

SPECIAL PUBLIC SAFETY COMMITTEE

OF THE

DUTCHESS COUNTY LEGISLATURE

Thursday, March 4, 2021

PLEASE TAKE NOTICE, that due to public health and safety concerns related to COVID-19, the Dutchess County Legislature held the March 4, 2021, Committee Meetings starting at 5:30 p.m. remotely in accordance with Governor Cuomo's Executive Orders.

The public is not permitted to attend this meeting in person. Public comment for the agenda item will be accepted by email until 4:30 PM on March 4, 2021, to countylegislature@dutchessny.gov. No comments were received.

Committee Chair Keith called the committee to order at 6:30 p.m.

PRESENT	11	BOLNER, BRENDLI, EDWARDS, HAUSER, KEARNEY, KEITH, LLAVERIAS, McHOUL, METZGER, PAGE, and PULVER
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ABSENT	1	HOUSTON
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PRESENT/LATE	0
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QUORUM PRESENT

2021051 AUTHORIZING AND APPROVING THE IMPLEMENTATION OF THE DUTCHESS COUNTY SHERIFF'S OFFICE POLICE REFORM AND MODERNIZATION PLAN PURSUANT TO NEW YORK STATE EXECUTIVE ORDER #203 AND AUTHORIZING THE COUNTY EXECUTIVE TO EXECUTE THE NECESSARY CERTIFICATION

Majority Leader Bolner, duly seconded by Chairman Pulver, moved the foregoing resolution. Discussion proceeded as follows:

Sheriff Adrian "Butch" Anderson, Undersheriff Kirk Imperati, Chief Deputy Jason Mark, Captain John Watterson, Lieutenant Shawn Castano, Detective Sargent Adam Harris, Sargent Michael Riley, and Deputy Adrian Licari presented on the attached Dutchess County Sheriff's Office Police Reform and Modernization Plan.

The foregoing resolution was unanimously adopted by the Public Safety Committee with Legislator Houston being absent.

There being no further business the meeting was adjourned.



Dutchess County Sheriff's Office

Police Reform and Modernization Plan

Sheriff Adrian "Butch" Anderson

February 2021



Executive Summary

The Dutchess County Sheriff's Office Plan is in response to Governor Cuomo's Executive Order 203 issued on June 12, 2020. This plan outlines several key points and requirements of Executive Order 203 as well as what the Sheriff's Office had in place prior to that Executive Order. Additionally outlined are the Sheriff's Office plans to reform and modernize as indicated in Executive Order 203. The Sheriff's Office was prepared in advance of this Executive Order due in part to this Office having been Accredited by the New York State Division of Criminal Justice Services since 1997. In addition, the Dutchess County Sheriff's Office was the first and only local agency in Dutchess County to implement an Internal Affairs Bureau to properly handle complaints made against our law enforcement officers (Deputy Sheriff's). Accreditation and the Internal Affairs Process gave us the foundation to not only review what we already do, but to create plans for the future. This was not only to meet the requirements of the Executive Order, but to become a better Law Enforcement Agency as a whole. The following is an excerpt from Executive Order 203.

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 Dutchess County Sheriff's Office participated in the process to seek out public input on Police Reform and this input is outlined in Section One of this plan. In summary, the public input indicated concerns, or requested changes in the following areas: Improving Communication, Increasing Accountability and Transparency, and Building Trust and Legitimacy. Specific concerns were brought to our attention by the public during this process that the Sheriff's Office made part of its plan. As a result of that public input, this plan in part outlines the following: deploying a multidisciplinary team in addition to law enforcement to respond to certain emergency calls, creating a Civilian Review Board, continuing the School Resource Officer program in School facilities, providing data to identify any bias policing or discriminating practices, developing mechanisms to provide information to the public on how to file a complaint, diversifying our Law Enforcement Division through improved recruitment processes, communicating publicly county services, and having more diversity, sensitivity, and implicit bias training.

This plan looks to foster trust, fairness, and legitimacy with the public we serve and take actions to prevent racial bias and disproportionate policing. We look forward to further public comment on this plan and will take all feedback into consideration.



Plan Outline

1. Introduction and the Collaborative Process

- *Law Enforcement Leaders and Public Stakeholders, see pages 5-7*
- *Public Input, See pages 7-9*

2. Dutchess County Sheriff's Office – Mission Statement

- *Our public commitment, see page 11.*

3. Dutchess County Sheriff's Office – Agency Overview

- *Legitimacy, see pages 12-14*

4. Dutchess County Sheriff's Office - Accreditation

- *Standards promulgated by the New York State Law Enforcement Accreditation Program, see page 15.*

5. Dutchess County Sheriff's Office – Policies and Procedures

- *Use of Force Policies, see page 16-17*
- *Model policies and guidelines New York State Municipal Police Training, see pages 16-19*

6. Dutchess County Sheriff's Office – Law Enforcement Accountability

- *Mechanism to file a complaint, see page 20*
- *Civilian Review Board, see pages 20-21*
- *Studies addressing systemic racial bias or racial justice in policing, see page 22*
- *Body worn camera system, see page 22*
- *Use of Force tracking, see page 23*

7. Dutchess County Sheriff's Office – Intelligence Based

- *Problem-oriented policing, see page 26*
- *Hot spots policing, see page 26*
- *Focused Deterrence, see page 27*

8. Dutchess County Sheriff's Office –Community Policing and Communication

- *Multidisciplinary Team Response, see page 28*
- *Community-based outreach, see page 29*
- *Crime prevention programs, see page 30*
- *School Resource Program, see pages 32-33*
- *Communication of non-law enforcement county services, see page 32*



Plan Outline

9. Dutchess County Sheriff's Office -Training

- *Procedural justice, see pages 35-36*
- *Implicit bias awareness training, see pages 35-36*
- *De-escalation training and practices, see page 36*
- *Sensitivity training (Crisis Intervention Training), see page 36*
- *Guardian mindset, see pages 36-37*

10. Dutchess County Sheriff's Office – Recruitment

- *Diversifying the Law Enforcement Division, see pages 38-41*
- *Residency requirement, see page 40*

11. Dutchess County Sheriff's Office – Diversion Program

- *Law enforcement assisted diversion programs, see page 42*

12. Dutchess County Sheriff's Office- Public Input and Response

13. Closing



Introduction and the Collaborative Process

On June 12th, Governor Andrew Cuomo signed Executive Order No. 203: New York State Police Reform and Reinvention Collaborative. The order mandates a process and creates impetus at the local level “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.” The order provides that to remain eligible for future state funding, law enforcement agencies must adopt a plan and local governments must certify said plan by April 1, 2021. The plan must meet the requirements of the Executive order No. 203.¹

Further, on June 16th, President Donald Trump signed his own Executive Order on Safe Policing for Safe Communities. This order made federal grant funding contingent upon law enforcement agencies becoming accredited by certified credentialing bodies and required that they provide the necessary information to a federal database that would track: terminations or de-certifications of law enforcement officers; criminal convictions of law enforcement officers for on-duty conduct, civil judgments against law enforcement officers for improper use of force; and note instances where a law enforcement officer resigns or retires while under active investigation related to the use of force.²

As part of this effort and to help guide the process the County, in partnership with the Dutchess County Sheriff's Office (DCSO), brought together police leaders, community activists, elected officials, and concerned citizens to form the Dutchess County Police Reform and Modernization Collaborative. The members of the collaborative met, held public forums and solicited ideas from the public on what reforms are needed to make our community a safer and fairer place to live (for a list of members visit [here](#)). This larger group was broken down into two separate smaller workgroups with distinct goals and tasks. The first workgroup was the Community Stakeholders, which was comprised of members of the public, non-profits, faith-based community groups, Public Defender's office, County government, County Legislature, District Attorney's office, local law enforcement, mental health sector, higher education and the Dutchess County Human Rights Commission. The purpose of this groups was to help create a model plan to guide and support local efforts in reforming police and policing in Dutchess County as well as lay the foundations for a specific reform plan for the Dutchess County Sheriff's Office (DCSO). The other group was the Municipal Leaders and Police Chiefs Workgroup, made up of local elected officials and the heads of all law enforcement agencies in Dutchess County. Representatives from the DCSO were member of this latter group and were present at these meetings to partake in discussions of the various topic areas and receive briefings on the activity of the Community Stakeholders workgroup. This group was convened to help prepare the members to conduct their own process as directed by Executive Order No. 203, update them about the work of the Community Stakeholder Workgroup, and jointly set goals/expectations.

¹ https://www.governor.ny.gov/sites/governor.ny.gov/files/atoms/files/Police_Reform_Workbook81720.pdf (Pgs. 118-121)

² <https://www.whitehouse.gov/presidential-actions/executive-order-safe-policing-safe-communities/>



In August 2020, New York State released [guidance](#) to help shape the goals and processes required by Executive Order No. 203. The guidance lays out the general expectation collaborative process as follows:

- “Review the needs of the community served by its police agency, and evaluate the department’s current policies and practices;
- Establish policies that allow police to effectively and safely perform their duties;
- Involve the entire community in the discussion;
- Develop policy recommendations resulting from this review;
- Offer a plan for public comment;
- Present the plan to the local legislative body to ratify or adopt it, and;
- Certify adoption of the plan to the State Budget Director on or before April 1, 2021.”³

The document also identifies key areas for discussion and potential reform initiatives:

- What Functions Should the Police Perform?
 - Determining the Role of the Police
 - Staffing, Budgeting, and Equipping Your Police Department
- Employing Smart and Effective Policing Standards and Strategies
 - Procedural Justice and Community Policing
 - Law Enforcement Strategies to Reduce Racial Disparities and Build Trust
 - Community Engagement
- Fostering Community-Oriented Leadership, Culture and Accountability
 - Leadership and Culture
 - Tracking and Reviewing Use of Force and Identifying Misconduct
 - Internal Accountability for Misconduct
 - Citizen Oversight and Other External Accountability
 - Data, Technology and Transparency
- Recruiting and Supporting Excellent Personnel
 - Recruiting a Diverse Workforce
 - Training and Continuing Education
 - Supporting Officer Wellness and Well-Being

Prior to the release of the State guidance and at the request of the Community Stakeholder Group members, five smaller focus groups were formed around a set of topic areas to enable in-depth and open conversations. The topic areas were:

³ https://www.governor.ny.gov/sites/governor.ny.gov/files/atoms/files/Police_Reform_Workbook81720.pdf



- Building Public Trust and Legitimacy by Enhancing Connection to the Community (Procedural Justice, Community Policing, Community Engagement, Reducing Racial Disparities, Diversifying the Workforce)
- Accountability and Transparency (Citizen Oversight, External Accountability, Technology, Transparency, Tracking and Reviewing Use of Force, and Identifying Misconduct)
- Professionalization of Law Enforcement (Culture, Leadership, Training, and Officer Wellness)
- Violence Prevention and Modern Policing Strategies (Reducing Racial Disparities, Limiting Use of Force and Building Trust)
- Diversion Programs and Addressing Mental Health, Homelessness, and Addiction (Alternative/Co-Responder Models, Mental Health First Responders)

Members were assigned to focus groups based on their expressed preferences. Research materials were provided to the groups to help catalyze broad discussion of various issues, concerns, lived experiences, and meaningful ways to make change. The materials included ideas and solutions being discussed throughout the nation and developed by various experts and institutions. The guidance upon its release became the foundational text of our efforts. The focus groups met individually to discuss their topic areas and help lead discussions on those topic areas during full meetings of the Community Stakeholder workgroup.

