

Draft Report -- Village of Rhinebeck Police Reform Committee

Context and purpose In the wake of George Floyd’s death in May 2020¹ our country was confronted with the results of generations of injustice and systemic racism. In June Governor Andrew Cuomo signed Executive Order 203² requiring local governments with police agencies to review their strategies, policies, procedures, and practices, particularly those relating to “racial bias and disproportionate policing of communities of color.”

As of 2018, the total population of the Village of Rhinebeck was 2,749 of whom 57% were female and 43% male. Racial backgrounds were reported as 88% White, 3.6% Black or African American, 5.5% Asian, and .4% American Indian and Alaska Native. Ninety two percent of households said their primary language was English, and only 2% of households reported that no one 14 or older speaks English “very well.” See Appendix A for additional demographic data.

No community is immune to the far-reaching effects of institutional racism and unconscious or implicit bias; this includes Rhinebeck. Addressing these entrenched dynamics and their power to shape the culture and demographics of a community is not solely the responsibility of the police or elected officials. As one member of the committee pointed out, “Culture almost always overrides policy.” It’s up to all of us to reflect, speak out, fight injustice, and create a community-wide culture where everyone is respected, valued, and treated justly.

The committee kept both culture and policy in mind as we addressed the executive order which directed us to find ways to:

- Better address community needs,
- Promote community engagement,
- Foster trust, fairness, and legitimacy, and
- Address any racial bias and disproportionate policing of communities of color.

A 14-member committee,³ appointed by the mayor in September 2020, took these directives seriously. The makeup of the committee adhered to the executive order to involve members and

¹ Floyd’s death was preceded by the deaths of Ahmaud Arbery in February, Breonna Taylor and Daniel Prude in March, and Michael Brent Charles Ramos in April. It was followed by the death of Rayshard Brooks in June.

² See Appendix B to read the executive order in English. The order is available in multiple languages at <https://www.governor.ny.gov/news/no-203-new-york-state-police-reform-and-reinvention-collaborative>

³ Committee members, Thomas Angell, Dutchess County Public Defender; Gary Bassett, Mayor, Village of Rhinebeck; Albert Cousins, Superintendent, Rhinebeck Central School District; Debi Duke, village resident; Pete Dunn, Officer-in-Charge, Rhinebeck Police Dept. and town resident; Margaux Epter, Rhinebeck High School student and village resident; William Grady, District Attorney, Dutchess County; Terri Hall, town resident; Arun Lahiri, Attorney and village resident; Radha Lahiri, Rhinebeck High School student and village resident; Ric Lewit, Trustee, Village of Rhinebeck; Richard McKeon, Rector, Church of the Messiah; Vicki Rivera, town resident; Yvette Bairan, CEO, Astor Home for Children; Matthew Weishaupt, Chief Assistant DA, Dutchess County.

leaders of the local police force, concerned community members, interested non-profit and faith-based groups, and local leaders (or their representatives), including the district attorney, public defender, and elected officials.

Since September the committee has met every other week. In addition to hearing from Officer-in-Charge Pete Dunn, Mayor Gary Bassett, and Trustee Ric Lewit about current operations, the committee met with Dana Smith, County Commissioner for Emergency Response, which operates 911 Emergency Services; heard from Officer Jonathan Wilson about procedural justice; and met with Trustee Vanessa Bertozzi who is overseeing the new village website.

To get community input the committee created an online survey.⁴ A link was distributed to those who are opted into the village email list (750) and to CultureConnect’s email list, to staff at the Astor Home, and to staff and students at Rhinebeck Central School District. Links also were posted on the village and town websites and Facebook page.⁵

The committee also held three public listening sessions moderated by a village resident who is a member of the Dutchess County Commission on Human Rights. A Spanish-language listening session is scheduled for March 22. Some committee members also participated in listening sessions organized by the county also moderated by the Commission on Human Rights.

Based on feedback the committee received at listening sessions and from personal contacts, we believe that some residents, particularly people of color, may have been hesitant to participate in public conversations. That is not necessarily due to negative interactions with village police; it might, for instance, reflect general concerns about law enforcement or prior experience with other police agencies. However, given that one of the committee’s key tasks was to “address any racial bias and disproportionate policing of communities of color,” it is important to find a way – possibly through private discussions – to hear from more people of color.

POLICING IN THE VILLAGE OF RHINEBECK

The official mission of the Village of Rhinebeck Police is:

To maintain the Village of Rhinebeck free from crime remains an ideal. However, it is the primary objective of the Village’s office to as closely as possible approach that ideal.

The mission of the law enforcement office is to enforce village ordinances, state law; maintain the peace and order of the village; protect the property and personal safety of its citizens; generally assist citizens in varied situations.

We will at all times work in close cooperation with other law enforcement agencies. We will at all times work in cooperation with community agencies and groups to promote understanding of, and competence in our efforts in law enforcement.

In order to seek and preserve public confidence, officers must demonstrate impartial service to law. They must recognize both the statutory and judicial limitations of police authority and the constitutional rights of all persons.

⁴ See appendix C for preliminary survey results.

⁵ The committee had hoped to distribute the survey to staff at Northern Dutchess Hospital, but the approval process required by its corporate parent proved too onerous. We also had hoped to have the survey translated into Spanish and may still do so depending on what we hear at the Spanish-language listening session on March 22.

The Village Police Department includes 14 part-time officers, a full-time clerk, and a part-time officer-in-charge, Pete Dunn. Twelve officers, including Officer Dunn, have more than 20 years in the department; most also work part time in other police departments or other jobs. The department is all white; one officer and the clerk are women. The clerk speaks English and Spanish. The officers are fluent only in English. New officers tend to see Rhinebeck as a place to gain experience while waiting for full-time positions to open up elsewhere. Two officers are nearing retirement, which could create an opportunity to diversify the department.

The current starting pay is \$23 per hour. Sources such as CareerExplorer, Indeed, and ZipRecruiter put the national average between \$24 and \$28 per hour. An April 2020 article in **Forbes** suggests Rhinebeck's starting pay may be even further behind.⁶

Village police are on duty 7 a.m. to 11 p.m. seven days a week. The Dutchess County Sheriff and the New York State Police patrol outside those hours. Officer Dunn makes all assignments and told the committee that about half of the department's work involves traffic and vehicle violations. The Town of Rhinebeck contracts with the village for very limited patrols. In a typical year, the department manages crowd safety and traffic for more than 20 events. They also oversee a drug takeback program. Between September 2018 and September 2020, village police made approximately 100 arrests.

Two officers spend eight hours a week as school resource officers (SROs). The school district covers hourly costs and determines SRO's activities in the schools. Currently they organize seatbelt challenges, present programs such as "Stranger Danger," hold station tours, and the like. Further information and discussion are needed; see recommendation 5, pages 7 and 8.

Police cars are equipped with mobile video/audio recording systems known as MVRE. Current policy requires that MVRE be used during high risk stops, pursuits, emergency responses, traffic stops and motorist assists, when administering field sobriety tests, when placing any vehicle occupant in custody, arrests, and when transporting anyone to a detention facility.

The mayor is chief of police and, along with the officer-in-charge, handles any formal complaints against officers or the department. In the last five years there has been only one formal written complaint against an officer. The complaint did not involve bias or excessive use of force. Survey results and comments during listening sessions suggest that the absence of formal written complaints does not mean there are no concerns about bias within the department.

When a community member dials 911 they reach a dispatcher at Dutchess County's Emergency Services Center. Regardless of the time of the call, the closest available agency responds this may be village police, the county sheriff's office, or the state police. The Village Police Department has a non-emergency number (845-876-8181) that is staffed M-F, 8 a.m. to 3 p.m.

Training. Officers are required to complete at least 24 hours of in-service training each year covering lethal and nonlethal weapons, defensive tactics, and legal mandates. Five officers have mental health training. Two officers have been trained in crisis intervention. Three officers have

⁶ <https://www.forbes.com/sites/andrewdepietro/2020/04/23/police-officer-salary-state>

completed an 8-hour procedural justice training and by the end of March 2021 all officers will have completed such training through the Dutchess County Sheriff and City of Poughkeepsie Police Department. Also, by the end of March, Officer Jonathan Wilson will be a certified trainer for procedural justice able to train any new officers going forward.

