



# Town of Glenville Police Collaborative Committee April 2021

Draft  
Plan



Draft  
Plan



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# Acknowledgement

## Committee Members

Christopher A. Koetzle  
Chief Stephen Janik

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Ron Brach  
Donna Gigone  
Kenn Handin  
Andrew Lashley  
Patrick McGrath  
Roger Mercer  
Matthew Morgan  
Andy Pohl  
Dean Riggi  
Michael Saccocio  
Susan Swartz  
Carlos Teixeira

## Town Board Members

Christopher A. Koetzle, Supervisor  
Gina Wierzbowski  
Jim Martin  
Mike Godlewski  
Mike Aragosa

# Introduction

On June 12, 2020, Governor Andrew Cuomo signed an Executive Order requiring each local government within the state of New York to adopt a policing reform plan by April 1, 2021. As such, the Town of Glenville desired to take this opportunity to collaborate with community leaders, clergy, residents and interested members of the Town's non-profit organizations to review the town's policies and activities as it relates to its police department and to institute any necessary reforms.

The town constituted and convened a committee to study these issues and to provide recommendations to the Town Board to consider. The purpose of the committee is to study the role of policing in our community and to identify strategies for effective policing standards. The committee was led by Supervisor Christopher A. Koetzle, the town's chief elected official, and Police Chief Stephen Janik.

Together, the Supervisor and Chief led the 15 member committee in discussion and helped to develop a framework to review the town's policing policies and encourage members to offer a proactive plan for potential legislative action. The role of committee members was to be critical in ensuring that the residents are part of this transparent and open process. As a member, they were required to attend meetings and to engage in active discussions.



In addition to bringing together a diverse committee of members that consisted of school district officials, members of community groups, first responders, town residents and those interacting with underserved populations, the town conducted a public outreach effort. This effort was to solicit comments from the community as it relates to the police department and its interaction with members of the community. Additionally, five public meetings were held through the Covid-related shut down of in-person meetings through the use of GoToWebinar.com virtual meetings. Each meeting was noted on the town's police department page and a "News and Announcement" e-mail blast was sent to every resident who is signed up for the service to note the start of the meetings. The town also placed the notice prominently on its homepage.

Over the past few months, the committee met to discuss the stated purpose and mission of the committee, which included:

- To foster trust, fairness and legitimacy within our community regarding our police department;
- To address any racial bias and disproportionate policing that might be in our communities;
- To have honest and thoughtful discussions about our goals among the local government officials and the community; and
- To make recommendations for building and enhancing relationships of trust and respect between law enforcement and the communities, with an understanding of the functions our communities want its police force to perform.

The committee was mandated to follow the directions of the Executive Order and to discuss and consider issues relating to:

- 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;
- Possible 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 goals of the committee included:

- To comprehensively review current police force deployments, strategies, policies, procedures and practices;
- To develop a plan to improve such deployments, strategies, policies, procedures and practices for the purposes of addressing the Town's particular needs;
- To promote community engagement to foster trust, fairness and legitimacy, and to address any racial bias and disproportionate policing of communities of color;
- To make collaborative policy and procedural recommendations to the Town Board that would ensure healthy and productive engagements and a fostering of a mutual trust between our police and all segments of our community; and
- All policy recommendations must be uniquely tailored to our town and its communities.

As leaders of the committee, Supervisor Koetzle and Chief Janik established the committee's commitment and secured unanimous agreement on the code of conduct that guided the committee's work. This was established at the first meeting and includes agreement that:

- We agree the process is to be respectful and collaborative;
- We agree that we deal with the issues relevant to our town;
- We agree that the process is to be transparent;
- We agree that our work should be productive for our community and our police department.

Throughout the discussion, certain issues were raised by committee members that are addressed in this report. Additionally, there were ideas presented and discussed that will help us address concerns in certain areas that include better tracking and reporting of interaction between police officers and members of the public and enhanced training that will help ensure our police officers are better prepared when interactions do occur.

# Department Structure

The Glenville Police Department is staffed by 21 sworn police officers and 4 civilian employees. Sworn police officers were at a previous level of 24 during 2020. The breakdown of the department is clearly indicated in the personnel and chain of command. Glenville Police conduct patrol operations 24/7 on three separate shifts.



The A-line shift (2300-0700), the B-line shift (0700-1500) and the C-line shift (1500-2300). Each shift has a Patrol Sergeant. A-line has four officers, B-line has three officers and C-line has four officers.

There are two Traffic Safety officers from 0600-1400 and 1400-2200.

We have two Detectives, one Lieutenant and the Chief of Police. Our current vacancies are one Lieutenant, one Detective and one Police Officer.

These vacancies are a result of retirements in January and February of this year.