In addition to the meeting of both the Community Stakeholders and Municipal Leaders and Police Chiefs workgroups, seven police reform community forums were held. The forums were facilitated by the Dutchess County Commission on Human Rights and participants were asked to answer the question “what are your specific ideas for police reform in Dutchess County?”. The forums were held using Zoom video conference to ensure the health and well-being of all participants. A breakdown of the major themes and the specific ideas that were derived from these forums are outlined in the Dutchess County Sheriff’s Office plan.

The Collaborative issued a plan that reflected the work of the members of the Community Stakeholders and Municipal Leaders and Police Chiefs workgroups, the testimony given at the public forums and the direct public input provided via the online public comment forum. The purpose of this plan was to help guide efforts for all law enforcement agencies to create and adopt reform plans. The County’s full plan can be found here: <https://www.dutchessny.gov/departments/county-executive/docs/A-Plan-to-Reform-and-Modernize-Law-Enforcement-and-Policing-in-Dutchess-County.pdf>

Public Input

As part of drafting this plan, the DCSO has deeply considered and used the public input provided thus far in this process to add perspective to the reform plan.

The Collaborative process was focused on engaging the public and seeking their input. A comment form was created and placed on the County’s website, to allow for the public to submit anonymous or named comments on reforming police and policing in Dutchess County. In addition, The Dutchess County Commission on Human Rights hosted seven public forums on Zoom. Six of the meetings gave



preference to speakers from a different set of municipalities and one Spanish language forum was held, ensuring that voices throughout Dutchess County were heard.

- Saturday, September 12: Town of Washington including Village of Millbrook, Towns of Stanford, Pine Plains, and Amenia, Town of North East including Village of Millerton.
- Thursday, September 17: Town of Pawling including Village of Pawling; Towns of Dover, Union Vale, Beekman, LaGrange and Pleasant Valley.
- Tuesday, September 22: Town of Wappingers including Village of Wappingers Falls, Town of East Fishkill, Town of Fishkill including Village of Fishkill, City of Beacon.
- Wednesday, September 23: Town of Poughkeepsie and Town of Hyde Park.
- Saturday, September 26: Town of Rhinebeck including Village of Rhinebeck, Town of Red Hook including Villages of Red Hook and Tivoli, Towns of Milan and Clinton.
- Tuesday, Sept 29: City of Poughkeepsie.
- Saturday, October 3: Spanish language forum.

Recordings of said meetings can be found here: <https://www.dutchessny.gov/County-Government/Community-Forums.htm>.

There were clear themes generated during these public sessions: — Improving Communication, Increasing Accountability and Transparency, and Building Trust and Legitimacy. More illuminating yet were the most common recommendations that permeated the conversations. The following is a brief summary of the recommendations received from both the public forums and the online comment form:

- Have social workers and other professionals trained to deal with crises like drug overdoses or mental health issues either replace or accompany police on calls addressing those or similar issues. Provide additional funding for these resources.
- Create a civilian review board at the municipal or inter-municipal level to oversee the police and handle allegations of misconduct (to create accountability and trust).
- Make data available regarding the police's interaction with the public to identify if they are engaging in discriminatory practices (improve transparency).
- Remove police from schools, invest in mental health resources for students.
- Provide additional information to the public about how to file a complaint in a confidential manner against the police (improve communication).
- Diversify the police force (to build trust).
- Clearly communicate resources available to the community to reduce dependence on calling 911.
- Have more diversity, sensitivity, and implicit bias awareness training, as well as providing resources for tools like body cameras and trauma support for officers.



Foundations of Reform

Over the years the DCSO has put a great deal of energy in self-evaluation and working to become a better, more sophisticated agency at the forefront of law enforcement professionalism. Additionally, Dutchess County has invested heavily in jail diversion, mental health services as well as substance-use programming. Due to these efforts, the community is well positioned for meaningful reform.

Early in the Collaborative process, it became apparent that a few key reforms were both generally agreed upon and necessary. Many of these efforts are currently in progress.

- To support creating more procedurally just law enforcement agencies, the County, in partnership with the Dutchess County Sheriff's Office and trainers from local agencies, including the City of Poughkeepsie Police Department, is offering procedural justice and implicit bias awareness training to all law enforcement agencies. Funding is proposed in the 2021 Budget and training will begin late 2020 and continue with the goal of having every officer in Dutchess County trained by the end of 2021. The City of Poughkeepsie and Dutchess County have recently ratified a cooperative funding agreement to support this endeavor.
- The County will establish a Dutchess County Criminal Justice Council (CJC) subcommittee dedicated to developing and monitoring equitable policing strategies and reforms.
- Dutchess County and the Sheriff's Office have taken early steps to ensure greater accountability and transparency by pursuing the purchase of, and requiring the use of, body cameras for all patrol officers. The 2021-2025 Capital Plan includes the purchase of body cameras. Further, the County is working with interested local governments and police agencies to identify funding sources and potentially coordinate a joint purchase. This is addressed again in the Law Enforcement Accountability section of this plan.
- Beginning in 2021, the Dutchess County HELPLINE operations will be co-located with the Department of Emergency Response's 911 Call Center. This more integrated approach will allow for better targeted services to those in need and divert calls away from law enforcement that are more appropriately handled by mental health professionals.
- The Dutchess County Criminal Justice Council (CJC) subcommittee on police reform will be tasked with examining building on current programs such as the County's HELPLINE, 911 Call Center, and Mobile Crisis Intervention Team (MCIT) to create a formalized alternative/co-responder program to divert calls related to social and mental health issues to trained social workers and mental health professionals.
- In hopes of increasing the size and diversity of the local police officer candidate pool, the County is waiving the 60-college credit requirement to qualify for the appropriate civil service exam. Instead, the County is requiring all new hires to complete 60 credits within in five years and Crisis Intervention Training (CIT) within two years of their appointment. Officers who successfully complete the Police Academy Course will receive 30 credits toward the 60 credit requirement. In addition, New York's Excelsior Scholarship program will provide officers the financial resources to meet this requirement. This is addressed again in the Training section of this plan.



- The County formed a working group to explore the implementation of a Law Enforcement Assisted Diversion (LEAD) program. LEAD is a “harm-reduction oriented process for responding to low-level offenses such as drug possession, sales, and prostitution” that diverts such offender to critical services.
- The DCSO evaluated all local police agencies’ Use of Force policies and provided guidance on meeting the New York State Law Enforcement Accreditation Program standard.

As previously stated, the DCSO is committed to reform. Many of the suggestions in the Collaborative’s report and State’s guidance, as well as those supported by many experts, activists, institutions, and organizations have already been implemented by our agency.



Dutchess County Sheriff's Office - Mission Statement

Our Mission Statement is a reflection of who we are and who we hope to be in serving our community. Our Mission Statement is periodically reviewed to ensure that we are fulfilling our mission and will be adjusted when necessary to meet the needs of the community we serve.

The Dutchess County Sheriff's Office, as part of, and empowered by the community and in order to attain and preserve public confidence, is committed to the mission of protecting lives, property and the rights of all people; to maintaining order, to enforce the law impartially and to uphold the Constitution of the State of New York and the Constitution of the United States of America.

To fulfill our mission, we will serve in close partnership with the community and will always strive to attain the highest degree of ethical behavior and professional conduct.

The members and employees of the Sheriff's Office will provide fair and equal service to all members of the community and will work in close collaboration with other law enforcement agencies and community groups in order to promote public confidence and understanding of our mission.

All members and employees of the Dutchess County Sheriff's Office will commit to improving every day, will treat people with the utmost respect in accordance with the mantra of "treat people the way you would want to be treated," and will encourage our community partners to strive to achieve the same standard.



Dutchess County Sheriff's Office – Agency Overview

The Dutchess County Sheriff's Office was formed in 1717 after Sheriff Corneles Van Denbogart was assigned the position by the King of England. In 2017, under the leadership of Sheriff Adrian "Butch" Anderson, the Dutchess County Sheriff's Office completed 300 years of service to the Dutchess County community. The Dutchess County Sheriff's Office has evolved into a Corrections Division and Law Enforcement Division. Over the past 304 years the Sheriff's Office continues to evolve and adjust to better serve the community. Being the first Law Enforcement Agency in the County, the Dutchess County Sheriff's Office has taken on a leadership role for all agencies that provide services to this county. Some examples of the leadership and support provided to other law enforcement agencies are as follows:

- The Dutchess County Sheriff's Office full-time Training Bureau directs the Municipal Police Training Council (MPTC) Basic Course for Police Officers (BCPO). Many police officers in Dutchess and surrounding counties have graduated from this police academy.
- The Dutchess County Sheriff's Office provides support services to all law enforcement agencies. The support services and resources are outlined below.
- The Dutchess County Sheriff's Office coordinated a county-wide active shooter training initiative in conjunction with the New York State Police and the City and Town Poughkeepsie Police Departments.
- The Dutchess County Sheriff's Office recently reviewed every agency's Use of Force Policy and provided written feedback on how to update their policies to reflect current practices and law.