All officers have some additional training in areas such as first aid, fair and reliable identification procedures, administering naloxone, accident investigation, sexual harassment, domestic and workplace violence, and use of equipment, such as breathalyzers and radar. All training is conducted by other officers certified by New York State.⁷

CHANGES MADE SO FAR

Updated policies and procedures. By April 1 Rhinebeck’s existing policies and procedures will have been compared with all relevant state and federal laws⁸ and updated to be consistent with them. This is thanks to an enormous amount of work by Officer Dunn who coordinated with Lexipol⁹ to review hundreds of pages. As one committee member noted, however, this is a basement, not a ceiling. The recommendations included in the next section of this report assume that this review of policies and procedures is only a starting point.

Revised complaint policy and form. We eliminated a requirement that the form be notarized; this seemed like a rather high bar. The committee recommended additional changes to make submitting a compliment or a complaint easier and more user-friendly with multiple options. We looked, in particular, at the form used by the Ulster County Sheriff.¹⁰ The union has requested that changes be negotiated.

An ad hoc youth committee has been created at the high school, separate from the work of this committee, and policing is an issue they hope to address.

Improved website. In both the county and village listening sessions we heard that community members wanted more clarity about which agencies are on duty when and where. They also wanted more options for getting help when an officer might not be needed. A [new village website](#) went online at the end of February and includes these items along with the names and email addresses of officers.¹¹

⁷ Some committee members would like to see implicit bias training, and perhaps other professional development, provided by outside experts rather than other police officers. See recommendation 2, page 6, for more on this.

⁸ This includes, for instance, New York State’s June 2020 ban on chokeholds, other use of force, hate crimes, crisis intervention standards, and use of mobile audio and visual equipment.

⁹ Lexipol is a private company providing customizable, state-specific law enforcement policies that are updated in response to new state and federal laws and court decisions. It is widely used by police agencies in New York State including the Dutchess County Sheriff’s office.

¹⁰ <https://ulstercountyny.gov/sites/default/files/PersonnelComplaintForm04-07-20.pdf>

¹¹ A map may be added to further clarify how and when the village and town are served by various police agencies.

At the listening sessions and through the survey we also heard that community members would like to see photos of all officers on the website. The officer-in-charge and the clerk are now pictured, but due to jobs held by other officers there needs to be further discussion before other photos are posted. The committee looks forward to hearing what else the community would like to see on the website and additional ideas for disseminating information.

NEXT STEPS

The timeline for this project was tight. Few committee members knew each other, and we were, of course, forced by the pandemic to meet virtually. Just getting our arms around the range of issues, the nearly 400 pages of current policies and practices, and additional material generated by the county was a monumental task. We also needed to integrate information from village and county listening sessions, a preliminary review of our survey results, and other research.

In addition, we had to sort out which decisions and actions can be taken by the Village of Rhinebeck and which lie with the county or state. This is especially critical given that our department is part-time and that, as explained above, we are reliant on other police agencies.

As stated above we believe it takes a village to fight injustice and create a culture where everyone is respected, valued, and treated fairly. Many issues touched on by the committee demand further research, discussion, and consideration before action can be recommended. As a result, our first proposal is that the village **appoint an ongoing committee large enough to break into working groups. This committee should be representative of the community at-large with special attention to people of color, young people who have interacted with police, and those whose primary language is not English.**

Working groups should be charged with gathering additional data, researching what other communities are doing, reviewing relevant policies and practices, and making detailed proposals including timelines and costs. There could be many ways to divide this work. The following categories represent just one possibility, and numbers are not meant to indicate a priority order.

1. Foster trust, fairness, and transparency. All of these are essential to positive police-community relationships. Listening sessions and survey results raised questions about cronyism and other perceptions that work against trust. There is much still to be learned about policing in Rhinebeck. Once the information described below is in hand, recommendations can be made.

- Ensure that the code of conduct adequately addresses how officers' behavior – on and off duty, online and off – affects public trust.
- Review policing information currently collected by the village and the county. Understand how information is collected, how it's analyzed, and how it's used for improvement.
- Identify additional needed information, ways to get it¹², and a schedule for doing so.

¹² Explore whether the county and/or nearby colleges may be able to help collect and analyze data.

- Discuss what information can/should be made available publicly to increase community confidence and ways to disseminate information on an ongoing basis.
- Recommend a policy on releasing information about notable incidents, including complaints, with the goal of blunting rumors on social media and elsewhere and showing the community that information is not being purposefully hidden.
- Devise a statement about the village’s commitment to transparency and describe information to be collected and shared, e.g., policies, practices, rules of conduct, etc.
- Make recommendations for how officers could use data to improve policing.

2. Expand and improve police training. As stated above, at least some committee members believe culture is the foundation for just and unbiased policing. They, like some community members who participated in the survey and/or listening sessions, are concerned that all training is currently provide by the officers themselves or other police agencies and do not believe that is a recipe for a new culture. Work needed in this area includes the following.

- Determine what specific training is required by the county, state, and any other authorities, and what flexibility communities have to identify and use training outside existing channels.
- Make specific recommendations ensuring that all officers complete high-quality training related to implicit and explicit racial and gender bias, diversity, language, and cultural competency by a set date. This training should be provided by a non-police source. Consider whether training could include others, e.g., all village and town employees, all elected officials, and/or interested community members.¹³
- Review training requirements related to de-escalation, use of restraint, pursuit, procedural justice, etc., and make recommendations for strengthening them.
- Explore whether officers are interested in training or other ways to promote their own mental health and wellbeing and if so what options are available. (Also, recommendation 6, page 8.)
- Research budgetary issues related to training and make recommendations.
- Develop a plan to publicize the kinds of training officers complete and explain its value and significance. For example, describe de-escalation strategies and situations where use of force was avoided due to training received.

3. Add community oversight of policing practices, policies, and leadership. Most committee members and a number of listening session participants believe current oversight (see page 3) is insufficient. This working group should explore alternatives to the current arrangement.

¹³ The superintendent of schools, a committee member, is planning implicit bias training for school staff, perhaps police could be included. The Ulster County Sheriff’s Dept. is holding a two-day training with a SUNY New Paltz Black studies professor; perhaps Rhinebeck could contract with the same person or join Ulster County’s sessions.

- Discuss and recommend ways to provide regular opportunities for the public to engage with officers, hear reports on policing, and share ideas about public safety and policing. This might include videoconference listening sessions, public meetings, participation in community events, and more.
- Define the role of an oversight body. Should it help set priorities? Allocate funds? Address complaints? Recommend training? Participate in hiring decisions? Anything else?
- Research oversight options, e.g., a review board or commission at the village, intermunicipal, or county level or a group modeled on the village ethics board,¹⁴ and make a recommendation. Research should include available training for such bodies.

4. Define the role of the police. Some community members wonder whether police should be the first, and sometimes only, responders to overdoses, mental health crises, and other social and medical emergencies. The village and the town do not have paid social services personnel and must rely on Dutchess County which also has limited resources.¹⁵ The committee believes it is important to explore whether other options exist.

- Review any information currently collected about police referrals to social service agencies, the involvement of other professionals in police calls, and related etc. Identify concerns and needs. Make recommendations for future recordkeeping and reporting.
- Think creatively about how the village might increase collaboration with social service agencies, Dutchess County Mediation Center, community groups, Dutchess County Commission on Human Rights, etc. Cost estimates for promising ideas should be included.
- Using evidence provided by Officer Dunn, and additional research as needed, develop a formal recommendation that Dutchess County increase the size and budget for its Mobile Mental Health Unit.¹⁶ Create a plan to work with our county legislator and other police agencies and communities to lobby for such increases.
- Investigate programs in other communities, for instance this one in Denver where health care professionals respond to selected calls¹⁷ for possible recommendation to the county.