The Glenville Police Department covers over 50 square miles which includes the Village of Scotia. We have approximately 30,000 residents. Our business and residential corridor is located primarily in the eastern section of the town. The western section does include a large industrial park and some rural development.



# Department Goals and Objectives

The Glenville Police Department began in the early 1930s as an auxiliary force. It was initially a volunteer force when William Groat was named the first Chief of Police in 1945. The Glenville Police Department finally formed a full-time agency in 1968 and named Howard Pitcher as the Chief of Police. In 1975 the Glenville Police named William Przyblek as their third Chief. After the retirement of Chief Przyblek, Chief Jack Purdy took the post until his retirement in 2004. Dan Boyle was named the fifth Chief of Police from 2005 through 2006. Michael Ranalli was named Chief in 2006 serving through 2016. Steve Janik was promoted to Chief in 2016 and proudly serves our community as the seventh Chief in the department's history.

Our primary mission is to serve and protect our community by establishing strong community service practices. We rely on community involvement to direct us to the areas that need special attention. We focus on keeping the community peaceful by proactive patrol and traffic enforcement. We enforce all state and local laws fairly and honestly. We pride ourselves on education before enforcement on most occasions where discretion is allowed.

We remain a transparent agency, always willing to answer questions, share policy, openly communicate when we make mistakes, continue an open and professional relationship with local media, work extremely close with the local school districts, share facts and information about crimes and information over our social media sites and remain available to attend and speak at special interest meetings, such as: local religious institutions, neighborhood organizations, community clubs and organizations and senior resident groups.

We are an agency that still provides services such as: unlocking vehicles where keys are left inside and vacation checks where we check homes and businesses that are vacant due to a vacation or other absence. We have three Police Officers certified in child vehicle restraint installations and provide that by appointment.

Our goal is to provide a safe community to our residents and any citizen visiting or traveling through our town. We achieve that goal by maintaining a visible presence in our neighborhoods, business corridors, parks and rural areas. We utilize highly visible police vehicles that are clearly identified as Glenville Police by their black and white color scheme and large lettering. We concentrate on "quality of life" patrol practices. This includes, but is not limited to, traffic enforcement, local code enforcement and crime deterrence by proactive patrol.

Both the Supervisor and the Chief practice an open-door policy. Each publish their contact information and remain responsive to any calls, emails, or social media messages.



# Divisions and Duties of the Glenville Police Department

## Patrol Division:

The Patrol Division makes up the majority of the department. The primary duties are:

1. General patrol. Visible patrol of the community in an effort to deter crime.
2. Non-emergency response to calls for service. Officers are dispatched to a variety of non-emergency calls including: Crime reports for incidents that have already occurred, vehicle and traffic complaints, suspicious vehicles or persons, vacation checks, business checks, noise complaints, animal complaints, drug possession and sale complaints, keep the peace requests, warrant investigations, mental health crisis situations and general assistance calls.
3. Emergency response to calls. Officers are dispatched to a variety of emergency calls including: crimes in progress, domestics, fatal, serious injury and property damage motor vehicle accidents, fights, persons in crisis who are threatening suicide and weapon calls.
4. Traffic enforcement. The goal for aggressive traffic enforcement is to reduce the instances of serious motor vehicle accidents and fatalities. Officers put special attention on aggressive driving, speeding, distracted driving, driving while intoxicated or impaired and road rage. \*This is the primary goal of the Traffic Safety officers, as well\*

## Detective Division:

The primary duties of the Detective Division are:

1. The investigation of serious crimes. Evidence collection, interviews, photographs, crime scene preservation, case preparation and testimony.
2. Mapping and documentation of serious and fatal motor vehicle accidents.
3. Investigating, documenting and photographing instances of unattended death.
4. Cold case review.
5. Warrant entry and maintenance.
6. Sex offender registration and tracking.
7. Maintenance and auditing of the evidence/property room.
8. Background investigations of potential Police Department candidates.

## Sergeants Division:

The primary duties of the Sergeants are:

1. Supervision of the Patrol Division.
2. Review and clearance of ALL paperwork generated by patrol.
3. Conduct annual performance evaluations.
4. Provide road patrol coverage when short staffed.
- 5 5. Supervision of Traffic Safety Division.

6. Review and approve leave and overtime requests.
7. Facilitate vehicle maintenance and repair.
8. Coordinate and schedule training.
9. Initiate all department complaints.
10. Initiate corrective measures and minor discipline.
11. Initiate commendation memos.
12. Coordinate all discovery material necessary for District Attorney submission.
13. Act as a liaison between the department and the Schenectady County Unified Communication Center.
14. Coordinate all field training with new officers.



