feet of each other.

Command staff routinely reviews videos to ensure compliance with policy and as an audit to verify officer performance and professionalism.

Statistics for one year's time since upgrading to our system:

<table>
<thead>
<tr>
<th>Total Uploads</th>
<th>Average Per Day</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number of Videos</td>
<td>16987</td>
</tr>
<tr>
<td>Hours of Videos</td>
<td>2872.68</td>
</tr>
<tr>
<td>GB of Videos</td>
<td>4467.16</td>
</tr>
<tr>
<td>Number of Videos Uploaded</td>
<td>22.47</td>
</tr>
<tr>
<td>Hours of Video Uploaded</td>
<td>3.80</td>
</tr>
<tr>
<td>GB of Video Uploaded</td>
<td>5.91</td>
</tr>
</tbody>
</table>
SCHOOL RESOURCE OFFICERS
In 2018 the Sheriff’s Office worked with School Superintendents across the county to develop a School Resource Officer program.

Goals and objectives within the policy include the following key points.

Refrain completely from functioning as a school disciplinarian. The SRO is not to be involved in the enforcement of disciplinary infractions that do not constitute violations of the law. The SRO shall follow the Schools Therapeutic Crisis Intervention policy and training on restraining students and do so only in the imminent threat that the student is at risk to harm themselves or is a threat to harm others.

Build and promote a trusting relationship by developing lines of communication with students and staff and help promote positive behavior and interaction between students.
OVERVIEW REFORM REQUIREMENTS
SCHOOL RESOURCE OFFICERS

Develop expertise in presenting various subjects such as drug/alcohol abuse prevention education, social media, peer mediation, conflict resolution etc. and shall provide these presentations at the request of the school personnel in accordance with the established curriculum.

Work with Guidance Counselors and other student support staff to assist students and to provide services to students involved in situations where referrals to service agencies are necessary. The SRO shall become familiar with all community agencies that offer support and services to students and their families such as mental health clinics, drug treatment centers etc.

Build and promote a trusting relationship by developing lines of communication with students and staff and help promote positive behavior and interaction between students.

The Sheriff’s Office currently contracts with the Argyle, Greenwich, Hartford, Hudson Falls and Whitehall School Districts.
DEMOGRAPHICS
Demographic studies using available search criteria in our current agency systems were conducted by the Sheriff’s administrative staff to check for patterns of inequality in arrests or police contacts.

- No racial or gender identity bias was discovered

- The next slide includes the last four years of arrest data for the Sheriff’s Office only. Please keep in mind the arrest total could be the same person multiple times.
### OVERVIEW REFORM REQUIREMENTS
#### DEMOGRAPHICS TRAFFIC ENFORCEMENT DATA

2018 - 2020 Vehicle and Traffic Enforcement Data by Race / Ethnicity Identity

<table>
<thead>
<tr>
<th>Year</th>
<th>Race Identity</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>2018</td>
<td>White</td>
<td>1841</td>
</tr>
<tr>
<td></td>
<td>Black</td>
<td>30</td>
</tr>
<tr>
<td></td>
<td>Hispanic</td>
<td>14</td>
</tr>
<tr>
<td></td>
<td>Asian</td>
<td>2</td>
</tr>
<tr>
<td>2019</td>
<td>White</td>
<td>1624</td>
</tr>
<tr>
<td></td>
<td>Black</td>
<td>20</td>
</tr>
<tr>
<td></td>
<td>Hispanic</td>
<td>7</td>
</tr>
<tr>
<td></td>
<td>Asian</td>
<td>3</td>
</tr>
<tr>
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RECRUITMENT
OVERVIEW REFORM REQUIREMENTS
RECRUITMENT

- Recruiting and Supporting Excellent Personnel

  Deputy Sheriff exams are given annually, and the County Personnel Office develops an eligibility list based on scoring. The Sheriff’s Office must choose candidates who score in the top three on the exam to comply with State Law.

  Each candidate in the top three is interviewed by a selection committee, an Investigator is then assigned to the candidate to complete a full background investigation including personal references, financial and employment history, and a review of social media accounts. Candidates must also pass a physical fitness, medical, and a psychological exam.