¹⁴ <https://ecode360.com/14969215?highlight=ethics&searchId=434175383929040#14969215>

¹⁵ It is the committee's understanding that New York State's mandate to consolidate services at the county level, means that even if the village or town were able to hire a social worker they would not be able to refer community members to county or state facilities.

¹⁶ Officer Dunn reported that the wait time for the county's mobile unit is often so long as to be useless, resulting in officers spending hours in emergency rooms waiting for community members to be seen. The mobile unit in Ulster County has an annual budget of \$900,000; Dutchess County's mobile unit has a budget of \$220,000 even though our population is substantially larger.

¹⁷ <https://denverite.com/2021/02/02/in-the-first-six-months-of-health-care-professionals-replacing-police-officers-no-one-they-encountered-was-arrested/>

5. Address the needs of children, teens, and young adults. The committee was fortunate to have two high school students as members but did not hear from other young people. We also were unable to delve into the role of school resource officers (SROs); at one listening session it became clear that community members want to know more¹⁸ about this program. Here are some ideas for learning more about what young people think about police and public safety.

- Work with the high school ad hoc youth committee to learn more about what teens think about SROs and policing more generally.
- Follow up on listening session reports that Bard students and college students working at Camp Ramapo have been racially profiled by law enforcement. It was not clear which police agencies may have been involved, but recommendations should be made to prevent future profiling of any sort.
- Learn more about what SROs do at each school and review any policy describing their roles including whether or not they are allowed to carry weapons in school. Please note, as mentioned above, the presence and activities of SROs are determined by the school district, not the village.
- Consider the school district budget for SROs and whether funds could be used elsewhere. Please note, as mentioned above, the school district covers costs related to SROs.
- Make recommendations to both the village and the school district as needed.

6. Review department structure and makeup and provisions for officer well-being.

Questions were raised by committee members and listening session participants about the best way to organize the department, priorities for the use of officers' time, relations with other police agencies, and related topics. Here are some possible directions to pursue.

- Explore ways to give officers more time for community outreach and training, for instance, by streamlining paperwork with technology or by hiring another clerk.
- Research ways to promote officers' mental health and well-being. Make recommendations. (See also, recommendation 2, page 6.)
- Explore ways to attract a more diverse group of officers, e.g., increasing pay, creating some full-time positions, or other structural changes in the department.
- Consider exploring the feasibility and cost of increasing coverage by the village police to decrease policing by other agencies.

¹⁸ SROs have been controversial in some communities when events traditionally handled internally escalated into police and even criminal matters. Some communities have also objected to SROs carrying weapons in schools.

- Learn more about the costs and advantages of accreditation and make a recommendation.
- Compare Rhinebeck’s police budget, population, and costs per capita with those of nearby communities. Report the results and any recommendations to the community.

7. Discuss excessive use of force, complaints, and other misconduct. While excessive use of force and formal complaints appear to be almost on-existent, the listening sessions and survey did raise questions about behavior that would appear to violate the current code of conduct and diminish the reputation of the department. Such incidents, along with the priorities outlined in the executive order demand further work in this area.

- Review any instances of use of force, complaints – formal and informal, if possible – and other misconduct over a specific period, e.g., the last five to 10 years. Report results to officials and the community.
- Attempt to conduct confidential interviews with individuals, especially people of color, who may have been reluctant to participate in public listening sessions but have witnessed or been the victims of or witnesses to use of force or other misconduct. If possible, report results – without names if necessary – to elected officials and the community.
- Examine all policies, practices, and collective bargaining agreements related to use of force, complaints, and other misconduct. Recommend improvements.

8. Increase community engagement. The best foundation for public safety is close ties between police and community members. There is broad agreement within the committee that while the police in Rhinebeck are well regarded there is always room for improvement. Here are some ideas discussed; priorities and implementation plans are needed.

- Increase officer visibility by, for example, talking with pedestrians, walking/biking in neighborhoods (spending less time in cars), visiting with storekeepers.
- Distribute police “business” cards broadly – not only when someone is ticketed or arrested.
- Educate the public about minor infractions rather than issuing tickets for first offenses. Make it a practice to explain the purpose of laws and give warnings.
- Let the public know that officers are willing to talk confidentially about concerns and that community members may walk into the station, ask for help, and get a response¹⁹ that does not involve prosecution.
- Consider using social media to post information for the community and engage with the public online. For instance, the Rosendale police Facebook page has about 2,800 followers

¹⁹ Officer Dunn indicated to the committee that he wants the public to have this information.

and is used to alert the community to scams and the like, to highlight community events, to spotlight officers who go above and beyond, and to report on arrests and concerns.

9. Consider possible recommendations to Dutchess County and/or New York State. As noted elsewhere, there are many things the village is prohibited from doing on its own. The committee believes Rhinebeck and other communities can be more assertive about asking the county and state for information, suggesting improvements, and promoting new approaches to policing and public safety. Here are some possibilities to investigate.

- Officers and the public told the committee about inconsistencies among state police, the county sheriff's office, and village police. It would be helpful to find ways to cultivate relationships and regularize policy and practice to the extent possible.
- Since traffic stops are among the most common police actions and because nationwide they are also among the most likely to result in racially disparate treatment, research options for non-police enforcement of civil traffic violations, e.g., technology such as automated license plate readers for catching speeders, and recommend that the county budget a pilot program.
- Recommend that the county's commissioner for emergency response work toward a system that allows dispatchers to tell callers which agency is coming and about how long it will take.

Selected Statics Village of Rhinebeck

Total population	n=2749
Male %	43
Female %	57
Age	
Under 18 %	16
19 to 64 %	51
Over 65 %	33
Ethnicity	
White %	88.0
Black or African American %	3.6
American Indian and Alaska Native %	0.4
Asian %	5.5
Native Hawaiian and Other Pacific Islander %	0.0
SPEAKS ENGLISH--Population 5 years and over	n=2611
Speaks language other than English %	7.3
Speaks language other than English—Speaks English very well %	4.6
Speaks language other than English—Speaks English less than very well %	2.7
Households where no one age 14 and over speaks English only or speaks English “very well” %	2.0
MARITAL STATUS--Population 15 years and over	n=2227
Never married %	23.0
Now married, except separated %	53.5
Divorced or separated %	12.2
Widowed %	11.3

EDUCATIONAL ATTAINMENT--Population 25 years and over	n=1968
Less than high school graduate %	4.9
High school graduate (includes equivalency) %	16.2
Some college or associate's degree %	19.9
Bachelor's degree %	27.2
Graduate or professional degree %	31.8
Median income (dollars)	\$33,387
POVERTY STATUS IN THE PAST 12 MONTHS	n=2672
Below 100 percent of the poverty level %	8.3
100 to 149 percent of the poverty level %	2.3
Total households	1254
Married-couple family households %	43

Note: figures are estimates from 2018 and have wide error margins



State of New York
Executive Chamber

No. 203

EXECUTIVE ORDER

NEW YORK STATE POLICE REFORM AND REINVENTION COLLABORATIVE

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

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

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

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

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

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

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

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

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

WHEREAS, black lives matter; and

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

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

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

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.

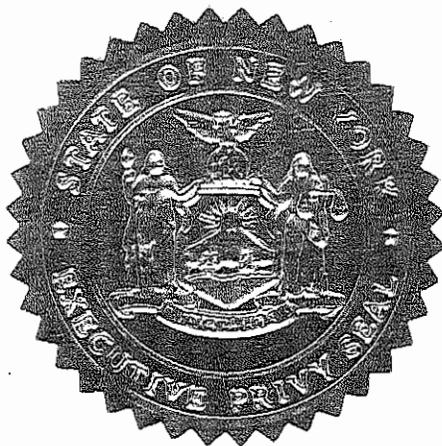
The political subdivision, in coordination with its police agency, must consult with stakeholders, including but not limited to membership and leadership of the local police force; members of the community, with emphasis in areas with high numbers of police and community interactions; interested non-profit 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.