## Lieutenants:

The duties of the Lieutenants are wide-ranging and always evolving. They include:

1. Supervision of the Sergeants and Detectives.
2. Internal affairs.
3. Department liaison to the Scotia-Glenville and the Burnt Hills-Ballston Lake School Districts.
4. Final review and clearance of all department paperwork.
5. Be responsible and available for re-call to the department for any emergency.
6. Daily briefing of the Chief of Police.
7. Supervision of training officers, training outlines and scheduling.
8. Conduct performance evaluations of the Sergeants and Detectives.
9. Purchasing and equipment maintenance.
10. Supervision of all civilian personnel.
11. Officer in charge during the Chief's absence.

## Chief of Police:

The Chief of Police, especially in a smaller agency like ours, has a large number of responsibilities. These responsibilities range from administrative, supervisory, disciplinary and responsive. The most important duties are as follows:

1. Budget preparation and submission.
2. Creation and distribution of policy, procedures, regulations, general orders and internal communications.
3. Direct subordinate to the Town Supervisor. Notification of incidents, complaints, injuries, and any other pertinent information is directly reported to the Supervisor.
4. Direct supervisor of the Lieutenants.
5. Preparation and submission of monthly reports to the Town Board.
6. Control all purchasing and contracts.
7. Final review of all internal and external personnel complaints.



**Glenville Police Department  
Organization Chart - 2021**



**Chief of Police  
Chief S.V. Janik**

**Operational Lieutenant:  
Lt. M. Weise**

**Administrative Lieutenant:  
Vacant**

**Shift A**  
Sgt. L. Borwhat  
  
PO. N. Geary  
PO.M. Arreola  
PO. M. Glass  
PO. T. Paluba

**Accreditation**  
  
Quality Control/Report  
Review  
  
Internal Affairs

**Shift B**  
Sgt. BT. Gillooley  
  
PO. C. Maggs  
PO. C. Lavery  
PO A. Goyer  
PO Vacant

**Purchasing**  
  
Quartermaster  
  
SGSD/BHBL  
Liason/Consultant

**Shift C**  
Sgt. C. Greene  
  
PO. M. Kaiser  
PO. M. Tomaso  
PO. A. VanZandt  
PO. N. Sweet

**Community Services**  
SRO (vacant)  
DARE  
Vacant  
  
Traffic Safety  
PO M. Agostino  
PO B. Ferretti

**Detective Division**  
  
Det. Bolle  
Det. Mell  
Det. Vacant

**CAD/RMS administrator**  
  
POSS/TRACS  
administrator  
  
IT liason  
  
Training Coordinator  
  
Grants Administrator  
  
UCC Technical Advisory  
Committee Member  
  
Quality Control/Report  
Review  
  
Administrative Assistant  
Jayne Peeney  
  
Traffic Safety/Stop DWI  
Committee Member  
  
Fleet Maintenance

**Executive Secretary 1**  
E. Potts

**Account Clerk/Typist**  
A. Peltier

**Dog Control**  
H. Newell



# Committee Planning

As the town began to lay out the meeting schedule for the committee, Chief Janik began to compile Glenville Police statistics for the past five years (2015-2019), which are the latest available. These statistics were based on the yearly reports provided to us by the NYS Division of Criminal Justice Services. The statistics include all arrests for the year and a breakdown of the crime, race and sex of the arrestee.

The statistics indicated that we arrested 65-70% white defendants to 25-30% black defendants, on average. The arrests for larceny were identified in the town's record management system.

Larceny arrests make up the majority of arrests for the police department. The majority of these arrests are a result of shoplifting complaints from the Glenville Wal Mart and a small number from other retail stores in the town. These shoplifting arrests were studied and a chart was constructed to provide our reform committee members a better understanding of where we make most of our arrests. The final study broke down the statistics to show the frequency where use of force, other than compliant handcuffing, was necessary.

The analysis of the arrest statistics from 2015 through the end of 2019 are below.

## 2019 Arrests

The Glenville Police Department arrested three hundred and eighty-one (381) defendants.

- 250 white defendants (65%)
- 99 black defendants (26%)
- 1 Indian defendant (0.2%)
- 6 Asian defendants (1.6%)
- 25 Hispanic defendants (6.5%)

Looking deeper into the statistics they reveal that seventy of the ninety-nine arrests of black defendants were for shoplifting (70%). Fourteen arrests were for marijuana or controlled substance possession (14%). Fifteen arrests were for other offenses (15%).

Eighty-three of the two hundred and fifty arrests for white defendants were for shoplifting (33.2%)

The shoplifting arrests were results of 911 or non-emergency call to police that Wal Mart, Price Chopper, Hannaford, and Target or other retail location had someone detained or was observing a larceny in-progress. These calls are a reactive response, not based on proactive policing.

If you remove all reactive arrests for shoplifting, it would result in two hundred and ten other arrests.

- 167 white defendants (79.5%)
- 29 black defendants (13.81%)
- 14 other defendants (6.67%)

## 2018 Arrests

Three hundred and eighty-two (382) total arrests.