  Many law enforcement leaders have suggested the state change the current “top three requirement” for choosing candidates, to a pass/fail system. This would allow agencies to hire candidates based on their personal and work history, and education level. This would also help us to hire a more diverse workforce.

  In 2018 Sheriff Murphy requested a resolution to remove the residency requirement for hiring. This enables the Office to hire applicants from contiguous counties, allowing for a much larger pool of candidates, and in turn hiring a more diverse workforce.
OVERVIEW REFORM REQUIREMENTS
RECRUITMENT DEMOGRAPHICS

Washington County New York Population Demographics

Total Population 61,204

White 94.1 %
Black 3.5 %
Hispanic 2.9 %

Washington County New York Sheriff’s Demographics

Road Patrol 48 total

White Male 43
Black Male 1
White Female 4
LAW ENFORCEMENT ASSISTED DIVERSION PROGRAMS
OVERVIEW REFORM REQUIREMENTS
LAW ENFORCEMENT ASSISTED DIVERSION PROGRAMS

Law enforcement assisted diversion programs

- The Sheriff’s Office has formed a partnership through the years with the District Attorney, Alternative Sentencing, Council for Prevention and the Center for Recovery to look at alternatives to incarceration.

- The group received a $280,000 grant from NYS OASIS, and we all worked together to create an alternative to incarceration program that blends drug treatment, counseling, support, skills-building, physical activity with court oversight.

- The Sheriff’s Office, District Attorney and Alternative Sentencing will be unveiling an expanded diversion program in February 2021 that will include juveniles and adults.
In certain cases, individuals who are first time offenders, or those charged with low level crimes are referred to Alternative Sentencing for a risk assessment to identify individual needs including treatment.

Deputies will receive training to recognize those individuals who meet the requirements and will be authorized to make a referral in lieu of a criminal arrest.

The victim of a crime would of course be part of the process and agreeable to the diversion process.

It is hoped that the program will become a county-wide option for law enforcement as an alternative to incarceration.
REPORTING POLICE MISCONDUCT
A transparent citizen complaint disposition procedure

- The agency has policy in place regarding internal affairs investigations, personnel complaint process, and disciplinary process.
- A new link to an online form has been created on the County web page for the public to report “Compliments or Complaints”. An email is automatically sent to command staff when someone reports either. (Screenshot on following page)
- A new email address has been created contactsheriff@washingtoncountyny.gov for the public to use to submit complaints or praise.
- A new “Office of Professional Standards” position with the rank of Lieutenant has been authorized and budgeted for and will be in place in the first quarter of 2021. The duties and responsibilities will include investigating complaints of misconduct, internal affairs, and other duties as assigned by the Sheriff to ensure members are responsible and professional in their dealings with the public.
Compliments or Complaints

The Washington County Sheriff’s Office recognizes its responsibility to maintain the public confidence and trust, and the need to ensure integrity and accountability both by the agency and by each employee. Complaint letters follow a very specific complaint procedure that: • Ensures fair and proper action is taken when an employee is accused of misconduct, • Protects employees from unwarranted or false accusations and • Helps identify and correct deficiencies in policies, procedures and/or training.

It is the policy of the Washington County Sheriff’s Office to respond to compliments or complaints received from the public. As we recognize the rights of all citizens, the public should recognize that WCSO employees must be able to exercise their best judgment in taking necessary and reasonable action in the performance of their duties without fear of reprisal.

Complimentary letters are: • Reviewed by the employee's first line supervisor, • Forwarded to the employee, • Placed in the employee's personnel file • Included in the information distributed at the WCSO Annual Awards Ceremony.

Complaint letters follow a very specific complaint procedure that: • Ensures fair and proper action is taken when an employee is accused of misconduct, • Protects employees from unwarranted or false accusations and • Helps identify and correct deficiencies in policies, procedures and/or training.