The Law Enforcement Division provides various services to the Dutchess County Community and currently has 101 sworn members that are Deputy Sheriffs/Police Officers. These members are assigned by the Sheriff to the following service areas:

- Patrol Bureau
- Detective Bureau
- Special Operations Bureau
- Training Bureau
- Civil Bureau
- Pistol Permit Bureau
- Records Bureau
- Emergency Management & Logistics Bureau

The **Patrol Bureau** responds to calls for service throughout Dutchess County. The primary responsibility of the patrol Bureau is to respond to calls for service made to either Dutchess County 911 or directly to the Sheriff's Office. The Patrol Bureau polices approximately 825 square miles with a population of approximately 300,000 residents. The Patrol Bureau often provides mutual aid to both cities in Dutchess County, including providing specialty units and the deployment of general patrol services as requested. The Patrol Bureau provides primary police response to 13 Towns/Village that currently do not have their own police Departments. This responsibility is shared with the New York



State Police. The Patrol Bureau provides support services to the remaining City/Towns/Villages. The Patrol Bureau has the following specialties / units:

- Community Policing Unit
- School Resource Officer Unit
- Emergency Service Unit (SWAT)
- Marine Patrol Unit
- K-9 Unit
- Motorcycle Unit
- Bicycle Unit
- Crash Investigation Unit
- Crime Scene Technician Unit
- Fire Investigation Unit
- ATV Unit

The ***Detective Bureau*** is responsible for investigating all major crimes in Dutchess County. These crimes include violent felony offenses to property crimes. The Detective Bureau is made up of highly skilled and trained investigators that serve all residents of Dutchess County. The Detective Bureau has the following specialties / units:

- Internal Affairs
- Child Advocacy Center Investigators
- Crisis Negotiations Unit
- Joint Terrorism Task Force in partnership with the Federal Bureau of Investigation
- Homeland Security Investigations in partnership with the Department of Homeland Security
- Dutchess County Drug Task Force Agents
- Polygraph Examination Unit
- Background Investigations
- Sex Offender Registry Management
- Unmanned Aerial Systems Unit
- Domestic Violence Intimate Partner Violence Intervention
- Domestic Violence High Risk Victim Unit
- Crime Scene Technicians

The ***Special Operations Bureau*** is a support service unit for the Sheriff's Office and surrounding law enforcement agencies. The primary job of this unit is to provide intelligence on criminal activity in Dutchess County. This Bureau is made up of the following:

- Field Intelligence Group
- Warrant Unit
- Safe Streets Task Force in partnership with the Federal Bureau of Investigation (FBI)
- Crime Analyst



The **Training Bureau** is responsible for researching, developing, conducting, and coordinating progressive and innovative law enforcement training for the sworn members and civilian staff of the Sheriff's Office. The Bureau is also responsible for directing and administering the Dutchess County Law Enforcement Academy that provides basic, specialized, and advanced training for members of the Sheriff's Office and other police agencies from Dutchess and surrounding counties.

The **Civil Bureau** performs the constitutionally mandated and statutorily authorized civil enforcement functions of the Sheriff. The Civil Bureau enforces a myriad of provisions of the New York State Civil Practice Law and Rules and constitutes the exclusive enforcement arm within the county for local, county, state, and federal courts. The Civil Bureau members carry out a wide spectrum of judicial mandates, judgments, and orders. Legal process is received and served on behalf of courts, members of the bar, and private citizens. Process include civil summonses, Family Court papers, court orders, petitions, warrants to remove, notices to tenants, commitment orders, replevin orders, real property executions, personal property executions, income executions, orders of attachment, and Surrogate Court citations.

The **Pistol Permit Bureau** processes pistol permit applications and conducts background investigations for presentation to Dutchess County Court Judges, who make pistol permit issuance determinations. The Pistol Permit Bureau also processes license holders' amendments, acquisitions, disposals, address changes, duplicates and transfers, maintain pistol license files, process pistol license suspensions and revocations, manages the gun amnesty program, conduct criminal investigation of pistol licensees when warranted, and conduct deceased pistol licensee investigations.

The **Records Bureau** is the central repository for all records maintained by the Sheriff's Office including, but not limited to incident reports, arrest reports, juvenile arrest reports, domestic incident reports, motor vehicle accident reports, background, and good conduct checks. The Bureau is responsible for agency compliance with the New York State Discovery Laws; ensures that all court sealing orders are completed and in compliance; responsible for Freedom of Information Law requests; and ensures that each report meets New York State IBR (Incident Based Reporting) standards.

The **Emergency Management & Logistics Bureau** is responsible for the Sheriff's Office role in the preparedness, response, recovery and mitigation from the effects of natural or man-made disasters, incidents or other hazards; to prepare for planned special events that occur within the Dutchess County; and to coordinate and collaborate with the Dutchess County Department of Emergency Response and other partner agencies on matters relating to emergency management. The Bureau also maintains an inventory of deployable resources and equipment and works closely with the Dutchess County Department of Emergency Response and the Dutchess County Department of Public Works to deploy these resources to disasters, emergencies or planned events throughout the county to support law enforcement, fire service, municipalities and other government entities.



Dutchess County Sheriff's Office – Accreditation

The Dutchess County Sheriff's Office Law Enforcement Division has been accredited through the *New York State Law Enforcement Agency Accreditation Program* continuously since 1997. Accredited Agencies must submit an Annual Compliance Survey each year to document areas of compliance as well as an onsite review for re-accreditation every five years. In addition to the Law Enforcement Division, The Corrections Division (accredited in 1998) and the Civil Bureau (accredited in 2001) are both accredited through the *New York State Sheriff's Association Institute*.

The New York State Division of Criminal Justice Services (NYSDCJS) Office of Public Safety oversees the *New York State Law Enforcement Agency Accreditation Program*, which was established as a voluntary program that would provide Law Enforcement agencies with a mechanism to evaluate and improve the overall effectiveness of their agency and the performance of their staff... it is formal recognition that an agency's policies and practices meet or exceed the standards established by the Law Enforcement Accreditation Council in the areas of Administration (51 standards), Training (12 standards), and Operations (47 standards). Included in the 110 standards are 20 Critical Standards which include Rules of Conduct, Disciplinary System, Use of Force, Internal Affairs, and In-Service Training.

The program 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 that provide criminal justice services;
3. To ensure the appropriate training of law enforcement personnel; and
4. To promote public confidence in law enforcement agencies.

In January of 2019 at the direction of Sheriff Anderson, the Accreditation Review Team was established to review and update policy and procedure to reflect any changes due to the Office move into the new Dutchess County Sheriff's Office Law Enforcement Center. The Team is comprised of members of the Command Staff, representatives from each Bureau and the Accreditation Manager. The Team meets once a week to evaluate and update Policy and Procedure as needed.

The Team was also established to routinely review Policy and Procedure and to update them if warranted in preparation for the Sheriff's Office re-accreditation review in 2023.

Recently, as part of the *Dutchess County Police Reform and Modernization Collaborative*, the Accreditation Review Team reviewed all Dutchess County local police agencies' Use of Force policies and provided guidance on meeting the NYSDCJS Accreditation standard and Municipal Police Training Council (MPTC) standard.



Dutchess County Sheriff's Office – Policies and Procedures

The Sheriff's Office Rules and Regulations Manual is a collection of approximately 135 policies and procedures used to provide guidance to sworn members (Deputies) and civilian members of the Sheriff's Office with respect to their prescribed duties and responsibilities. This manual governs the actions of Deputies and civilians in their various roles for the Sheriff's Office and provides a mechanism to ensure that all employees act in a certain manner to promote the utmost integrity and public confidence in the overall mission.

In developing the aforesaid manual and the policies that go into it, the Sheriff's Office utilizes many different sources of information and guidance. One of the most significant of which are model policies from the Municipal Police Training Council (MPTC). The MPTC is part of the New York State Division of Criminal Justice Services (NYSDCJS), and its function is to provide the most up-to-date training and guidance to police officers throughout New York State. Using information and model policies provided by the MPTC and others, the Sheriff's Office has been able to design and implement a comprehensive manual to guide its employees with the latest and best law enforcement practices.

Even with the establishment of a formal set of regulations, there will always be a need to update existing policies and/or create new policies based on legal, social, procedural, or political developments. The review of existing policies and evaluation/implementation of potential new ones is an ongoing process and is something that should never end. Based on this, there are five (5) policies that have recently been identified as ones that would most benefit from continuous review and/or development – [Use of Force](#), [General Conduct](#), [Crowd Management](#), [Internal Affairs](#), and [Non-Bias Policing](#).

An overview and summary of planned enhancements are below:

Use of Force

The current use of force policy is General Order 3.23, *issued in June of 1996 and updated in October of 2020*. This policy governs the use of force by all members of the Sheriff's Office, including what is/is not permitted in terms of levels of force as well as Deputies' obligations once force is used. This policy was updated in October 2020 in order to reflect best practices and reform in the areas of mental health, prohibited uses of force, the use/prohibited use of certain force including chokeholds, the investigation/reporting of uses of force, the duty to intervene, the duty to provide medical aid, training, and public knowledge. Work has also been done to ensure that the Sheriff's Office is in compliance with the recent Executive Law requirements for use of force reporting to New York State. This Policy is available upon request and can be viewed on the Dutchess County website:

www.dutchessny.gov/Departments/Sheriff/docs/Dutchess-County-Sheriffs-Office-Use-of-Force-Policy.pdf

An outline of the Use of Force Policy is explained below:

- Requirements for Deputy Sheriffs to intervene if /when they believe another officer is about to use excessive or unnecessary force, or when they witness colleagues using excessive or unnecessary force or engaging in other misconduct.