- 253 white defendants (66.23%)
- 94 black defendants (24.61%)
- 3 Asian defendants (0.8%)
- 32 Hispanic defendants (8.38%)

Reactive arrests for shoplifting:

- 105 white defendants of the 253 total arrests are 41.5%
- 57 black defendants of the 94 total arrests are 60.6%
- 22 other defendants are 62.8%

Remove the 184 reactive calls for shoplifting, leaving 198 other arrests. The breakdown is as follows:

- 148 white defendants (74.74%)
- 37 black defendants (18.69%)
- 35 other defendants (17.68%)

## 2017 Arrests

Four hundred sixty-five (465) total arrests.

- 303 white defendants (65.16%)
- 121 black defendants (26.02%)
- 1 Indian defendant (0.2%)
- 6 Asian defendants (1.3%)
- 34 Hispanic defendants (5.2%)

Reactive arrests for shoplifting:

- 147 white defendants of the 303 total arrests are 48.5%
- 82 black defendants of the 121 total arrests are 67.7%
- 19 other defendants of the 41 total arrests are 46.3%

Remove the 248 reactive calls for shoplifting, leaving 217 other arrests. The breakdown is as follows:

- 156 white defendants (71.9%)
- 39 black defendants (17.9%)
- 15 other defendants (7.8%)



# 2016 Arrests

Four hundred forty-three (443) total arrests.

- 286 white defendants (64.56%)
- 123 black defendants (27.7%)
- 2 Indian defendants (0.4%)
- 6 Asian defendants (1.3%)
- 26 Hispanic defendants (5.9%)

Reactive arrests for shoplifting:

- 145 white defendants of the 286 total arrests are 50.7%
- 110 black defendants of the 123 total arrests are 89.4%
- 24 other defendants of the 34 total arrests are 70.6%

Remove the 279 reactive calls for shoplifting leaving 164 other arrests. The breakdown is as follows:

- 141 white defendants (87.6%)
- 13 black defendants (8%)
- 10 other defendants (6.2%)

# 2015 Arrests

Three hundred seventy-one (371) total arrests.

- 260 white defendants (70%)
- 87 black defendants (23.5%)
- 1 Indian defendant (0.2%)
- 4 Asian defendants (1%)
- 19 Hispanic defendants (5.1%)

Reactive arrests for shoplifting:

- 137 white defendants of the 260 total arrests are 52.7%
- 62 black defendants of the 87 total arrests are 71.2%
- 15 other defendants of the 24 total arrests are 62.5%

Remove the 214 reactive calls for shoplifting, leaving 157 other arrests. The breakdown is as follows:

- 123 white defendants (79%)
- 25 black defendants (16%)
- 9 other defendants (5.7%)



# Committee Review and Plan

Reform committee issues that were identified during the second meeting (1-28-21):

1. Does the Glenville Police utilize black role-players in their reality-based training exercises? Not at this time. Role players usually consist of certified GPD instructors.
  - Committee suggested that the role players become more diverse. Committee member Lashley offered to participate. Would give the officers a different perspective about the feelings and behavior of the person they are interacting with. Further discussion to come on this offer. Offer was discussed with the GPD trainers and it was positively received.
2. Does the Glenville Police utilize outside agencies in dealing with persons in crisis/mental health situations? Yes. Recent collaboration with all Schenectady County police agencies resulted in an agreement with Northern Rivers <https://www.northernrivers.org/>, to respond to non-violent mental health crisis calls.
  - Committee suggested more training in mental health calls.

The committee then reviewed the statistics report. The following items were then discussed:

- Why does it appear that there is a great disparity in black arrests based on the percentage of black residents in the community? By looking at the initial page of the statistical breakdown, it would appear, on face value, that there is a disparity. The statistics did not suffice in a way to explain the arrests in detail. Chief Janik explained that the great majority of the arrests involving black defendants was due to “reactive response calls.”
- Committee requested a complete breakdown of the arrests to indicate where the majority of arrests are made, race of the defendant and residence of the defendant. The breakdown was compiled and is included in this report.
- While completing the detailed report, Chief Janik noticed an alarming disparity in shoplifting arrests of black defendants at our local Wal Mart. The report indicates that on a five-year average, 70.9% of shoplifting arrests at Wal Mart are of black defendants. These defendants are primarily non-residents of Glenville. It prompted Chief to email Wal Mart district management to set up a meeting to discuss the issue. At the time of this report, they have yet to respond.
- Committee Member Lashley discussed personal experiences with Glenville Police and the number of times he has been pulled over “for no reason”. Mr. Lashley stated he had been stopped over 15 times since he moved to Glenville. He stated the only ticket he received was for an expired inspection, but could not understand how the officer could see that from behind his car. Mr. Lashley stated the interactions with the officers were pleasant and that they were usually “cool.” This account of his perception and feelings about the stops was disturbing to me and the rest of the committee. The Chief conducted a full investigation into the matter and discussed his findings with Mr. Lashley privately.