G I V E N 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

Rhinebeck Police Reform Survey Jan. 19 - Feb. 19, 2012

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Responses

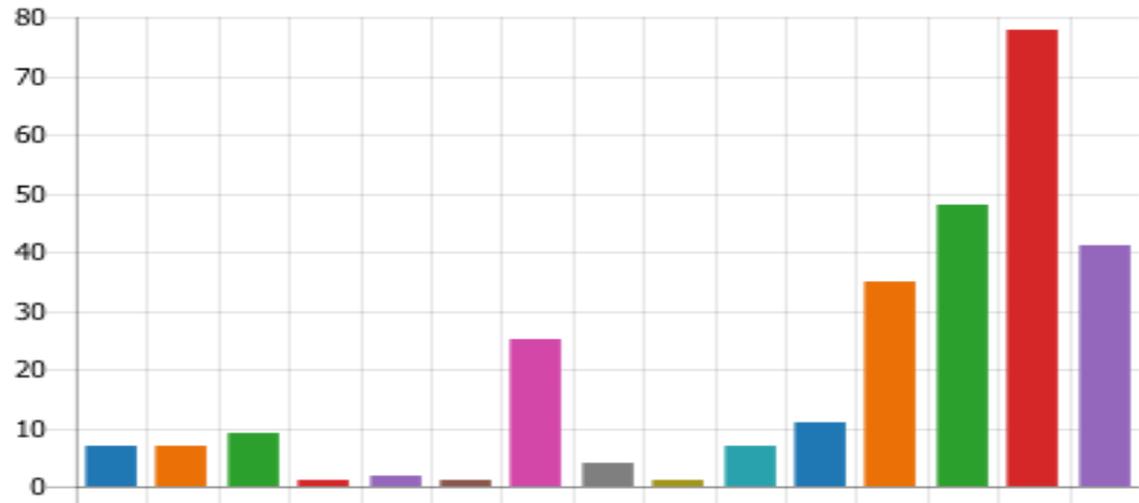
1. The Village of Rhinebeck is patrolled by three police agencies: the Village of Rhinebeck Police Department, the Dutchess County Sheriff's Department, and the New York State Police. Can you identify the uniforms and vehicles from any of these agencies? Mark to indicate yes

● Rhinebeck Village Police	170
● Dutchess County Sheriff	157
● New York State Police	185
● I cannot identify these agencies	27

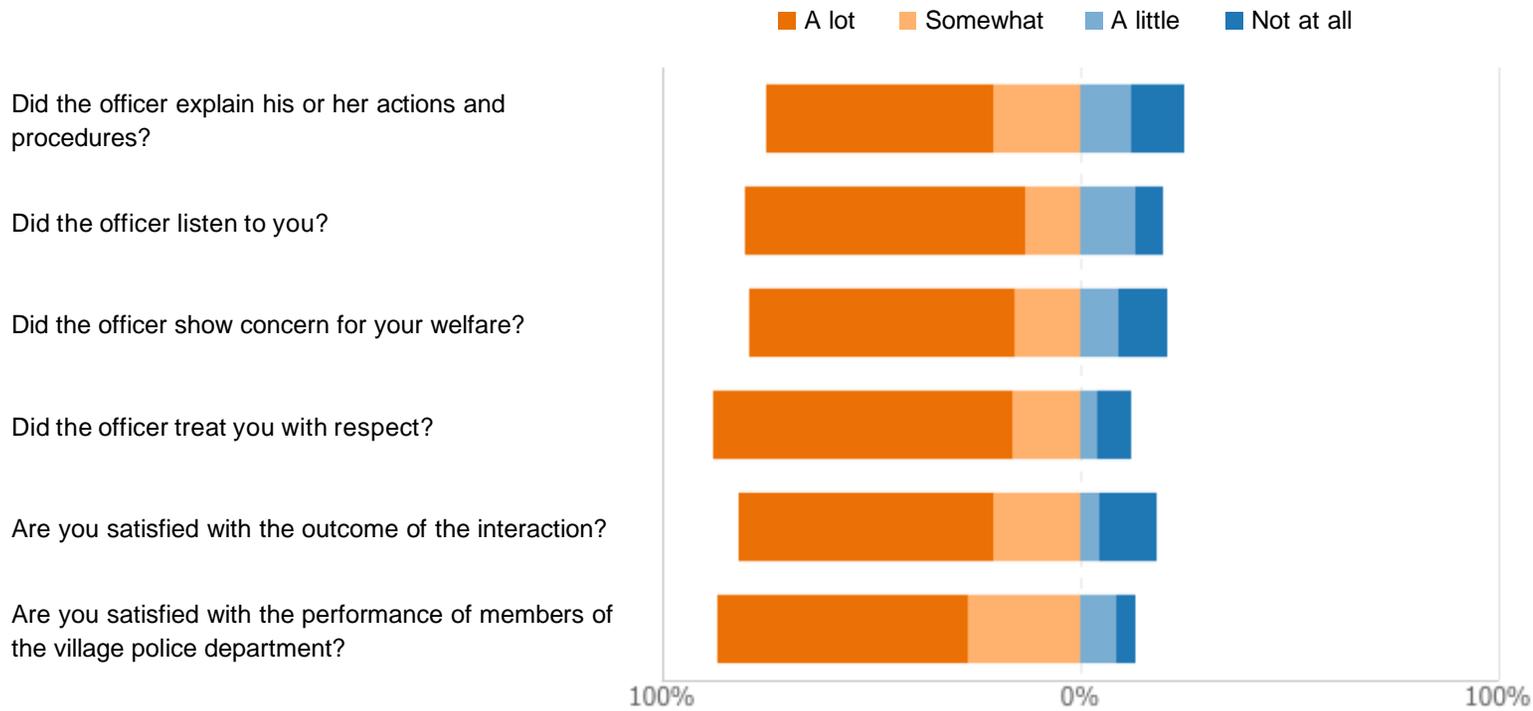


2. In the past year or so, have you, or members of your household, had interactions with the village police? If yes, whatwere the circumstances? (Please mark all that apply.)

●	Auto/bike/pedestrian accident	7
●	Reporting a Suspicious Person...	7
●	Reporting a Crime	9
●	Crime Victim	1
●	Crime Suspect	2
●	Witness	1
●	Traffic Stop	25
●	Domestic Incident	4
●	Substance Abuse	1
●	Animal Control	7
●	Requested Safety/Wellness...	11
●	Community/School Event	35
●	Social Encounter	48
●	Have not encountered village police	78
●	Other	41