- Requirements for Deputy Sheriffs to render medical aid for individuals injured as a result of police actions and should promptly request medical assistance.
- Prohibitions on Deputy Sheriffs shooting at moving vehicles
- Require Officers to report every time they draw their weapon.
- Requirements for all use of force incidents to be reported as soon as practical and that said uses of force shall be investigated by a supervisor and a Use of Force Report (DCSO Form D-36) completed if any of the following apply:
 - Any injury observed by a member or reported injury by the subject. This includes pain or discomfort reported by the subject.
 - Any force used that a reasonable person would believe has the potential to cause injury, serious physical injury, or death. For purposes of this section momentary discomfort shall not be considered injury or serious physical injury.
 - The pointing of, or operation of, chemical spray towards any person.
 - The pointing of, or operation of, a firearm towards any person.
 - All taser operation towards a person.
 - All impact weapon operation towards a person.
 - The application of any restraint device other than handcuffs, shackles, belly chains, or other approved device(s).
- All qualifying use of force Incidents be reported to the New York State Division of Criminal Justice Services when any of the following occur:
 - When an officer engages in conduct which results in the death or serious bodily injury of another person. Serious bodily injury is defined as bodily injury that involves a substantial risk of death, unconsciousness, protracted and obvious disfigurement, or protracted loss or impairment of the function of a bodily member, organ, or mental faculty.
 - When one of the following is initiated by an officer:
 - Brandishes, uses, or discharges a firearm at or in the direction of another person;
 - Uses a chokehold (Not authorized by the Sheriff's Office unless Deadly Force is authorized) or similar restraint that applies pressure to the throat or windpipe of a person in a manner that may hinder breathing or reduce intake of air;
 - Displays, uses or deploys a chemical agent, including, but not limited to, oleoresin capsicum, pepper spray or tear gas;
 - Brandishes, uses or deploys an impact weapon, including, but not limited to, a baton or billy;
 - Brandishes, uses, or deploys an electronic control weapon, including, but not limited to, an electronic stun gun, flash bomb, or long-range acoustic device.

The Dutchess County Sheriff's Office Accreditation Team is currently updating our Use of Force policy based on feedback already provided to us. One of the changes we are currently drafting is mandating an uninvolved supervisor to be tasked with conducting the initial Use of Force investigation.



General Conduct

The current policy on general conduct is Rules and Regulations Order 1.7, ***issued in 1997 and updated in December of 2020***. This policy dictates the conduct that all members are to follow in order to represent the Sheriff's Office in the best possible manner and facilitate the utmost public confidence, including the use of social media and what type of general conduct is/is not acceptable. Updates to this policy that are currently underway include the following:

- Ensuring Off-Duty conduct is consistent with the Sheriff's Office Mission
- Separating social media use and developing a separate policy to ensure off-duty social media use does not prevent the Sheriff's Office from carrying out its mission.

Crowd Management

The policy on crowd management and the protection of constitutional rights is General Order 3.80, ***issued and updated in October 2020***. This policy establishes guidelines for Deputies to follow while managing crowds, protecting the rights of individuals, and preserving peace during demonstrations and civil disturbances. It was determined that there was a need for a crowd management policy based on past events as well as the current political & social climates, and so in recent months this policy was created to better guide Deputies in situations where public safety must be balanced with free speech. The policy includes, but not limited to, the following:

- Preparation and Planning
- Management and Organization principles
- General Crowd Response
- Response to Spontaneous / Unplanned Civil Disturbances or gatherings
- Use of Force
- Crowd Dispersal
- Arrest Decision
- Mass Arrest
- Deactivation / De-escalation
- Counter Protest Response
- Training

Internal Affairs

The Internal Affairs policy is General Order 2.17, ***issued in June 1996 and revised in October 2017***. This policy outlines the Internal Affairs function and describes the process by which Deputies are held accountable to the highest possible professional standards, legal guidelines, and Sheriff's Office policies and procedures. Updates to this policy were made to formalize the Internal Affairs Investigator position and better define certain internal roles within the process. The policy includes, but not limited to the following:

- Complaint Identification
- Complaint Reporting
- Complaint Investigation



- IAB Document Outlining Results
- Member Compliance with All Investigations

As mentioned above, the evaluation of policies and best practices is an ongoing process, and, as such, the following improvements are currently underway at the Sheriff's Office.

The creation of a Bias free policing policy

Even though it is specifically discussed and prohibited within the General Conduct policy, bias policing does not currently fall into its own specific policy and work is being done to change that. Bias in any form cannot be tolerated in law enforcement or anywhere and having strong language within an entire policy to strictly prohibit that is needed at this time. This policy may include the following:

- Policing Impartially
- Preventing Public Perceptions of Bias Policing
- Training
- Member Responsibility and Compliance

Accreditation Team

At the Sheriff's Office, a team of individuals has been created to review current policies and recommend either changes and/or the development of new policies based on current legal & societal considerations. This team is the Accreditation Review Team, named as such because the function of developing policy goes together with preparing for New York State Accreditation reviews. The team works to keep policies up-to-date and will continue to do so, especially with the use of force policy. Because of its significance, the use of force policy will be reviewed more often than most others (at least once per year) and during those reviews the model MPTC use of force policy will be used as a guide to ensure compliance with the most up-to-date standards.

Lexipol

The Dutchess County Sheriff's Office will be entering into contract with Lexipol to assist with its policy development and maintenance. Lexipol is a nationally recognized company that serves more than 2 million public safety and government professionals with a range of informational and technological solutions to meet the challenges facing these dynamic industries. Lexipol specializes in assisting law enforcement and other agencies with their policies and procedures in such areas as development, updates, training, and accountability.



Dutchess County Sheriff's Office – Law Enforcement Accountability

Internal Affairs Bureau

The Dutchess County Sheriff's Office takes law enforcement accountability very seriously and understands the need for police accountability and transparency. In 2017, The Dutchess County Sheriff's Office was the first, and is still the only local police agency in Dutchess County to Implement an Internal Affairs Bureau. The Dutchess County Sheriff's Office Internal Affairs Bureau assists the Sheriff in holding all civilian and sworn members of the Law Enforcement Division to the highest standards. This is accomplished by holding members accountable to the policies and procedures of the Sheriff's Office as well as the laws of the State of New York. The Internal Affairs Bureau will continue to conduct impartial and unbiased investigations of member conduct.

The public trust of the Dutchess County Sheriff's Office depends on the personnel's integrity and strict adherence to the Laws of the State of New York and the policies and procedures of the Sheriff's Office. The public image of this Office is determined, in part, by the professional response of the Office to allegations of misconduct by the by its members, civilian and sworn.

The Dutchess County Sheriff's Office encourages citizens to bring forward legitimate grievances regarding misconduct by employees. All employees are obligated to explain to inquiring citizens the complaint procedures and direct them to the Chief Deputy who oversees the Internal Affairs Bureau.

Internal Affairs Bureau – Public Access

Currently the Internal Affairs Bureau is accessible to the public by calling 845-486-3831 or by emailing your complaint to INTERNALAFFAIRSBUREAU@DUTCHESSNY.GOV This information is found on the Dutchess County Government website.

The Dutchess County Sheriff's Office plans to increase public awareness of the Internal Affairs Bureau through community policing efforts and public communication. In addition, the Internal Affairs Bureau is working on a complaint/commendation form that will be placed on the website to assist the public with providing the basic information to initiate a complaint against a Deputy Sheriff, or to commend a Deputy Sheriff for their actions.

Civilian Review Board

The Dutchess County Sheriff's Office will look to increase accountability and public transparency by exploring the implementation of a Civilian Review Board for the Law Enforcement Division. The Dutchess County Sheriff's Office initially proposes the Civilian Review Board be a sub-committee of the existing Dutchess County Criminal Justice Council (CJC). Members of this review board will be Dutchess County residents. The CJC, in conjunction with the Sheriff's office, will look to create a structure, set responsibilities and duties, and create necessary processes for this new Civilian Review Board. Once formed, the Civilian Review Board would function as a review and advisory committee.



Composition of the board and the exact structure will be developed by the Sheriff's Office and the CJC with input from the community.

To provide the members of this committee with a full understanding of law enforcement functions, the Sheriff's Office will recommend that each member be provided with training that will include, but not be limited to, the following:

- Basic Law, Criminal Procedure and law, policy or contractual obligations relating to personnel matters.
- Procedural Justice and Implicit Bias Training
- Reality-Based Training
- Law Enforcement Use of Force
- Arrest Techniques
- Crisis Intervention Team Training
- Ride along program with a Deputy Sheriff

This training will be provided by the Dutchess County Sheriff's Office Training Bureau. The purpose of this training is to provide the Civilian Review Board members with as much information as possible so they can objectively look at information provided to them by the Sheriff's Office. The Civilian Review Board may be provided with the following:

- Annual Use of Force Tracking Report
- Annual Community Survey Report
- Employee Evaluation Report
- Founded Complaints of Misconduct
- Founded Use of Force Violations
- DCSO Rules and Regulations
- All General and Specific Orders

It is the Dutchess County Sheriff's Office belief that a Civilian Review Board will assist with law enforcement transparency and increase public trust in this Office by providing relevant information for their review.

Deputy Sheriff Identification

The Dutchess County Sheriff's Office recognizes that some members of the public may find it difficult to identify the law enforcement member they had contact with and who to contact to offer a compliment or make a complaint. Our plan is to issue business cards that identify the member and include the contact information for the Internal Affairs Bureau. This card would be provided to anyone from the public who makes an inquiry into the identity of a Deputy Sheriff they are having contact with. This would include traffic stops, arrests and contact made during an investigation. The purpose of this plan is to provide the community with a clear path to discuss a Deputy's actions. The below is an example of what this card may look like.