This matter resulted in a complete overview of GPD records as they pertain to traffic stops and race. It was discovered that our traffic ticket system (TRACS) has a field where you can indicate race on the summons. This practice was not consistent among all officers. We contacted TRACS and asked if we could make that a mandatory field. A computer program was relayed to us by TRACS and installed. It is now mandatory to enter race on every summons. The ticket can not be validated unless that section is marked.

This brought up the next issue. What about traffic stops when someone is warned and released? The Glenville Police Department is currently researching “warning tickets” to be used when this occurs. Mandatory fields will include the name, address, date of birth, sex, race and reason for the stop. This will enable the GDP to track all stops and monitor any disparities.

Reform Committee issues that were identified in the third meeting (2-4-21):

1. What additional training does the Glenville Police conduct in de-escalation training, conflict resolution and violence prevention and de-escalation? The Glenville Police primarily incorporate de-escalation and violence prevention in our reality-based training.
  - The committee suggested that conflict resolution and violence reduction should start in the schools. It became clear that the committee thought more involvement with middle school and high school children would be beneficial in educating and introducing their police to build a stronger sense of trust and confidence.
2. What has the Glenville Police Department done to get a sense of how the public sees them, trusts them and values them?
  - The committee suggested a community survey be created to gather that information.

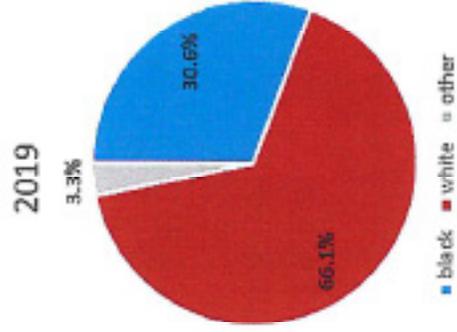
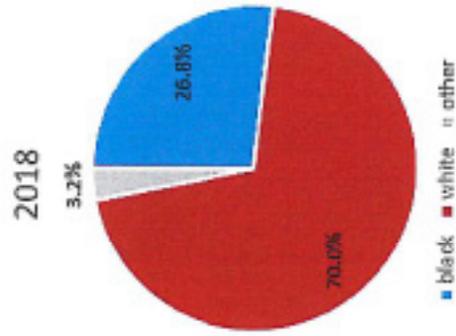
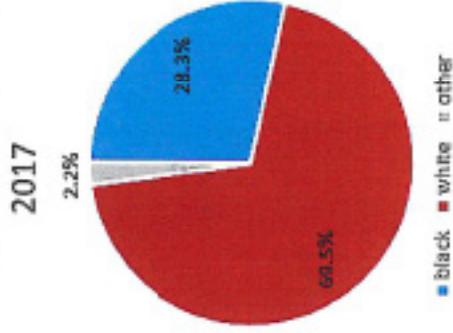
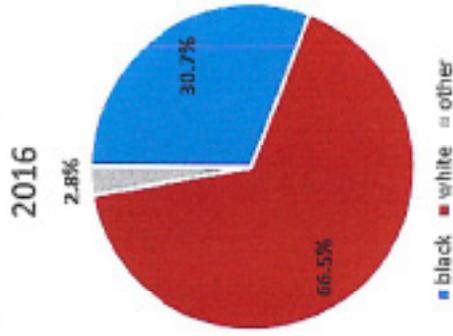
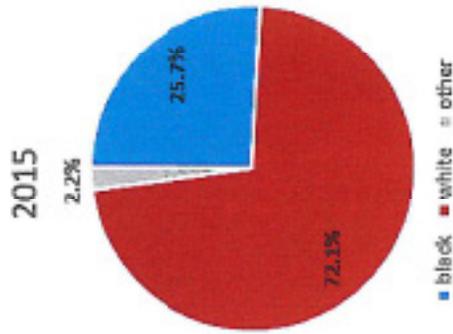
Reform Committee issues that were identified at the fourth meeting (2-11-21):

- Community survey questions were formalized and adopted.