Type

- Compliment
- Complaint

Compliment Contact

- Please contact me
- No need to contact me

Complaint Contact

- Please Contact Me
- I will contact you

Date and Time

mm/dd/yyyy

hh:mm am/pm

Date and Time(s) of incident
CRIME PREVENTION THROUGH ENVIRONMENTAL DESIGN
Crime prevention through environmental design

A few things we do and have done:

- We conduct designated property checks throughout Washington County
- K9 Unit also provides proactive K9 sweeps at various locations
- School Resource Officers
- The use of our mobile speed enforcement trailer
INVESTIGATING HATE CRIMES
OVERVIEW REFORM REQUIREMENTS
INVESTIGATING HATE CRIMES

Th Sheriff’s Office has a policy that is designed to assist employees in identifying and investigating hate crimes and assisting victimized individuals and communities. A swift and strong response by law enforcement can help stabilize and calm the community as well as aid in a victim’s recovery.

Any acts or threats of violence, property damage, harassment, intimidation or other crimes motivated by hate and bias and designed to infringe upon the rights of individuals are viewed very seriously by this agency and will be given high priority. This agency shall employ necessary resources and vigorous law enforcement action to identify and arrest hate crime perpetrators.

Hate crime incident data available through the NYS DCJS 2014-2018 indicates one reported incident from 2014, and zero reports for the remaining years reported to the Sheriff’s Office.
PROBLEM ORIENTED AND HOT SPOT POLICING
OVERVIEW REFORM REQUIREMENTS
PROBLEM ORIENTED AND HOT SPOT POLICING

- Problem Oriented Policing and Hot Spot Policing.
  - The Sheriff’s Office uses data to direct patrols to specific “hot spots” ie. Burglaries, Larcenies etc.)
  - We also partner with surrounding agencies for “hotspot” details including the Hudson Falls Police and FBI with recent online sexual predator cases.
  - Other examples would be Log Bay Day and the Eagleville details for large parties.
The Sheriff’s Office has several members trained in peer counseling, and to assist with members involved with traumatic events.

These members are specially trained to recognize the stress signs and symptoms of fellow officers before they become unmanageable. They also provide critical incident stress debriefings to our agency and are available to other agencies as well.

We recognize the importance of officer well-being and having members available to assist in times of need is invaluable.
PUBLIC SURVEY
In addition to the online Zoom conferences and the Public Hearing, residents were provided with a written survey starting on November 11, 2020. Each of the 17 Town Supervisors were provided with copies to be made available to the public at their respective Town Halls.

The intent of this process was to ensure that each community within the county was involved in the process and had the opportunity to complete the survey. This countywide input would also help the office get an idea how residents feel about the services we are providing and identify areas of concern, as well as positive and negative feedback.

Residents could pick up the surveys at their local Town Halls, the Sheriff’s Office Headquarters or Satellite Station, or they could be downloaded from the County website. Completed surveys could be returned to the Town Halls or Sheriff’s Offices, or they could be faxed or emailed in as well.

Initially it was requested that the surveys be returned by December 4th but that date was extended to the end of December to ensure the public had enough time for input.
# Overview Reform Requirements

## Community Involvement / Feedback / Survey

<table>
<thead>
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<th>Responses</th>
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Total 155
Services

Please select the top 5 services that you think are the most important for the Sheriff’s Office to provide:

- Responding to 911 Calls
- Fingerprinting Services
- Criminal Investigations (Sex Crimes, Robberies, Homicides)
- Referrals to Social Services
- Routine Patrols
- Community Policing
- School Resource Officers
- Special Patrols (DWI, Seatbelt and Speed Enforcement)
- Civil Office (Service of Legal Process etc.)

RESULTS

- Responding to 911 Calls: 137
- Criminal Investigations: 128
- Routine Patrols: 117
- Community Policing: 89
- Special Patrols: 54
Necessity
Sheriff’s Deputies are a necessary part of our Community

Law Enforcement Accreditation
There are almost 600 law enforcement agencies in NYS. The Washington County Sheriff’s Office is one of the 130 accredited agencies statewide. Being an accredited law enforcement agency is beneficial to the Sheriff’s Office and the Community.
Responsiveness

Sheriff’s Deputies in our County are responsive to the public’s needs.