Dutchess County Sheriff's Office Identification Card



Name _____

Rank _____

Shield Number _____

**IF YOU WOULD LIKE TO FILE A COMPLAINT
PLEASE CONTACT THE DUTCHESS COUNTY
SHERIFF'S OFFICE INTERNAL AFFAIRS BUREAU**

**SI DESEA PRESENTAR UNA QUEJA, POR FAVOR
CONTACTE A LA OFICINA DE ASUNTOS
INTEROS DE LA OFICINA DEL SHERIFF DEL
CONDADO DE DUTCHESS**

**845-486-3831
OR
Internalaffairsbureau@Dutchessny.gov**

Body Worn Cameras

The Dutchess County Sheriff's Office has investigated the purchase of body cameras to increase public trust and law enforcement transparency. This technology will assist in both law enforcement and offender accountability. The body camera video evidence will be securely stored and made available for public inspection. As stated in the introduction section of this plan, Dutchess County Government has approved the purchase of body camera's as part of the 2021-2025 Capital Improvement process. Policies and Procedures regarding body worn cameras will be developed and finalized prior to placing the system into use. Some of the procedures being discussed are as follows:

- All members of the Patrol Bureau (Deputy Sheriffs, Sergeants, and Lieutenants) will be issued a body worn camera.
- All video collected will be stored to be made available to the District Attorney, Judicial system, or the public.
- All encounters with the public will be recorded.
- Severe consequences for intentional violations of the body worn camera policies.

Arrest Data Analysis

The Dutchess County Sheriff's Office recognizes the importance of annualizing the demographic of individuals that are being policed in the communities we serve. This agency is working to develop a program to produce arrestee demographics in the form of a report that can be reviewed by the command staff on a continuing basis with periodic (i.e. monthly, quarterly, annual) reports generated as needed. These reports may be able to produce data with the following information:

- Arrestee Race
- Arrestee Ethnicity
- Arrestee Gender
- Arrestee Age Range
- Arrest Location
- Arrest Time of Day
- Arrest by Deputy Sheriff

The purpose of this report would be to identify any potential bias in Deputy Sheriffs arrest decisions. This report would be made available to the Civilian Review Board.



Early Intervention System

Employee Evaluation

The Dutchess County Sheriff's Office conducts annual performance reviews of all employees. This process is otherwise known as an *Early Intervention System*. The review process is completed by the member's first-line supervisor then forwarded through the chain of command within the administration. As part of this plan the Civilian Review board may be provided with a copy of an employee's annual appraisal upon their request. The employee review form is currently being updated and will be utilized once the command staff approves the changes. The purpose of this plan is to intervene and change any behavior that the Sheriff's Office believes is not consistent with the core mission of this Office.

Use of Force Tracking

The Dutchess County Sheriff's Office reviews every Use of Force incident. Use of Force incidents are investigated immediately after the incident occurred by supervisor. Upon completion of the investigation, the results are reported in a Use of Force form and forwarded to the Captain of the Law Enforcement Division for review. Upon completion of the Captains review, the Use of Force Report is forwarded to the Chief Deputy and a copy is provided to the Internal Affairs Bureau Sergeant. The purpose of Internal Affairs involvement is to identify any patterns of behavior that may require intervention. In addition to the current procedures followed, we are researching the feasibility to produce an annual report on Use of Force Incidents by Deputy Sheriff's. This report may have the following components:

- Total Number of Use of Force (UOF) Incidents
- Total Number of Deadly Force Incidents
- Total Number of UOF incidents involving injury to a member of the public
- Total Number of UOF Incidents involving injury to a law enforcement member.

This report may also be made available to the Civilian Review Board for their review. In addition, UOF incidents are reported to New York State as required by law. The purpose of providing UOF data to the Civilian Review Board and New York State is to ensure data transparency

Annual Community Survey

The Dutchess County Sheriff's Office recognizes that public input is vital to ensure that the mission of the Sheriff's Office is consistent with public perception. Our plan is to obtain this input by conducting an annual survey of the communities we serve. This survey may be similar to the survey conducted by the Marist Center for Social Justice Research (MCSJR) in 2019 for City of Poughkeepsie Police Department. The purpose of this is to obtain valuable information from the public that relate to service provided by the Dutchess County Sheriff's Office Law Enforcement Division. The results of this survey would made available to the Civilian Review Board.



Arrests/Searches/Stop and Frisk Conducted by the Law Enforcement Division

The Dutchess County Sheriff's Office conducts searches of people and places pursuant to authority granted by law. In addition, all searches by Deputy Sheriff's must be consistent with their law enforcement training. Unlawful arrests, detainment and searches are strictly prohibited.

All searches conducted by Deputy Sheriffs are based on the following:

- Probable Cause
- Warrant
- Consent

Each member of the Dutchess County Sheriff's Office Law Enforcement Division is provided training on Search and Seizure law. In addition, Deputy Sheriffs are provided with legal updates that address changes or updates related to this topic on an annual basis. This information is typically provided at the end of each year and includes a list of relevant cases that have been decided related to search and seizure. Each member of the Law Enforcement Division is required to review this material as part of their in-service training.

The District Attorney's Office is the first agency that will review the validity of a Deputy Sheriff's basis for an arrest and/or search. The second level of review is conducted in the Judicial branch of government. Alleged unlawful arrests, searches, and other legal issues are resolved here.

The Sheriff's Office does understand that some arrests or searches may not be evaluated by the Judicial branch due to mutually agreed upon dispositions between a defendant and the District Attorney. To ensure that searches and arrests are being conducted pursuant to law we will partner with the District Attorney's Office to make sure that our Deputy Sheriffs are following the law. This partnership will involve the Sheriff's Office being notified whenever an arrest or search conducted by a member of the Sheriff's Office has been determined to be unauthorized or unlawful. This will result in an immediate investigation into the matter and additional training for the individual Deputy or the Office depending on the circumstances of the determination of the lack of validity of the search.

Law Enforcement Employee Background

The Dutchess County Sheriff's Office recognizes that excellent public service employees are found through a comprehensive background investigation process. In light of recent events, including the death of George Floyd, the Sheriff's Office recognizes that suitable candidates for law enforcement positions are chosen. The sole purpose of the Dutchess County Sheriff's background process conducted by the Detective Bureau is to identify suitable and qualified candidates and identify those that are not. A major concern that has been identified nationally is when current law enforcement officers leave their positions due to pending department charges, discipline, or other reasons, they then obtain positions at other departments. As a result of this problem being identified, the Sheriff's Office has developed an enhanced background process for all applicants to the Sheriff's Office with increased scrutiny on police officers applying for a position. The background process is conducted by the Detective Bureau and each applicant is assigned a Detective. The purpose of this enhanced background process is to identify candidates that are not fit for law enforcement and to identify police officers who are leaving another



jurisdiction under questionable circumstances. The following is some of the background tasks that are conducted by the Detective Bureau:

- Review of Application
- Review and verification of all personal documents provided (social security card / birth certificate)
- Investigation into the applicant's employment history.
- Investigation and verification of all professional licenses held by the applicant.
- Investigation into the applicant's education history.
- Investigation into the applicant's Military history.
- Investigation into the applicant's prior contacts with law enforcement.
- Investigation into the applicants arrest history.
- Investigation into the applicant's credibility.
- Investigation into the applicant's social media history to identify and evidence of bias.
- Law Enforcement Officers requesting employment with the Sheriff's Office will have their personnel records at the police agency they are leaving personally examined by the assigned Background Investigator.
- Credit Check
- Polygraph Examination
- Psychological Exam
- Medical Exam



Dutchess County Sheriff's Office – Intelligence Based Policing

The Dutchess County Sheriff's Office Special Operations Bureau uses shared intelligence on criminal activity to assist with solving crimes county wide. The mission of the Special Operations Bureau is to collect and share criminal intelligence and assessments through the collection and handling of information and intelligence, using only lawful investigative and intelligence gathering practices.

The Dutchess County Sheriff's Office has dedicated Field Intelligence Officers (FIO) whose role is to collect, evaluate and compile information and intelligence in support of the Dutchess County Sheriff's Office operations. The role of the FIO's frequently extend beyond this agency and requires the FIO's to create external information networks (i.e.: Dutchess County Field Intelligence Group and NYS Counter Terrorism Zone XIV) and to support other agencies' information and intelligence requests. The Field Intelligence role also involves evaluating the source and information, preparing written reports and assessments, giving briefings, determining the need-to-know/right-to-know about specific activities, and protecting citizens' rights to privacy.

Problem Oriented Policing

The Dutchess County Sheriff's Office Special Operations Bureau has utilized Problem-Oriented Policing for many years. By identifying individuals, through analytics, that have a propensity for committing specified crimes by way of their criminal history, we are able to work hand in hand with the Dutchess County District Attorney's Office, Dutchess County Office of Probation and Community Correction and the Dutchess County Jail. Enhancements to this program in the future are to increase the communication between these different organizations to identify problem areas and offenders in an even more efficient manor: an example of this is that an automated system is in development.

Hot Spot Policing

Fortunately, major crimes that would require Hot Spot Policing strategies are few and far between in Dutchess County. However, the strategy is still deployed in a variety of ways for a multitude of incidents. The Dutchess County Sheriff's Office Special Operations Bureau uses Identification of crimes trends happening in residential neighborhoods or commercial areas during given time and days of the week are utilized to deploy specific resources as needed.

The Dutchess County Sheriff's Office Law Enforcement Division serves as a support service to the City of Poughkeepsie and City of Beacon within Dutchess County. Hot Spot Policing strategies would be utilized by the lead police agency in each jurisdiction.



Focused Deterrence

The Dutchess County Sheriff's Office has partnered with the City of Poughkeepsie Police Department, Dutchess County District Attorney's Office, Dutchess County Probation, The National Network for Safe Communities at John Jay College (NNSC), the U.S. Department of Justice's Office of Violence Against Women (OVW) and others to actively focus law enforcement efforts on the deterrence of domestic violence recidivism. The Intimate Partner Violence Intervention (IPVI) initiative is an offender-focused and victim-centered violence reduction strategy to improve community safety by holding serious and chronic IPV offenders accountable.

The Dutchess County Sheriff's Office has assigned Detective Supervisors and Detectives trained in IPVI to this initiative to actively identify known offenders and to employ the necessary resources to prevent future offending against this vulnerable group of victims.

The Dutchess County Sheriff's Office has partnered with Dutchess County Stop DWI, the City of Poughkeepsie Police Department and the NYSDCJS Gun Involved Violence Elimination (GIVE) initiative and the New York State Liquor Authority (ABC Compliance). The partnerships are more examples of focused deterrence law enforcement practices being conducted to deter crime in Dutchess County.