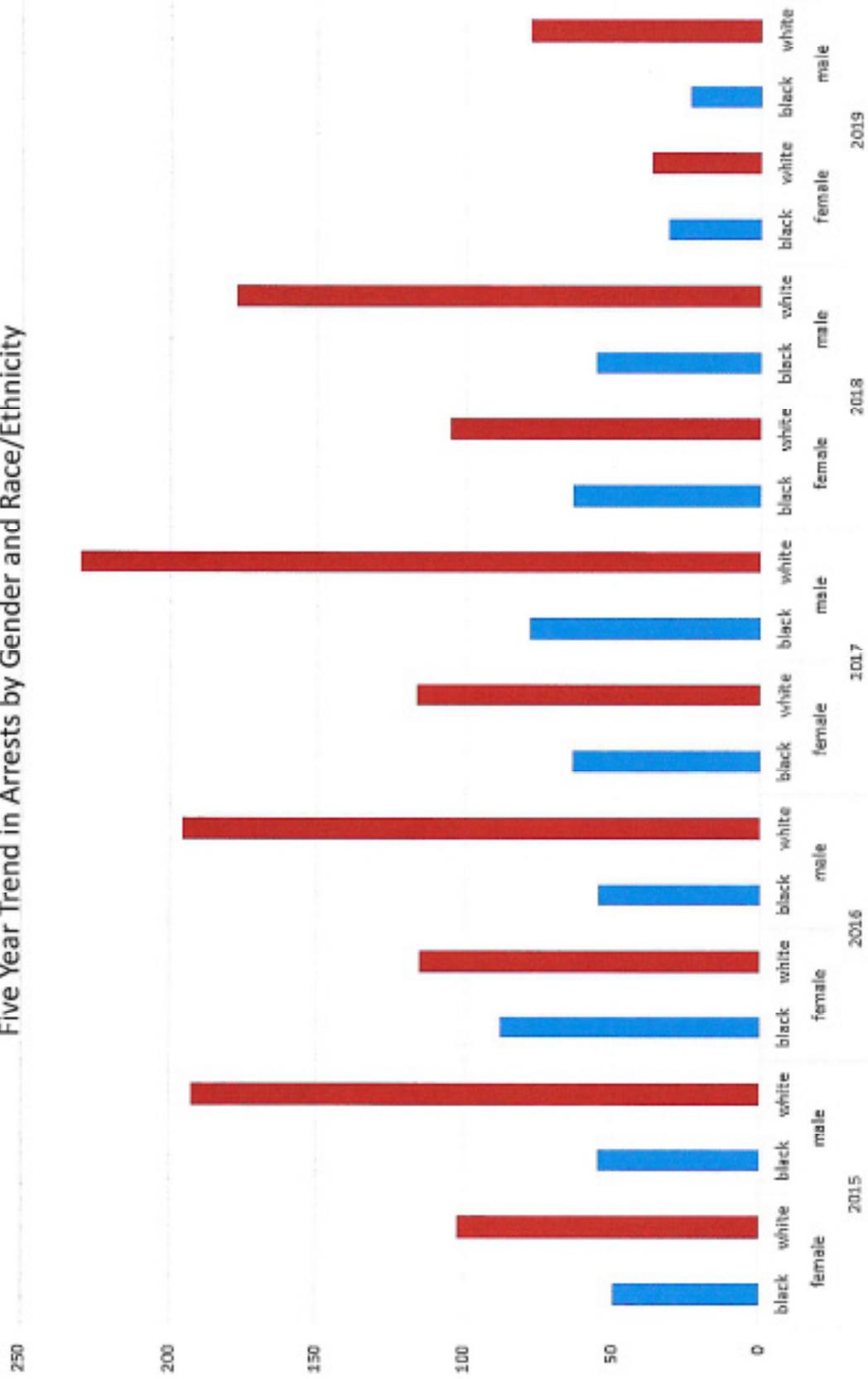
Reform Committee issues that were discussed in the fifth meeting (3-2-21):

- Recruitment ideas that would support a more diverse and inclusive police force.
- Chief Janik identified the issue of Civil Service Law, which requires the police department to hire “off the list.” That means the town is restricted to hiring a candidate who has not taken the test and scored within the top three spots on that test.
- The committee discussed ideas to help get students involved in the process early so they are aware of the requirements to become a police officer. Some ideas included:
  - Work in conjunction with the Schenectady County NAACP chapter to market positions within the police department;
  - Continue to participate in job fairs at local colleges such as SCCC and HVCC;
  - Better educate students on the Civil Service process and help them better understand the process for becoming a police officer;
  - Work with local school districts to participate in their Criminal Justice studies programs; and
  - Suggest that Zone 5 Academy allow students to observe some of the training that occurs for the police officers.
- The committee suggested the town consider holding quarterly meetings to monitor progress and/or consider issues as they arise.