3. The following questions are about your interactions with village officers that have occurred in the last year or so.



4. In the past year or so, have you witnessed or been a victim of a crime which you did not report?

Yes	2
No	210



5. Have you been hesitant to make a report or call the Rhinebeck Village Police Department for any reason?

● Yes	21
● No	194



6. If you answered yes to question 4 or 5, why did you decide not to make a report?

23

Responses

7. Have you ever regretted contacting village police?

● Yes	9
● No	196



8. If you answered yes to question 7, why did you regret contacting the village police?

9

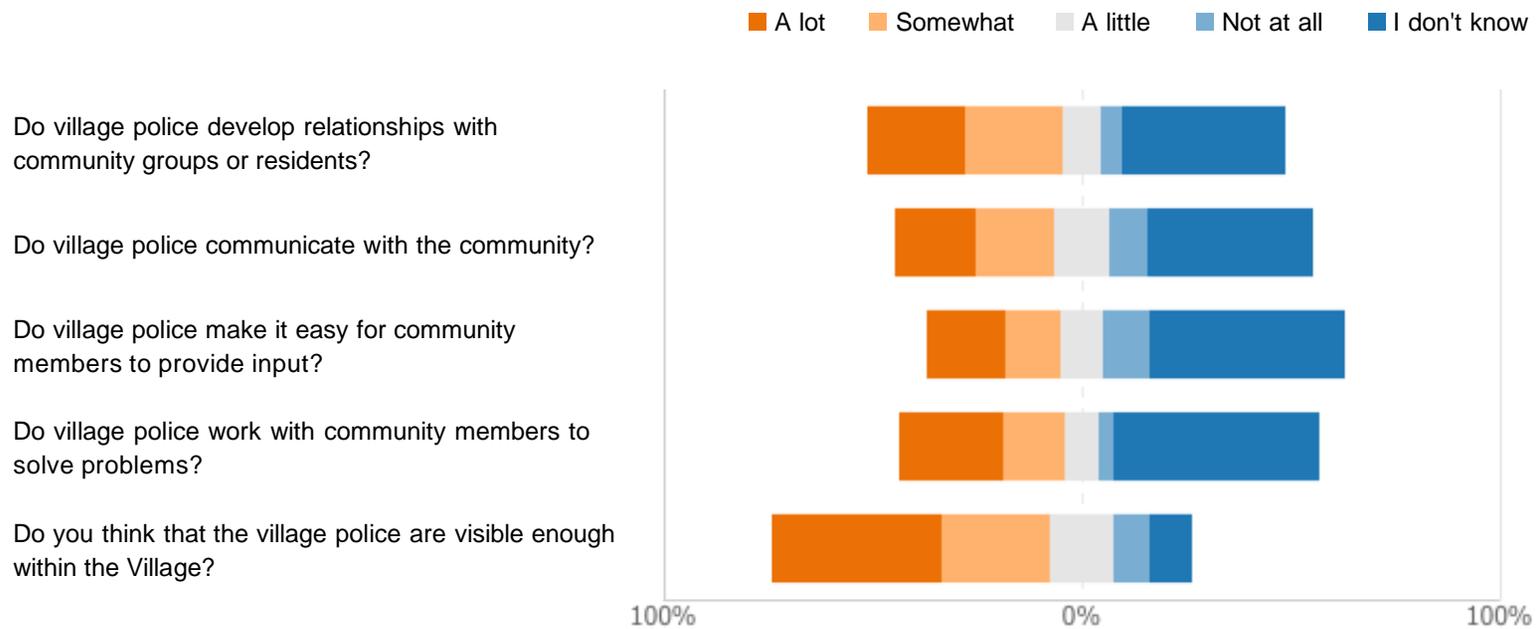
Responses

9. Do you know where to get information about the Rhinebeck Village Police Department and their work?

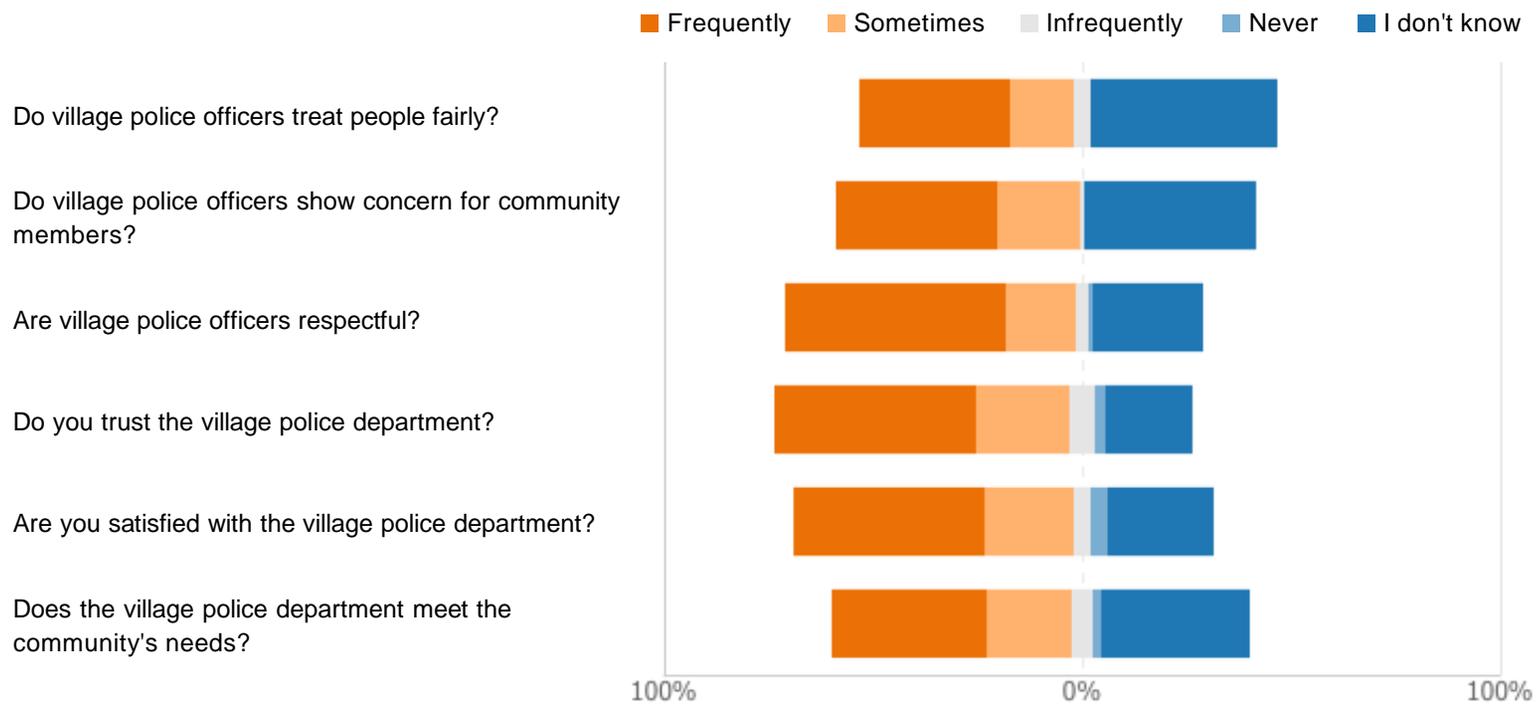
● Yes	131
● No	82



10. The following questions concern the Rhinebeck Village Police Department's interaction with community.

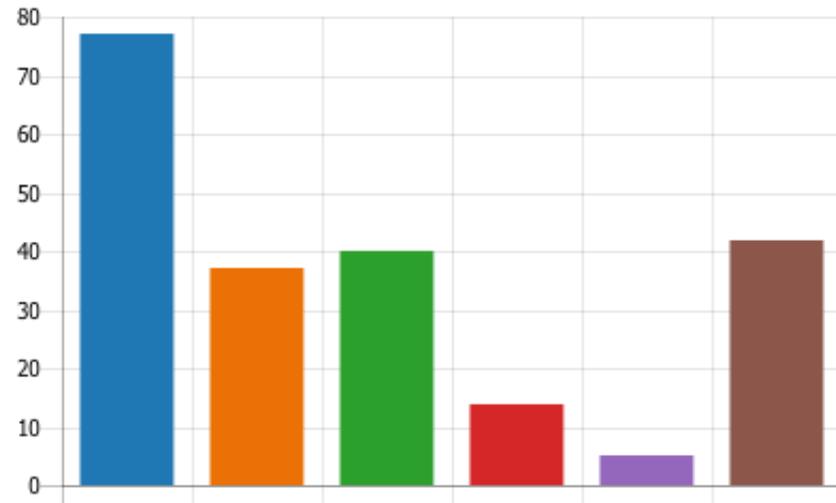


11. The following questions concern your general ideas and perceptions about the Rhinebeck Village Police Department.

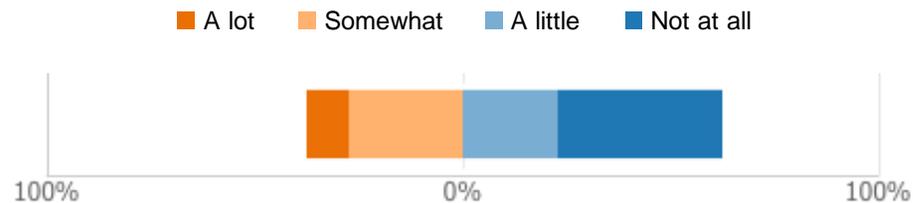


12. Overall, how satisfied are you with Rhinebeck Village Police Department's general attitude and behavior towards community members and visitors?