Training

As an accredited agency, our sheriff’s deputies are required to receive a minimum of 21 training hours annually. Most of our deputies receive double that amount each year. Based on this information would you say deputies are well trained?
COMMUNITY INVOLVEMENT / FEEDBACK / SURVEY

Accountability
Sheriff’s Deputies in our County are held accountable for their actions.

Community Impact
Sheriff’s Deputies in our County strive to have a positive impact on our community.
Community Policing
The Washington County Sheriff’s Office effectively uses a community policing strategy.

Deployment
Washington County encompasses 846 square miles broken up into 17 towns geographically. The sheriff’s office currently assigns one sergeant and four deputies per shift for patrol. Deputies are assigned to posts at the start of each shift to ensure adequate patrols to respond to calls for service. Based on this information would you say resources are properly deployed?
**Honesty**
Sheriff’s Deputies in our County are fundamentally honest.

**Officer Complaints**
If you have a complaint against a Sheriff’s Deputy in our County, you are confident it will be reviewed objectively.
Corruption
There is corruption within the Sheriff’s Office.

Bias
Sheriff’s Deputies in our County are biased in their interactions with certain groups of people.
Body Cameras
All uniform sergeants and deputies are issued body cameras and are required to record all interactions with the public. Body cameras are an important tool for deputies to utilize on patrol and provides for better transparency and accountability.

Recruitment
Eligible candidates are chosen from a Civil Service list comprised of residents from Washington and adjoining counties who have taken a written exam and completed a physical fitness test. The list is ranked by score and candidates from the top three are then interviewed, undergo a background investigation, psychological and medical testing.
911 Dispatch
If you have needed to call 911 for assistance, please select the type of emergency.
COMMUNITY INVOLVEMENT / FEEDBACK / SURVEY

Interaction

When was the last time you had a direct interaction with the Washington County Sheriff’s Office?

Interaction was related to:
**COMMUNITY INVOLVEMENT / FEEDBACK / SURVEY**

**Public Satisfaction**

On a scale from one to 10, how satisfied are you with the Washington County Sheriff’s Office?

(please circle 1 = Not at all satisfied 10 = Extremely satisfied)

1 2 3 4 5 6 7 8 9 10
0 0 2 1 16 2 12 27 38 48

**Top Three Things To Improve Policing in Your Community**

<table>
<thead>
<tr>
<th>Option</th>
<th>Count</th>
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<tbody>
<tr>
<td>More Deputies</td>
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</tr>
<tr>
<td>More Visibility</td>
<td>18</td>
</tr>
<tr>
<td>More Patrols</td>
<td>17</td>
</tr>
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</table>
COMMUNITY INVOLVEMENT / FEEDBACK / DEMOGRAPHICS

Gender Identity

- Male: 70
- Female: 59
- Prefer Not To Say: 2

Race Identity

- White or Caucasian: 123
- Black or African American: 3
- Hispanic or Latino: 1
- Asian or Asian American: 4
- American Indian or Alaskan Native: 0
- Native Hawaiian or Other Pacific Islander: 0
- Other: 2

Age Group

- Under 18: 59
- 18-24: 70
- 25-34: 2
- 35-44: 45
- 45-54: 5
- 55-64: 6
- 65+: 2

Annual Income

- Under $15,000
- $15,000-$29,999
- $30,000-$49,999
- $50,000-$74,999
- $75,000-$99,999
- $100,000-$150,000
- Over $150,000

- Under $15,000
- $15,000-$29,999
- $30,000-$49,999
- $50,000-$74,999
- $75,000-$99,999
- $100,000-$150,000
- Over $150,000
REVISED MISSION STATEMENT

The members of the Washington County Sheriff’s Office are committed to providing outstanding professional law enforcement services to the community by enforcing laws, maintaining order, and protecting the lives, property, and rights of all citizens under the Constitution. It is our mission to partner with members of our community to collaboratively address issues and improve public safety in a manner that is fair, impartial, transparent, and consistent.