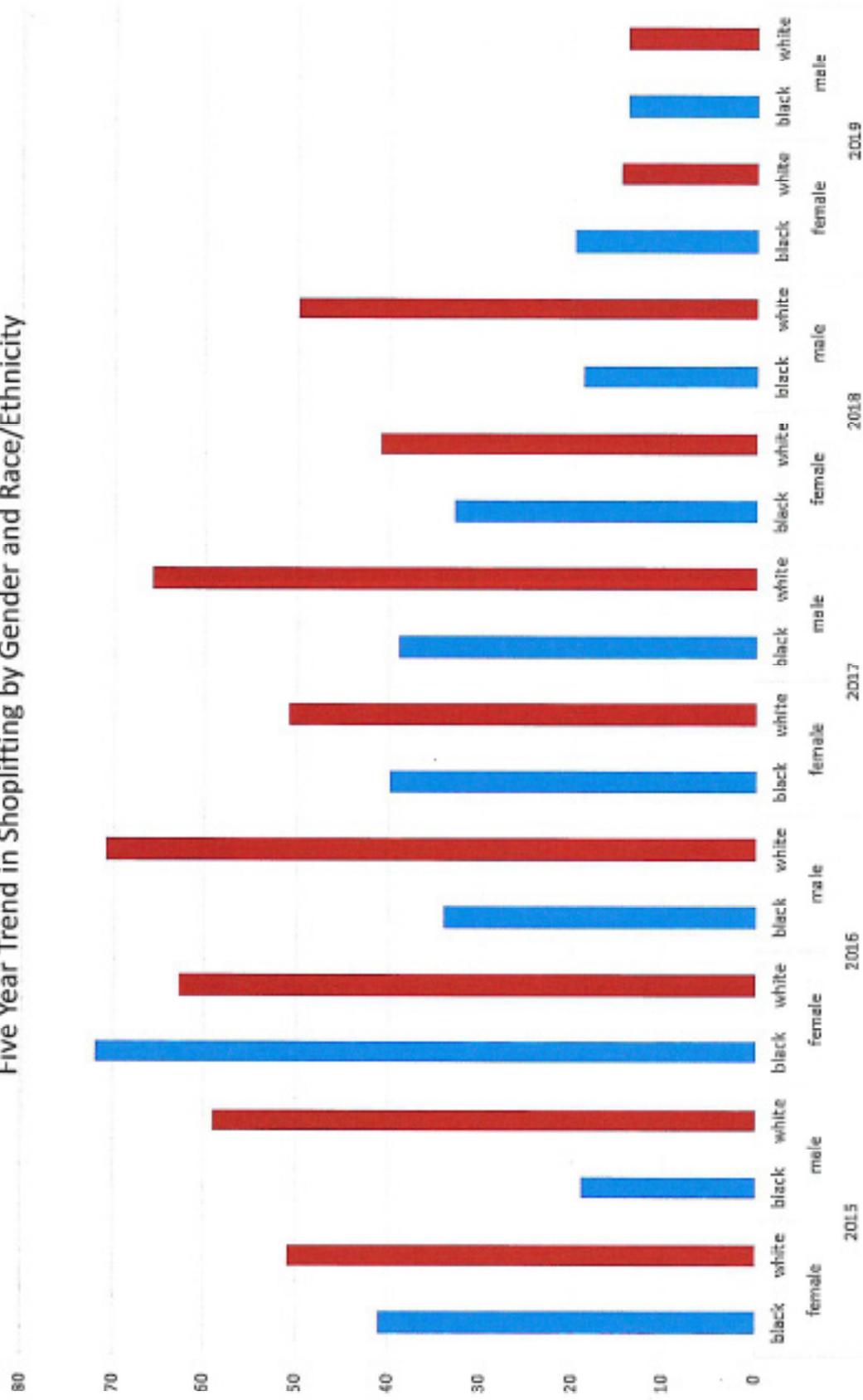
### Town of Glenville Police Department: Five Year Arrest Percentages by Race and Ethnicity