Dutchess County Sheriff's Office – Community Outreach / Public Communication

Community Policing Unit

The Dutchess County Sheriff's Office strongly embraces the philosophy of Community Policing in all its daily operations and functions. Community Policing is based upon a partnership between the police and the community whereby the police and the community share responsibility for identifying, reducing, eliminating, and preventing problems that impact community safety and order. By working together, the police and the community can reduce the fear and incidence of crime and improve the quality of life in neighborhoods countywide. In this effort, the community and police work as partners to identify and prioritize problems of crime and disorder and share the responsibility for the development and implementation of proactive problem-solving strategies to address identified issues. The strategies used prove success because they mobilize the efforts and resources of the police, the community and local government. The Dutchess County Sheriff's Office plans to create a Community Policing Unit with dedicated personnel.

Community Policing Unit – Multidiscipline Personnel Assigned

By creating a Community Policing Unit, the Dutchess County Sheriff's Office is committed to opening new and existing lines of communication with the public and community. The Community Policing Unit will consist of Deputy Sheriffs specifically assigned to the unit. The Sheriff's Office plans to request members from the following areas of public services to create a task force to respond with the Deputy Sheriffs to calls for service that may require additional resources other than a law enforcement response;

- Dutchess County Probation and Community Corrections
- Dutchess County Department of Behavioral and Community Health
- Dutchess County Jail, Correctional personnel
- Dutchess County Department of Community and Family Services
- Dutchess County Mobile Crisis Unit

This team would work together to provide information to the community through civic events as well as to potentially respond to calls for service where services can be offered that are not just law enforcement related. Mental Health emergencies are frequently responded to by law enforcement and by providing other services, community stakeholders can feel more confident in calling and obtaining needed services for family members and friends.



Community Outreach and Education

It is critical to have community involvement and understanding in law enforcement. As such, the Dutchess County Sheriff's Office offers and continues to offer services that help the community through interaction and education. These programs allow for the Sheriff's office members to not only educate the public, but to also learn from the public, therefore opening a clear line of communications between both parties. Below are some of the Dutchess County Sheriff's Office programs and/or initiatives we participate in or plan to initiate this year.

Public Outreach Forum

The Dutchess County Sheriff's Office Community Policing Unit plans to schedule Town Hall style meetings with County residents to address any questions or concerns they may have. These meetings will be scheduled throughout Dutchess County and members of the unit would be present to provide information on the various resources and programs we offer. In addition, any suggestions or requests from the public can be made and brought back to the Sheriff's Office Administration for review and consideration. These forums will assist in increasing law enforcement communication and transparency. The forums may be held virtual or in person.

Child Car seat Safety check

Consists of Dutchess County Sheriff's Office members who are National Child Passenger Safety (CPS) Certified and who participate and coordinate child safety seat inspections and installations throughout the county. Members educate parents and providers with proper education on the proper installation and required use of child restraint seats. The CPS program is coordinated through the Dutchess County STOP DWI Program and involves numerous police and fire departments.

Medication Collection Boxes

Medication Collection Boxes are provided through a grant by the STOP DWI Program and are located at the Dutchess County Law Enforcement Center, as well as a sub-station located in Pawling NY. The Prescription Medication boxes, in cooperation with numerous collection points established throughout the county during the year, allow for unwanted or expired medication to be turned in for safe disposal. In addition to collecting and safely disposing the medication, it helps prevent the possible use and misuse of medications by people who were not prescribed the medication, in an attempt to decrease illegal drug use and crime. All medication is disposed of in an environmentally safe manor under the supervision of two law enforcement members and a representative of the STOP DWI Program.

Deputy Sheriff Explorer Program

The Deputy Sheriff's Explorer Program is a program established by the Dutchess County Deputy Sheriff's PBA. The Deputy Sheriff Explorer Program is a career development and education program, open to mature young adults between the ages of 14-20, who have an interest in the law enforcement profession. Its purpose is to provide training, education and experiences that will assist young adults in maturing, becoming more responsible, compassionate, independent, and self-confidence, while serving



as a volunteer in their communities. The Explorer Program also serves as a recruitment opportunity for the Sheriff's Office.

Shop With A Cop

A program which allows members of the Dutchess County Sheriff's Office to interact with potential vulnerable youth within our community. The purpose of the program is to allow them to interact with law enforcement in a positive way and assist them in providing them the opportunity to purchase items for their family members, where otherwise they would be unable to do so. The Shop with a cop is conducted in cooperation with the Deputy Sheriff's PBA. The Dutchess County Sheriff's Office plans to continue this program.

Neighborhood Watch Programs

Provide training to communities and neighborhoods who express interest in establishing a Neighborhood Watch Program in their area. The purpose of the Neighborhood Watch Program is to inform the participants of their legal rights and authority in keeping their neighborhoods safe and to reduce possible criminal activities. The Dutchess County Sheriff's Office plan calls for the Community Policing Unit to initiate Neighborhood Watch Programs around Dutchess County. These programs work well to deter crime and connect neighborhoods and communities with the Sheriff's Office.

Senior safety programs

Senior Safety Programs are offered by the Dutchess County Sheriff's Office to Cities, Towns and Villages, as well as to other organizations, which assist in providing information and instruction on various matters to senior members of our community. The programs provide visual presentations to seniors to assist them in identifying suspicious behavior or scams before they become a victim. The Dutchess County Sheriff's Office will continue to provide this service as part of this plan.

Coffee with a Cop

The mission of Coffee with a Cop is to break down the barriers between police officers and the citizens they serve. Taking time to meet at neutral locations provides the opportunity for real conversations about issues that matter. Coffee with a Cop events take place at local restaurants and coffee shops. Community residents can sit down with officers and ask questions or share what's on their mind. In a short time, citizens and police officers get to know each other and discover mutual goals for the communities they live in and serve. The Dutchess County Sheriff's Office plans to start holding this event at different locations around the County. We believe this will be a great opportunity to speak directly to the public we serve.



Deputy Sheriff/Police Officer Exam Preparation Class

The Deputy Sheriff/Police Officer exam preparation course is offered at no cost to members in the community and is offered prior to any scheduled Dutchess County Deputy Sheriff/Police Officer exam. Persons wishing to attend the course are provided with instruction on how to take the exam, as well as a prep course book with example questions. The preparation courses are coordinated with numerous police departments throughout Dutchess County.

Boater Safety Courses

The New York Boating Safety Course is a course provided by members of the Dutchess County Sheriff's Office Marine Patrol Unit. The course provides a certificate, which is proof of successful completion of an approved New York Safe Boating course. The Boating Safety Certificate must be carried with you whenever you are operating a powered watercraft on NYS waterways. Furthermore, if you were born on or after May 1, 1996, you are required to successfully complete a state approved course and obtain a boating safety certificate to operate a motorboat.

Dutchess County Sheriff's Office - Tours

Tours are conducted of the Dutchess County Sheriff's Office Law Enforcement Center to members of the community wishing to learn more about the sheriff's office, as well as to groups, such as but not limited to, The Girl Scouts, Boy Scouts, local colleges and high schools and other organizations. The Program is intended to enhance the public's knowledge of the Dutchess County Sheriff's Office. Due to Covid-19 Pandemic, all tours have been temporarily suspended.

Juvenile Fire setter Intervention Response Education Program (J-FIRE)

The J-FIRE program provides a comprehensive, non-punitive, multidisciplinary approach to address the problem of juvenile fire setting by early identification, assessment, education, and intervention in an effort to protect lives and property. The Dutchess County Sheriff's Office participates in this county-wide program and provides intervention specialists who work with the multi-disciplinary team consisting of representatives from, law enforcement, juvenile justice system, fire service and mental health providers.

Bicycle/Pedestrian Safety Programs

Bicycle and Pedestrian Programs are offered by trained members of the Dutchess County Sheriff's Office Bicycle Unit to enhance understanding of state laws to bicyclist and pedestrians. The training provides the participants with the knowledge necessary to safely navigate roadways and pedestrian/bike paths here in Dutchess County.

Citizens Police Academy

The Citizens Police Academy is conducted in conjunction with the Dutchess County Sheriff's Office Training Bureau. The Citizens Police Academy is intended to allow members of the public to have a better understanding of the training and requirements that law enforcement members deal with on a



daily basis. This academy also encourages the attending members to engage with open dialogue about law enforcement and its interactions with the community.

Non-emergency Related Services – Public Education

The Dutchess County Sheriff's Office Community Policing Unit will work closely with the Dutchess County Department of Behavioral and Community Health to coordinate public education and forums related to Mental Health emergencies, Substance abuse and the use of the Mobil Crises Team. The purpose of this is to educate the community to identify and respond appropriately to other community members who may be in crisis. The education and forums will allow for the public to understand what services and programs are available to assist them as well as potential training that they would be able to attend. Places such as the Dutchess County Stabilization Center can often be utilized as opposed to taking an individual directly to a local hospital.

R U OK program

The R U OK program is a program implemented in collaboration with the Dutchess County Office for the Aging. This is a voluntary program which allows senior citizens the opportunity to have an automated telephone call placed to their home at an hour of their choosing each day. The purpose of this call is to ensure that the person is safe... is OK. If the person does not answer the telephone, follow up contact is initiated by Sheriff's Office personnel working in the communication bureau, ranging from a call to a supplied emergency number to a welfare check in person by a Deputy Sheriff. The Dutchess County Sheriff's Office will continue to provide this service as part of this plan.

School Resource Officer Program

The Dutchess County Sheriff's Office School Resource Officer Unit is comprised of members assigned to School Districts throughout Dutchess County. The mission of this program is to work collaboratively with the School District and school community to provide a safe environment for our children to learn. The Sheriff's Office currently has members assigned to the following School Districts in Dutchess County:

- Arlington
- Dover
- Millbrook
- Pawling
- Pine Plains
- Webatuck

The placement of School Resource Officers are based on specific needs and requests made by the individual School Districts to the Sheriff's Office. The decision to keep School Resource Officer programs in place should be made by the school district and school district communities. The Sheriff's



Office will support the decisions of those communities. Many of these programs are beloved by their communities, students, teachers, and parents. However, some members of the community may have concerns about the program. School districts and communities that decide to keep their programs intact should work together “to implement evidence-based behavioral support programs in schools to limit the use of arrest and other formal criminal justice sanctions in schools.”