Very satisfied	77
Somewhat satisfied	37
Neither satisfied nor dissatisfied	40
Somewhat dissatisfied	14
Very dissatisfied	5
No opinion	42



13. To what extent do you understand the Rhinebeck Village Police Department's policies and procedures?

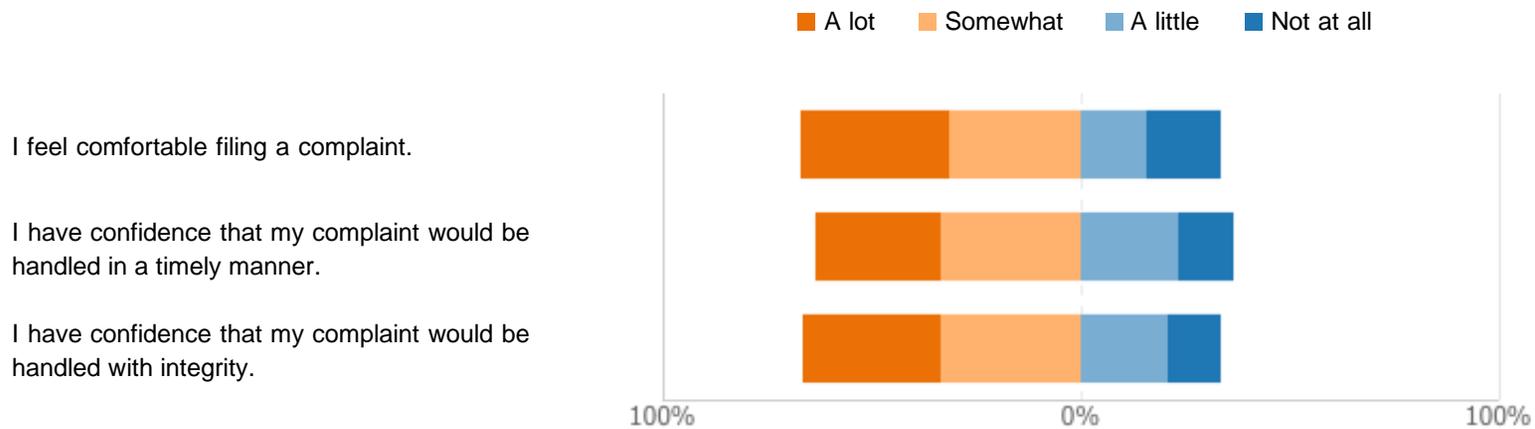


14. Do you know how to report concerns or complaints about the village police?

● Yes	106
● No	111



15. Individuals may file complaints about police behavior. Please answer the following statements.



16. Currently complaints about policing are reviewed by the Officer-in-Charge and may be forwarded to the Mayor. Do you think complaints should also be reviewed by an independent committee of community members?

● Yes	135
● No	44
● I don't know	38

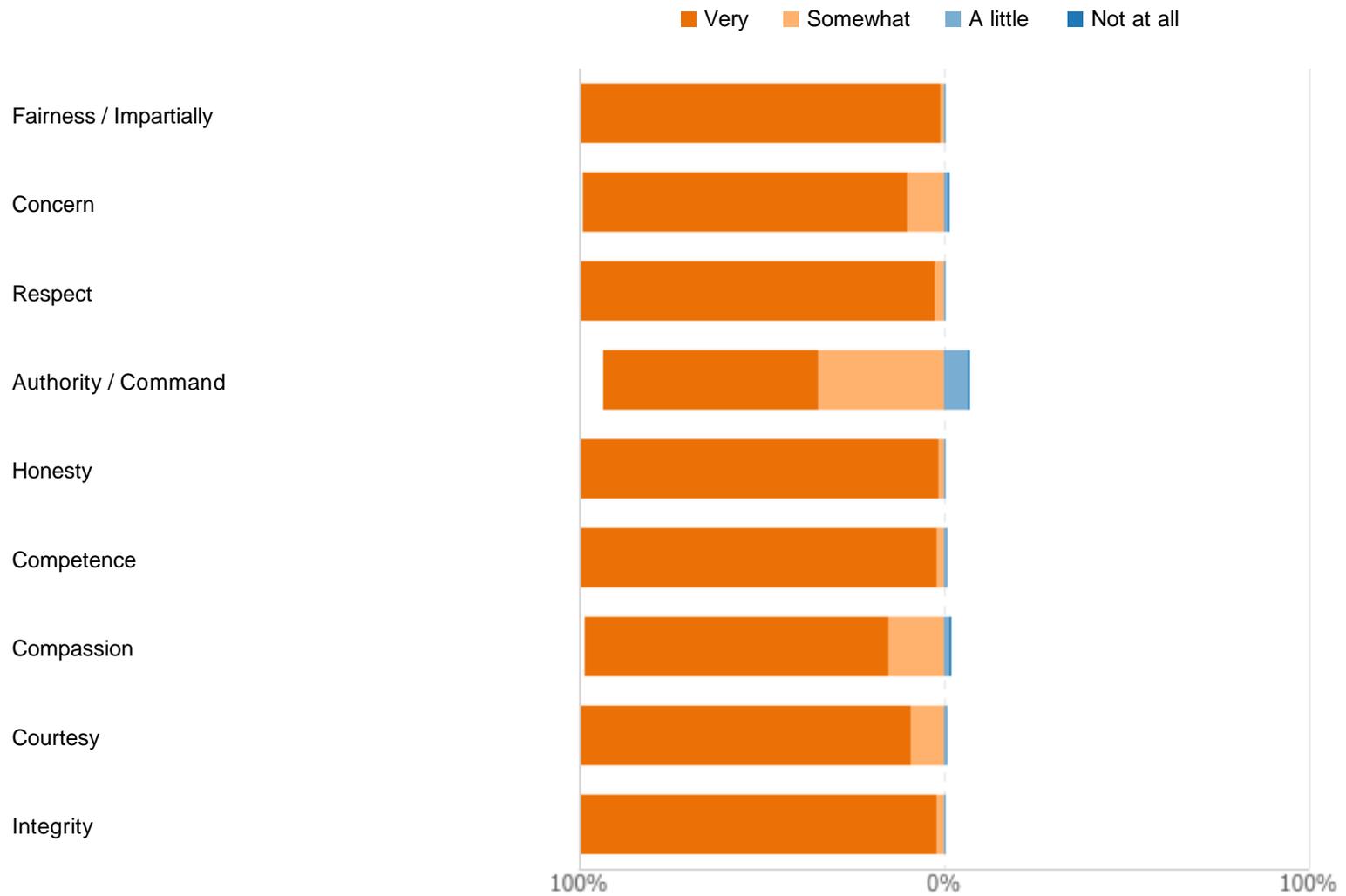


17. Currently, community members can only hear about complaints - and action taken as a result - by filing a Freedom of Information Law request? If allowed by law do you think this information should be posted on the Village website?

