



TOWN OF SHAWANGUNK

**POLICE REFORM
AND REINVENTION
COLLABORATIVE**

Plan

Adopted March 18, 2021



Town of Shawangunk Police Reform and Reinvention Collaborative Plan

This reform and reinvention collaborative plan was created by the Town of Shawangunk Police Reform and Reinvention Committee in response to Governor Cuomo's Executive Order 203. This executive order directed every municipality with a police agency to "perform a comprehensive review of current police force deployments, strategies, policies, procedures, and practices, and develop a plan to improve such deployments, strategies, policies, procedures, and practices, for the purposes of addressing the particular needs of the communities served by such police agency and promote community engagement to foster trust, fairness, and legitimacy, and to address any racial bias and disproportionate policing of communities of color."

The Town of Shawangunk is fully committed to implementing New York State Executive Order 203, and in doing so, strengthening the bond between the community and the Police Department. An incredible amount of teamwork went into compiling this report. The same amount of dedication will be applied to implementing this plan's recommendations and continuing to work with the community and the stakeholders involved in the process.

EXECUTIVE ORDER

NEW YORK STATE POLICE REFORM AND REINVENTION COLLABORATIVE

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

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

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

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

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

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

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

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

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

WHEREAS, black lives matter; and

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

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

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

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

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

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

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

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

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

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

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

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

G I V E N under my hand and the Privy Seal of the State in the City of Albany this twelfth day of June in the year two thousand twenty.

BY THE GOVERNOR

Secretary to the Governor

NYS Executive Order 203 requires a process which:

- Reviews the needs of the community served by its police agency, and evaluates the Department's current policies and practices;
- Establishes policies that allow police to effectively and safely perform their duties;
- Involves the entire community in the discussions;
- Develops policy recommendations resulting from this review;
- Offers a plan for public comment
- Presents the plan for the local legislative body to ratify or adopt it, and;
- Certifies adoption of the plan to the State Budget Director on or about April 1st, 2021

With this directive in mind, the Town of Shawangunk put together a committee comprised of community stakeholders. These stakeholders included elected officials, active and retired members of the law enforcement community, non-profit and faith-based community members, a member of the public defenders' office, residents, and officials from the local school district. The fundamental concept was to examine how the Town of Shawangunk Police Department was conducting its operations, looking for ways to improve deployments, strategies, policies, procedures, and practices and gather community input.

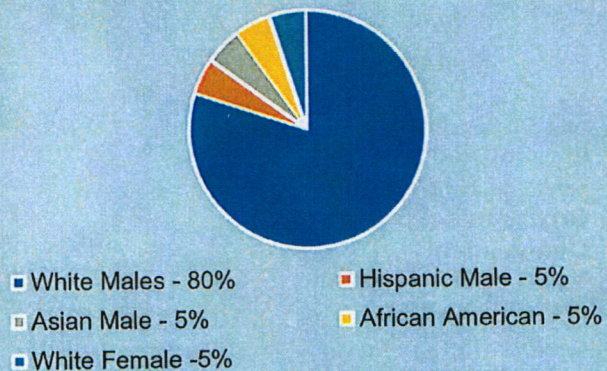
<i>Town of Shawangunk Police Reform and Reinvention Committee</i>	
<i>Members</i>	
Gerald Marlatt Chief of Police Town of Shawangunk	Leif Spencer Committee Chairman Sergeant Town of Newburgh PD / Retired
Brian Amthor Councilman Town of Shawangunk	Richard Barnhart Police Chief SUNY New Paltz – Retired Professor SUNY Dutchess - Retired
Robert Miller Councilman Town of Shawangunk	Paul Mader Captain US Postal Police / Retired Resident
Margot Hanstein Public Defender Ulster County	Curtis Johnson NYS Corrections Officer - Retired Resident
Brian Devencenzi Assistant Superintendent Walkill Central School District	Rebecca Mantello Attorney Resident
Stan Seagren Pastor Walkill Reformed Church	John Spinato Police Officer / PBA Representative Town of Shawangunk PD

The Committee's intention was to collect as much community input as possible to ensure that community views were reflected in the plan. To achieve this objective, we began our process by holding stakeholder meetings to assess the Town of Shawangunk Police Department's current status. During the early meetings, the Committee focused on the Town of Shawangunk Police Department's daily operating status. The Committee was advised concerning the Town's population, racial breakdown, police department demographics, call volume, arrests, budget, equipment, and policies and procedures.

The Town of Shawangunk Police Department is a part-time police agency employing both full and part-time police officers. The Department covers two shifts a day, 7 am – 3 pm and 3 pm – 11 pm Monday thru Friday. On the weekends, they have 24-hour coverage. There usually are two uniformed officers operating separate marked patrol vehicles covering the 57 square mile town. The Town of Shawangunk is also policed by both the New York State Police and the Ulster County Sheriff's Department.

The Town of Shawangunk Police Department is an agency that employs both full-time and part-time officers. The police department is currently staffed by 17 Police Officers, 2 Sergeants, and a Police Chief. There are presently 5 full-time and 12 part-time Police Officers, 1 full-time and 1 part-time Sergeants, and a part-time Police Chief.

Police Department Demographics



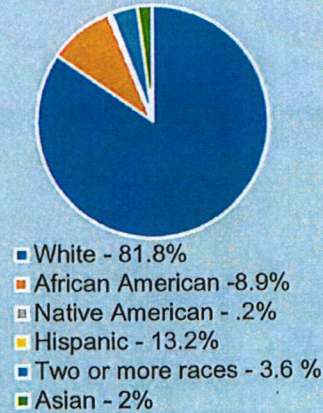
As of 2019, there were 13,837 people residing in the town. The racial makeup of the town was 81.8% White, 8.9% African American, 0.2% Native American, 2% Asian, and 3.6% from two or more races. Hispanic or Latino were 13.2% of the population.

Included in these totals are inmates incarcerated in the two NYS prisons located in the Town of Shawangunk.

Source: US Census Bureau

<https://www.census.gov/quickfacts/shawangunktownulstercountynewyork>

Town of Shawangunk Population Breakdown



2020 Arrests			
White Male	Hispanic Male	Black Male	Black Hispanic Male
52	11	4	0
White Female	Hispanic Female	Black Female	Black Hispanic Female
27	1	2	0

2019 Arrests			
White Male	Hispanic Male	Black Male	Black Hispanic Male
49	2	2	0
White Female	Hispanic Female	Black Female	Black Hispanic Female
20	0	1	0

2018 Arrests			
White Male	Hispanic Male	Black Male	Black Hispanic Male
81	6	7	2
White Female	Hispanic Female	Black Female	Black Hispanic Female
32	4	1	1