The Dutchess County Sheriff’s Office School Resource Officer Program builds bridges between law enforcement and the community and fosters an open line of communication within the school district community and law enforcement. In addition, School Resource Officers (SRO) actively participate in the student’s education by providing presentations and other resources and attend school events to strengthen the SRO’s bond with their school community.

The Dutchess County Sheriff’s Office SRO program has worked well over the years. A shining example of our program working is detailed below;

In 2018 a Deputy Sheriff assigned as an SRO at a school received information from a social worker and a student about a planned school shooting that was going to take place in Vermont. The suspect was allegedly making threats just prior to the Stoneman Douglas High School shooting in Parkland, Florida and then after the school shooting. The SRO collected evidence and provided it to the appropriate law enforcement agency in VT. After an investigation that person was arrested and charged accordingly. This SRO created a relationship with the school and students which allowed a student to feel comfortable with coming forward and providing this information. This is just one example of what our SRO’s do every day. The Dutchess County Sheriff’s Office will continue to serve the different school district communities as they have requested.

School Safety Program

In addition to the School Resource Officer Program offered by the Dutchess County Sheriff’s Office, select members of the Sheriff’s Office provide participation in school and school district level safety teams. The school safety program also coordinates with the schools to ensure lockdown drills, evacuation drill, or any other drills are conducted in a safe manor for the safety of the staff and students. The school safety program also allows for meetings with school community to talk about concerns in their community as well as opening the door to open communication with the staff, students, and parents.



Dutchess County Sheriff's Office – Law Enforcement Training

The Dutchess County Sheriff's Office Training Bureau consists of several sworn members assigned full-time with the primary assignment to research, develop, conduct, and coordinate progressive and innovative law enforcement training. The members assigned to the Training Bureau and additional officers who are selected to augment instructional needs, are all certified police instructors who have completed the New York State Division of Criminal Justice Services (NYSDCJS) Instructor Development Course.

The goal of the Training Bureau is to develop the professional knowledge, skills, and abilities of both sworn members and civilian staff to provide the highest quality of law enforcement services. The Sheriff's Office recognizes the need to provide a strong educational foundation for our members and the importance of continuously building upon that foundation with ongoing training to meet the needs and expectations of the community we serve.

The Training Bureau is responsible for directing and administering the Dutchess County Law Enforcement Academy (DCLEA). For thirty years, the DCLEA has been providing basic police academy training for newly appointed deputy sheriffs and police officers from the counties of Dutchess, Ulster, Orange, Putnam, and Columbia. The DCLEA is recognized by the NYSDCJS Office of Public Safety as an approved police academy in Zone 14 to conduct the Municipal Police Training Council (MPTC) Basic Course for Police Officers (BCPO).

Although the Dutchess County Sheriff's Office is the lead agency responsible for the DCLEA, there is a strong partnership with other police agencies, legal community, mental health clinicians, substance abuse counselors, domestic violence prevention advocates and representatives from the special needs community who all provide valuable guidance and instruction during the police academy.

The Training Bureau takes a progressive approach to evolve and expand the curriculum of the BCPO. In several instructional areas, it exceeds minimum standards set forth by New York state for basic police academy training. For example, in 2017, the Training Bureau added the 40hr Crisis Intervention Team (CIT) Course and the 8hr Procedural Justice (Principled Policing) Course to the police academy curriculum. In 2020, the Training Bureau also added the 8hr Implicit Bias Training Course. Although these classes were not required at the time, the Training Bureau recognized the importance of these changes when evaluating the trends and needs of our communities.

The DCLEA also provides advanced and specialized police training courses for the Sheriff's Office and surrounding police agencies. Most of these trainings are NYSDCJS classes that enhance law enforcement proficiency and/or develop aptitude within a specific, technical area of law enforcement.

Regarding leadership training, all newly promoted sergeants (first-line supervisors) are required to complete the NYSDCJS Course in Police Supervision within one year of their promotion. The curriculum provides a wide range of general subjects such as communication skills, both written and oral, techniques of counseling and discipline, ethics, crime prevention, community policing, incident management and police use of force incidents. The curriculum also provides for updating the attendee's knowledge of criminal and procedure law and stresses the concept of vicarious liability. In 2019, our



Training Bureau staff acknowledged the need to educate first line supervisors on the importance of improving interactions between the police and the public to increase police legitimacy and added the 8hr Procedural Justice (Principled Policing) Course into the curriculum of the Course in Police Supervision.

Since 2015, the Dutchess County Sheriff's Office has been an active participant in Dutchess County's Crisis Intervention Team (CIT) training initiative. This initiative conducts the 40hr CIT training program that educates law enforcement officers to: understand common signs and symptoms of mental illnesses and co-occurring disorders; recognize when those signs and symptoms represent a crisis situation; safely de-escalate individuals experiencing behavioral health crises; utilize community resources and diversion strategies to provide assistance as opposed to entering the criminal justice system.

The Sheriff's Office has provided deputy sheriffs to assist the instructional team from the very beginning of this initiative. The Sheriff's Office has also continuously assigned deputy sheriffs to attend the 40hr CIT Training. To date over 40% of the Dutchess County deputy sheriffs have completed the 40hr CIT Course.

The Training Bureau is also responsible for conducting monthly in-service training to provide continuing education hours for members of the Dutchess County Sheriff's Office consistent with the requirements to meet NYS Accreditation standards. In-service training topics include, but are not limited to, annual use of force refresher, firearms training, annual defensive tactics refresher, annual taser refresher, legal updates, cultural diversity, sexual harassment, and workplace violence.

DCSO Firearms Training

The Training Bureau works closely with the Firearms Unit to provide one of the most comprehensive firearms training programs. By training monthly, the program exceeds the training hours required annually by New York State. The Dutchess County Sheriff's Office has encountered several deadly force situations where such force could have been used. As a result of this training, in conjunction with use of force and other training, the Dutchess County Sheriff's Office has not had an officer involved shooting that resulted in the death of a suspect since 2001.

Use of Force / Defensive Tactics Training

The Training Bureau provides use of force and defensive tactics training to all recruits in the police academy. In addition, the Dutchess County Sheriff's Office provides annual use of force and defensive tactics training as part of the in-service training curriculum.

Procedural Justice and Implicit Bias Training

The Dutchess County Sheriff's Office recognizes the need to improve interactions and communication between our deputy sheriffs and the public to increase police legitimacy through Procedural Justice (Principled Policing) training.

The Dutchess County Sheriff's Office also recognizes the need to increase our deputy sheriff's understanding of unconscious bias and adjust patterns of thinking to eliminate decisions based on bias alone through Implicit Bias Training.



In 2020, with the support of Dutchess County and City of Poughkeepsie government leaders, the Dutchess County Sheriff's Office and the City of Poughkeepsie Police spearheaded the formation of a County-Wide Procedural Justice and Implicit Bias Training Initiative. This initiative garnered support from the police agencies in Dutchess County who all agreed to take part in this collaborative effort. This initiative will provide sixteen 8-hour Procedural Justice classes and sixteen 8-hour Implicit Bias Training classes between October 2020 and December 2021. These courses are available to all police agencies in Dutchess County at no cost and should provide ample opportunities for agencies to train their officers.

The Dutchess County Sheriff's Office plans to continue to be a leader in the County-Wide Procedural Justice and Implicit Bias Training Initiative and will continue providing the training venue, conducting all the registrations, and associated administrative tasks as well as providing instructors. The Sheriff's Office intends to mandate that all deputy sheriffs complete the 8-hour Procedural Justice and 8-hour Implicit Bias training by December of 2021.

The Training Bureau also plans to continue including the 8-hour Procedural Justice and the 8-hour Implicit Bias training course to DCLEA Basic Course for Police Officers academy curriculum. The Training Bureau also plans to add Procedural Justice and Implicit Bias Training refresher training to future Courses in Police Supervision for newly promoted supervisors.

Furthermore, the Training Bureau plans to add Procedural Justice and Implicit Bias annual refresher training into the Dutchess County Sheriff's Office In-Service Training schedule starting in 2022.

Crisis Intervention Team (CIT) Training / De-escalation Training

The Dutchess County Sheriff's Office plans to continue participating in the 40hr CIT training. Currently, approximately 40% of the Dutchess County Deputy Sheriffs have completed the 40hr CIT training. We will continue to assign deputy sheriffs to attend classes with the intent to have 100% of our deputy sheriffs trained. The Training Bureau also plans to continue including the 40hr CIT training into the DCLEA Basic Course for Police Officers academy curriculum. This strategy should ensure that both senior deputy sheriffs already working, and newly appointed deputy sheriffs complete the 40hr CIT training thus reaching the 100% completion goal.

Guardian Mindset

In 2012, the DCLEA began introducing discussions with recruits in the Basic Course for Police Officers regarding the "Guardian vs. Warrior" mindset. The Training Bureau started to shift focus to a philosophy of "Guardianship". In 2015, according to the President's Task Force for 21st Century Policing, "Law enforcement culture should embrace a guardian mindset to build public trust and legitimacy." This reinforced the Training Bureau's shift in philosophy several years prior.

The Training Bureau plans to continue this philosophy and expand the "Guardian" mindset in the DCLEA Basic Course for Police Officers and throughout the Sheriff's Office. We have developed and plan to introduce the "Three Guardian Tenets" as follows:



1. We are Guardians of our community sworn to uphold the Constitution of the United States and the Constitution of the State of New York.
2. We are Guardians of our community empowered by the people for the people to be conservators of peace.
3. We are Guardians of our community who will safeguard the people we serve by providing:
 - **Fairness** in the processes
 - **Transparency** in actions
 - Opportunities for **voice**
 - **Impartiality** in decision making

The purpose of developing and introducing the “Three Guardian Tenets” is to create a culture within law enforcement that establishes our commitment to the community to protect democracy, defend the rights of the people, maintain the peace, provide services to aid those in crisis, and do so impartially and fairly.