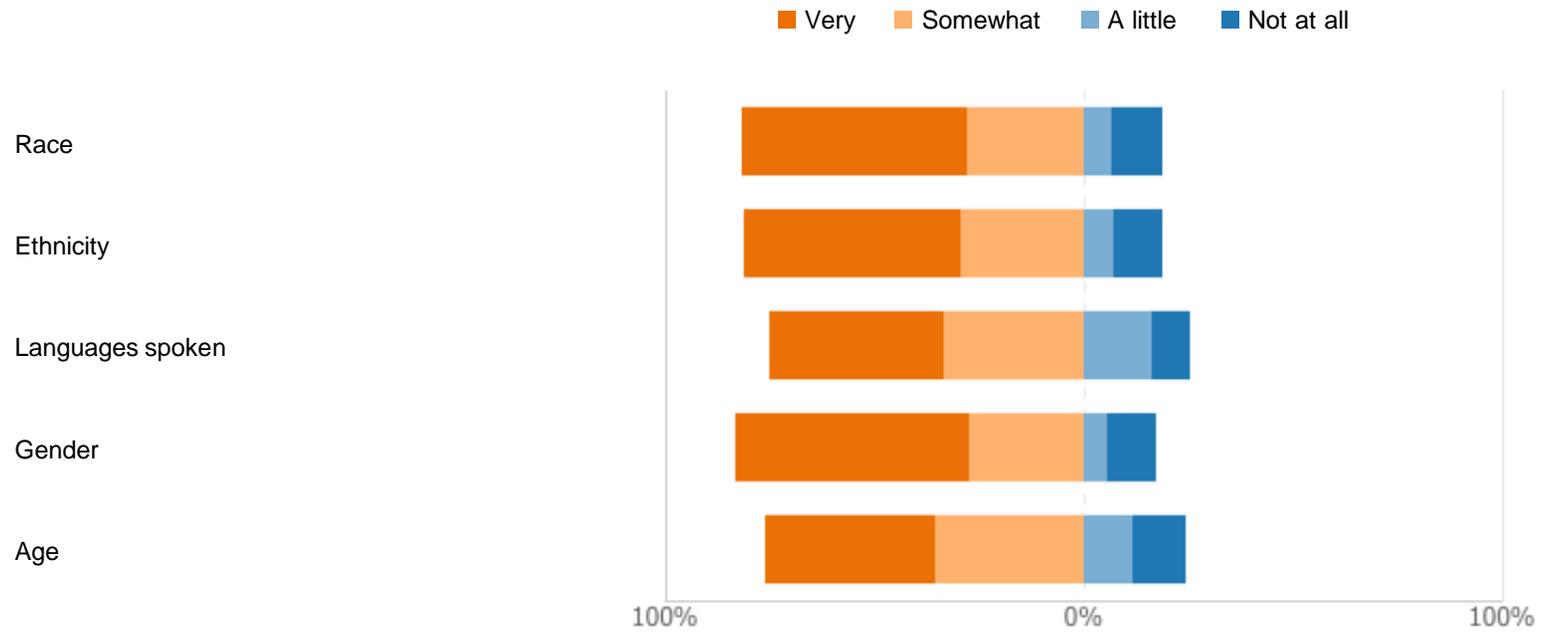
● Yes	119
● No	52
● I don't know	45



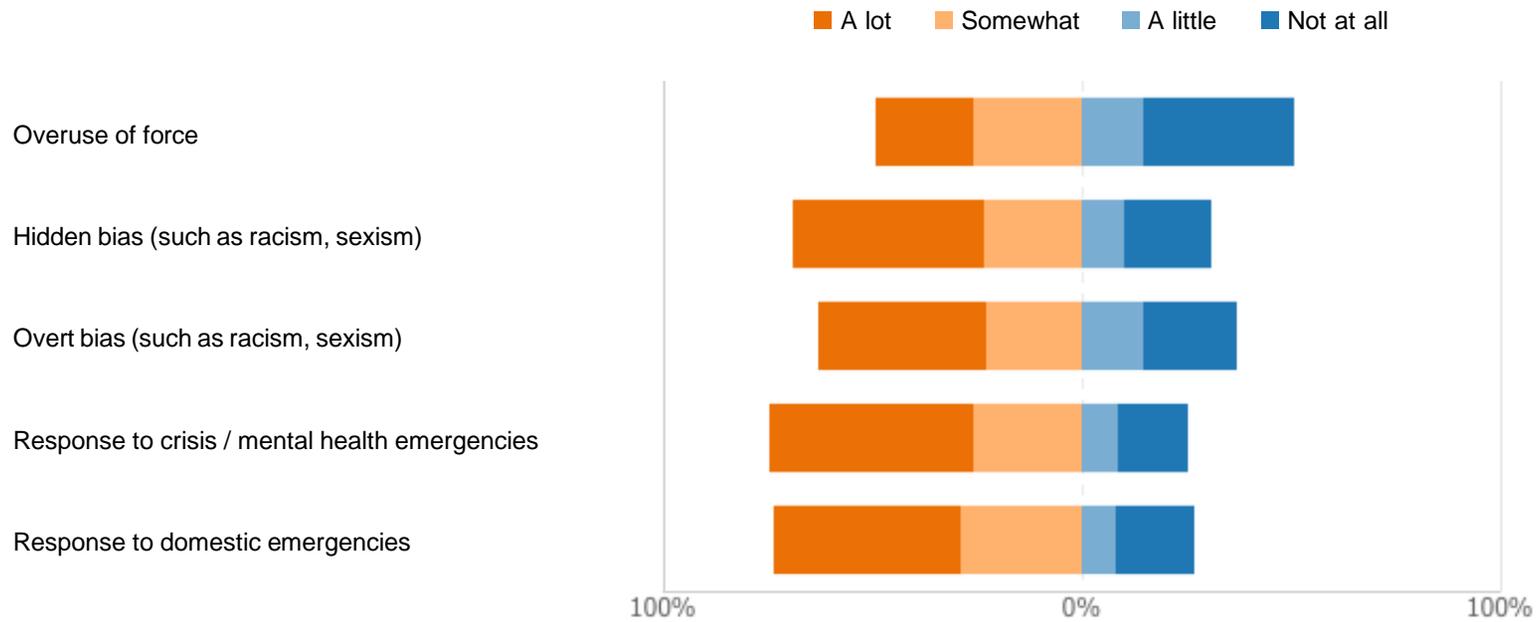
18. How important is it for police officers to exhibit the following qualities?



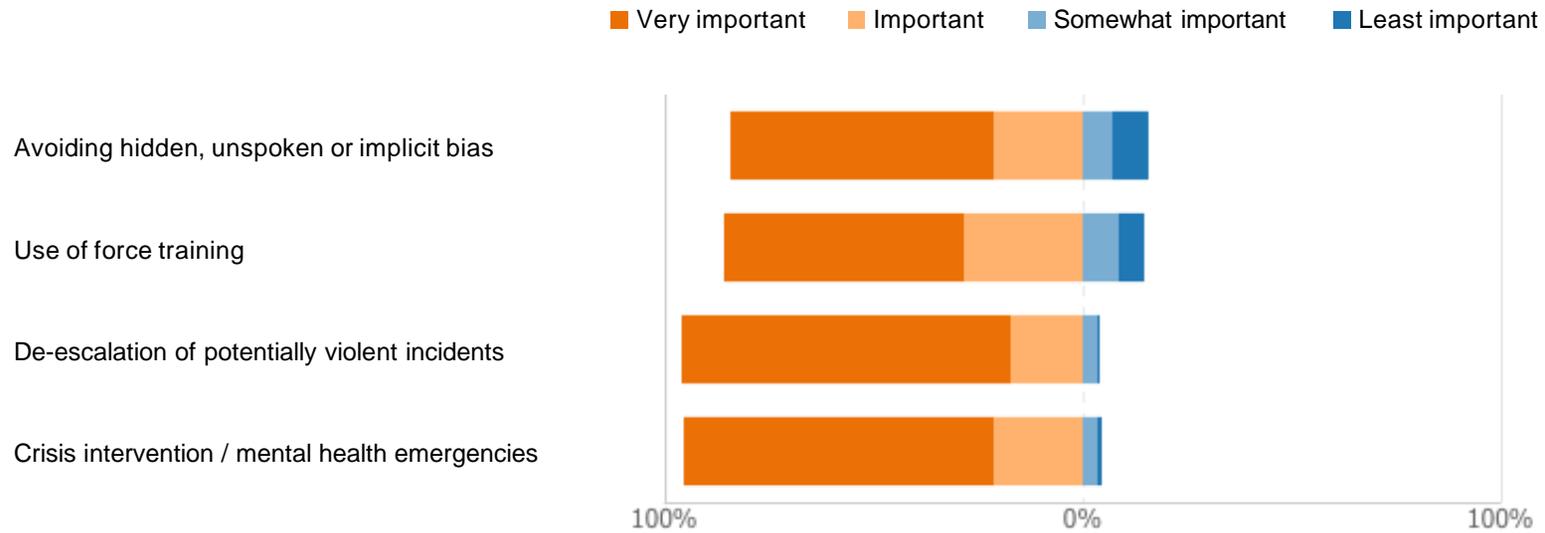
19. How important is it that the Rhinebeck Village Police Department be diverse in following areas?