Citizen Police Academy/Civilian Review Board Training

The Dutchess County Sheriff's Office Training Bureau plans to implement a Citizen Police Academy. The purpose of the Citizen Police Academy is to foster better awareness between citizens and the Sheriff's Office through education. The Academy will promote better understanding to the attendees, such as members of a civilian review board, so that they can gain greater insight into police practices and the services that we provide. This will also provide citizens with a venue to provide valuable feedback and engage in discussion on police procedures and training. The Citizen Police Academy will include, but not be limited to, training on:

- Basic Law, Criminal Procedure and law, policy or contractual obligations relating to personnel matters.
- Procedural Justice and Implicit Bias training
- Reality-Based Training
- Law Enforcement Use of Force
- Arrest Techniques
- Crisis Intervention Team Training
- Ride along program with a Deputy Sheriff



Dutchess County Sheriff's Office – Recruitment

Overview - Civil Service

Pursuant to New York State Civil Service Law, the Dutchess County Department of Human Resources (DCDHR) is responsible for announcing and administering the deputy sheriff/police officer civil service exam. Candidates must meet the minimum qualifications set forth on the exam announcement to be eligible to take the written exam and the physical fitness test.

WRITTEN EXAM: The subject of the written exam covers knowledge, skills, and/or abilities in such areas as:

1. Applying written information (rules, regulations, policies, procedures, directives, etc.) in police situations - These questions test for the ability to apply written rules in given situations similar to those typically experienced by police officers.
2. Memory for facts and information - These questions test for the ability to remember facts and information presented in written form. You will be given 5 minutes to read and study the information in the Memory Booklet. After the 5-minute period, the Memory Booklet will be taken away. You will then be required to answer questions about the material that was presented in the Memory Booklet.
3. Reading, understanding, and interpreting written information - These questions test for the ability to read, understand, and interpret the kinds of written information that police officers are required to read during their formal training period and on the job.
4. Preparing written material in a police setting - These questions test for the ability to prepare the types of reports that police officers write. You will be presented with a page of notes followed by several questions. Each question will consist of four restatements of the information given in the notes. From each set of four, you must choose the version that presents the information most clearly and accurately.

PHYSICAL FITNESS TEST: Candidates must perform the physical fitness test and pass the minimum standard for each as determined by their age and gender:

1. **Sit-up:** Muscular endurance (core body) - The score is indicated by the number of bent-leg sit-ups performed in one minute.



2. Push-up: Muscular endurance (upper body) – The score is the maximum number of full body repetitions that a candidate must complete without breaks.
3. 1.5 Mile Run: Cardiovascular capacity – The (time) score is calculated in minutes: seconds.

ELIGIBLE CANDIDATE LIST:

Candidates who score a 70 percent or above on the written exam, and pass the required physical fitness test, are added to an eligible candidate list. An eligible list is a list of candidates who have passed the examination and is arranged in descending order (highest score to lowest score).

The last time the Dutchess County deputy sheriff/police officer exam was administered by DCDHR was December 2, 2017. At the time this plan was authored, this is the exam that police agencies are using to fill current vacancies.

Current Civil Service Requirements - Dutchess County

During several deputy sheriff/police officer exam cycles, the Dutchess County Sheriff's Office and other police agencies worked closely with Mr. Curtis Forbes (former Dutchess County Equal Employment Opportunity/Affirmative Action/Human Rights Officer) to increase the recruitment of minority community members. As a result of this collaboration, a deputy sheriff/police officer exam preparation class was developed that is still being utilized.

The Deputy Sheriff/police officer exam preparation class is approximately 3hrs in length and includes Officers from the various police agencies in Dutchess County discussing their respective agency's divisions, specialty units and employment benefits. These Officers provide tips to prepare for the written exam, assist in completing practice test questions, provide demonstration of the physical fitness test with the minimum standards to pass, and a general explanation of the hiring process. There is no cost to attend the course and every attendee is provided a test preparation book, compliments of the participating agencies.

For the 2017 Deputy Sheriff/Police Officer exam cycle, the Dutchess County Sheriff's Office, along with other police agencies in Dutchess County, publicly announced and conducted 13 exam preparations classes. Classes were conducted in the following municipalities: 6 in the City of Poughkeepsie; 3 in the Town of Poughkeepsie; 2 in the City of Beacon; 1 in the Town of East Fishkill; and 1 in the Town of Dover. The Dutchess County Sheriff's Office plans to provide this service for the next civil service exam.

The Dutchess County Sheriff's Office participates in traditional recruitment methods such as college job fairs and presentations in criminal justice classes at Marist College and Dutchess Community College. School Resource Officers have also conducted outreach presentations in various high schools throughout the county. This plan calls for a continuation of this practice throughout Dutchess County.



The Dutchess County Sheriff's Office also offers a college intern program. Students selected for an internship can receive up to 3 college credits for completing a minimum of 120 hrs. The internship includes a ride-along in the Patrol Bureau and assignments to various bureaus within the Law Enforcement Division. This provides the intern an opportunity to be exposed to all facets of the agency's operation. Some interns have been assigned to assist with unique projects at the Sheriff's Office based on a specific interest or skillset. A majority of the interns are from Marist College and Dutchess Community College. Preference is generally given to county residents regardless of the college they are attending. The intern program has been a successful recruitment tool for the Sheriff's Office.

DCSO Recruitment

The Dutchess County Sheriff's Office recognizes that the demographics of a law enforcement agency should be reflective of the community it serves. The State of New York has long had a residency statute that requires deputy sheriffs to live in the county, which employs them. In accordance with this law, all deputy sheriffs appointed by the Dutchess County Sheriff's Office reside in Dutchess County and are part of the communities that they serve.

The Sheriff's Office also recognizes that increased diversity within a police agency helps to improve trust and legitimacy between the police and the community. The Sheriff's Office acknowledges that a lack of trust in law enforcement may discourage individuals from underrepresented groups to apply for law enforcement positions.

Accordingly, the Dutchess County Sheriff's Office plans to implement the following measures to improve the recruitment and hiring of applicants from diverse communities.

1. **DCSO Recruitment Team**: create a formal recruitment team that will be under the supervision of the Training Bureau and work in conjunction with the Community Policing Unit. The Recruitment Team, consisting of deputy sheriffs and correction officers, will establish relationships with community leaders, civic leaders, and faith-based leaders from diverse communities to build trust. The Recruitment Team will also work closely with the Dutchess County Equal Employment Opportunity and Inclusion Officer (EEOIO). By all working together, effective recruitment strategies will be developed to enhance efforts to encourage people from diverse populations to consider careers in law enforcement. Recruitment efforts will include, but not be limited to, online/social media marketing campaign; presentations at schools, colleges, and other social or faith-based events; career or job fairs.
2. **Law Enforcement Explorer Program**: The Dutchess County Deputy Sheriff's Law Enforcement Explorer Program is a hands-on program open to young adults between 14 and 20 years of age interested in a career in law enforcement or a related field in the criminal justice system. The program offers young adults a personal awareness of the criminal justice system through training, practical experiences, team building and other activities. Additionally, the program promotes personal growth through character development, respect for the rule of law, physical fitness, good citizenship, and patriotism,



Our plan is to expand the program to include representatives from other police agencies in Dutchess County to participate. The plan also includes utilizing the Community Policing Unit to collaborate with other police agencies, civic groups, and faith-based groups to increase participation of diverse youths. This approach will increase positive interactions between police and our youth, provide an opportunity for mentoring youth interested in the criminal justice system and create a pipeline of future police applicants.

3. **Amend Minimum Requirements for Deputy Sheriff/Police Officer Exam**: In anticipation of increasing the size and diversity of the local police officer candidate pool, the County is waiving the 60-college credit requirement to qualify for the appropriate civil service exam. Instead, the County is requiring all new hires to complete 60 credits within in five years and Crisis Intervention Training (CIT) within two years of their appointment.
4. **MOU between DCLEA & DCC**: In February 2021, the Dutchess County Law Enforcement Academy (DCLEA) which operates under the auspices of the Dutchess County Sheriff's Office and Dutchess Community College (DCC) finalized a Memorandum of Understanding (MOU). This MOU will allow graduates of the Dutchess County Law Enforcement Academy Basic Course for Police Officers to be granted proficiency credit for 10 college courses. Once a police academy graduate matriculates to Dutchess Community College, 30 college credits will be granted. The police academy graduate can then complete the remaining college credits at DCC to meet the 60-college credit requirement for the amended deputy sheriff/police officer exam requirements and also earn an associate degree.



Dutchess County Sheriff's Office – Diversion Program Participation

The Dutchess County Sheriff's Office not only supports the development of a Law Enforcement Assisted Diversion (LEAD) program but is a member of the working group to explore its implementation. The "Law Enforcement Assisted Diversion" (LEAD) program is a pre-booking diversion pilot program developed with the community to address low-level crimes. The program allows law enforcement officers to redirect low-level offenders to community-based services, instead of jail and prosecution. By diverting eligible individuals to services, LEAD is committed to improving public safety and public order and reducing the criminal behavior of people who participate in the program. According to LEAD statistics, the program has reduced recidivism by 22%.

The Sheriff's Office is currently in partnership with the District Attorney's Office and others in exploring the possibilities of this program. This partnership will allow for diversion methods or programs to be implemented for certain cases.

Dutchess County Sheriff's Office- Public Input and Response

The Dutchess County Sheriff's Office had representatives present at the public forums seeking input on Police Reform and Modernization in September and October 2020. These forums were hosted by the Dutchess County Commission on Human Rights and allowed for feedback from the community. Consideration has been given to the comments offered already and this plan, in part, reflects that input. Likewise, the community will be given an opportunity to comment on this plan, with consideration given to any comments.

Dutchess County Sheriff's Office – Closing

Sheriff Anderson and the members of the Dutchess County Sheriff's Office embrace Police Reform and Modernization and we commit to the residents of Dutchess County to become even better than we are today; this plan exemplifies that commitment.

Our plan can only be successful by using a triad approach where law enforcement, elected officials/ Government, and the community all make a commitment together.

Transparency, community outreach, Law Enforcement accountability, public safety and training make up the foundation for this plan and we look forward to getting better together.