20. Issues about police methods, training, and community relations have been in the news for the past year or so. To what degree do you think the following issues need to be addressed by Rhinebeck and the village police department?



21. Additional training is available to police officers. Rank the importance of these areas of special training.

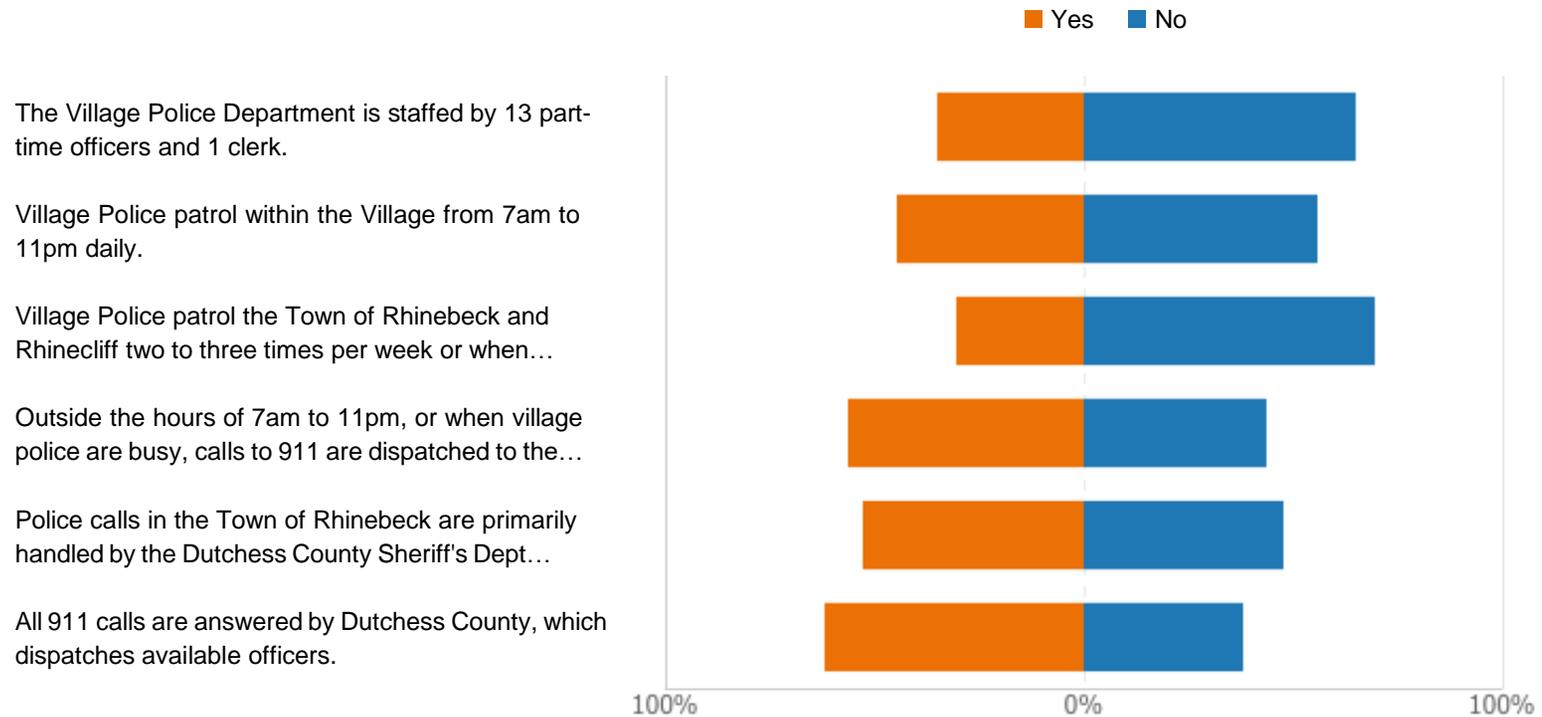


22. Is there another area of training that you think is important?

50

Responses

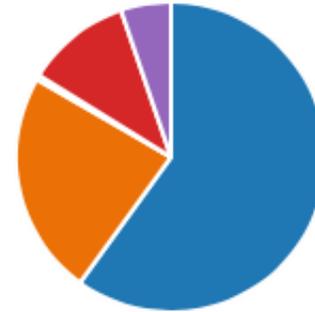
23. Did you know the following facts about the Rhinebeck Village Police?



24. Please tell us any other concerns or suggestions that you may have.

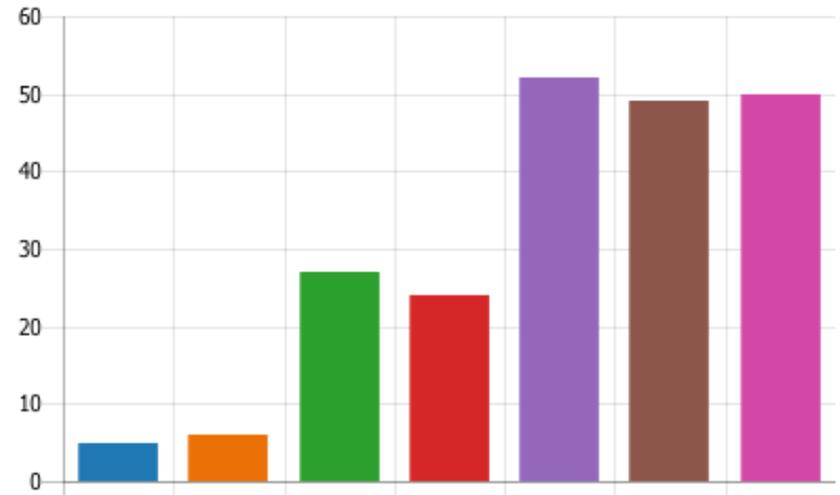
25. Please indicate your primary connection to the Village of Rhinebeck.

Resident of the Village	126
Non-resident, work in the Village	49
Weekend / Vacation homeowner	1
Non-resident, regular diners...	23
Non-resident visitor	11



26. What is your age range?

under 18	5
18 - 29	6
30-39	27
40-49	24
50-59	52
60-69	49
Over 70	50



27. What is your gender identity?

Female	121
Male	85
Non-conforming / Non-binary	0
Trans	0
Other	1



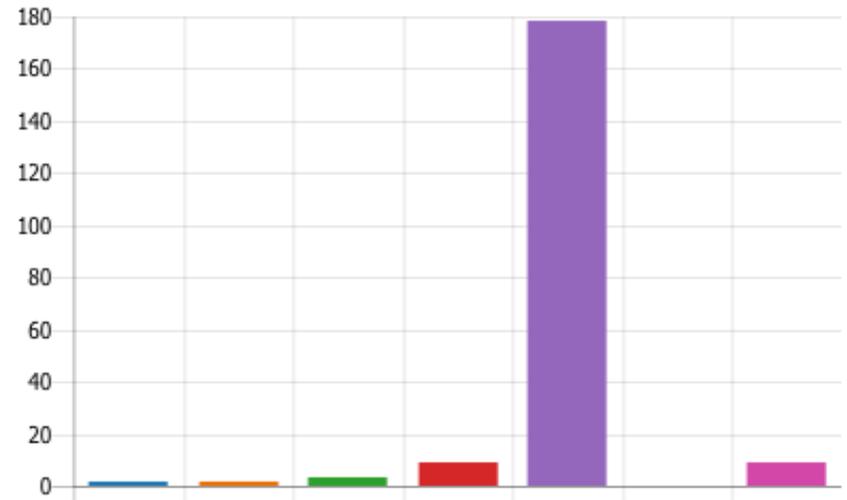
28. Are you Hispanic or Latino / Latinx?

Yes	9
No	196



29. What is your race?

● American Indian or Alaska Nat...	2
● Asian	2
● Biracial or mixed race	3
● Black or African American	9
● Caucasian or White	178
● Pacific Islander	0
● Other	9



30. What is your primary language?

● Spanish	0
● English	206
● Other	2