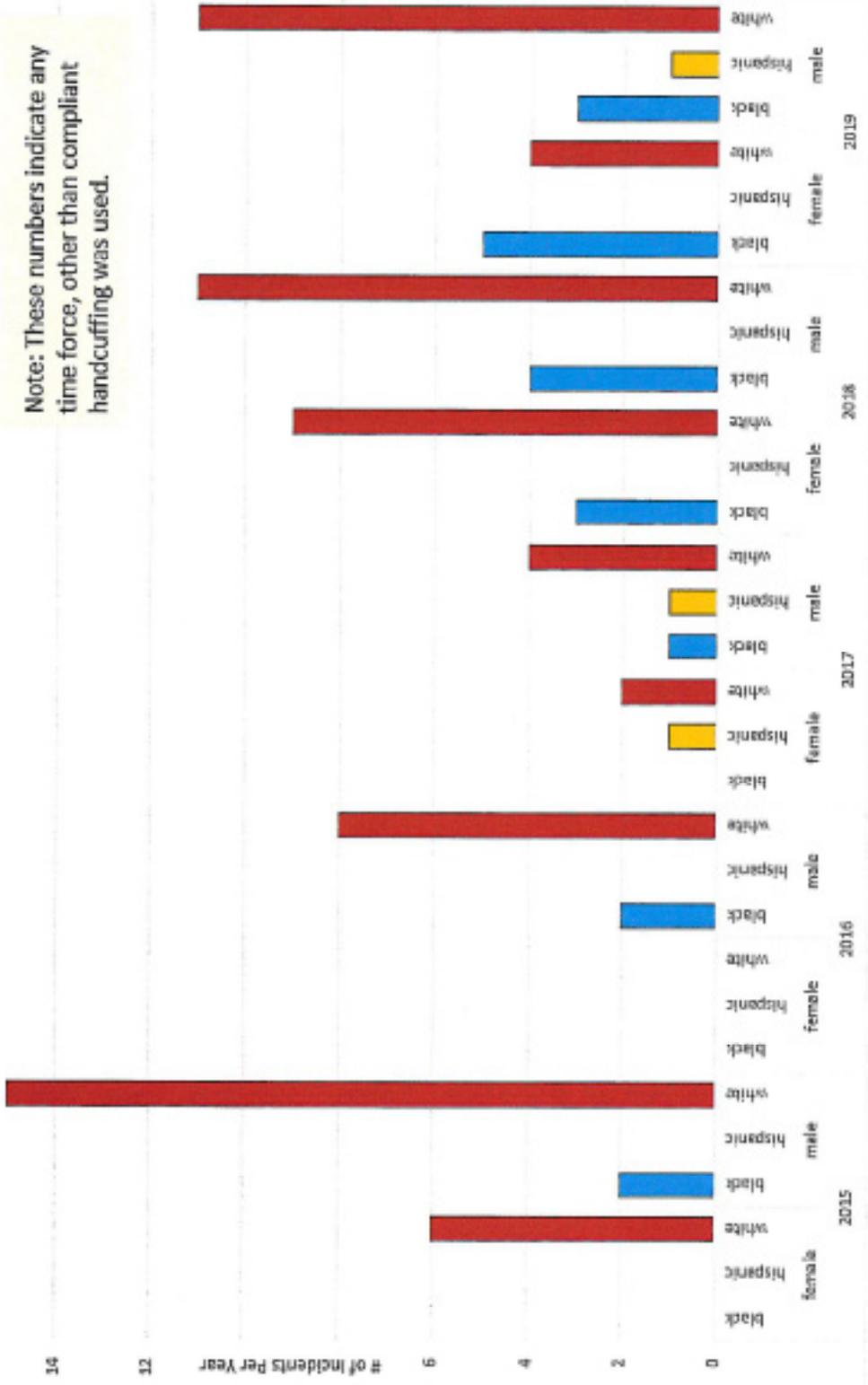
Town of Glenville Police Department:  
Five Year Trend in Arrests by Gender and Race/Ethnicity



Town of Glenville Police Department:  
Five Year Trend in Shoplifting by Gender and Race/Ethnicity



## Town of Glenville Police Department: Five Year Trend in Incidents by Gender and by Race/Ethnicity



# Survey Results

As part as the committee's public outreach the town launched an open survey to the community. The survey was "e-blasted" to all resident emails, placed on the town's website under "News and Announcements" and shared on various social media platforms. The town received just over 900 responses.

## Survey Questions:

Are you a Glenville resident?

How long?

Age      Sex      Race

Have you had any contact with the Glenville Police Department (GPD) in the past five years?

Was your contact the result of being a witness, suspect, victim?

Was the contact: professional or unprofessional?

Was the officer timely in the response?

If the contact was negative in any way, please give a brief description, addressing whether you feel discrimination played a role in the outcome?

Based on your direct contact with GPD, what would you like to see improved?

Have you ever contacted GPD in-person or anonymously to complain about a contact with GPD?

Do you know the outcome of the complaint?

Were you satisfied with the outcome?

What is your perception of what GPD does on a daily basis?

What is your perception as to the competence of the GPD?

How safe do you feel in Glenville?

Are there areas of town that require special attention?

Do you believe GPD is visible in the community?

Where would you like to see more police presence in town?

Where would you like to see less of a presence by GPD?

Are there any other issues you would like to mention?

## Summary of Responses (written comments in the Appendix)

Age:	21-30	21	6%
	31-40	128	14%
	41-50	156	18%
	51-60	174	20%
	61+	371	42%
Gender:	Female	528	60%
	Male	358	40%
Race:	Caucasian	855	97%
	Mixed Race	13	2%
	Latino	11	1%
	Black	2	>1%

## Contact With the Glenville Police Department

Yes 455

No 431



## When Asked What Areas Need More Attention:

West Glenville	22
East Glenville	56
Below the Avenue	122
BHBL Schools	33
Niskayuna Schools	14
Scotia-Glenville Schools	93
Freemans Bridge Road	232
Technology Park	25

## Adequacy of Police Presence

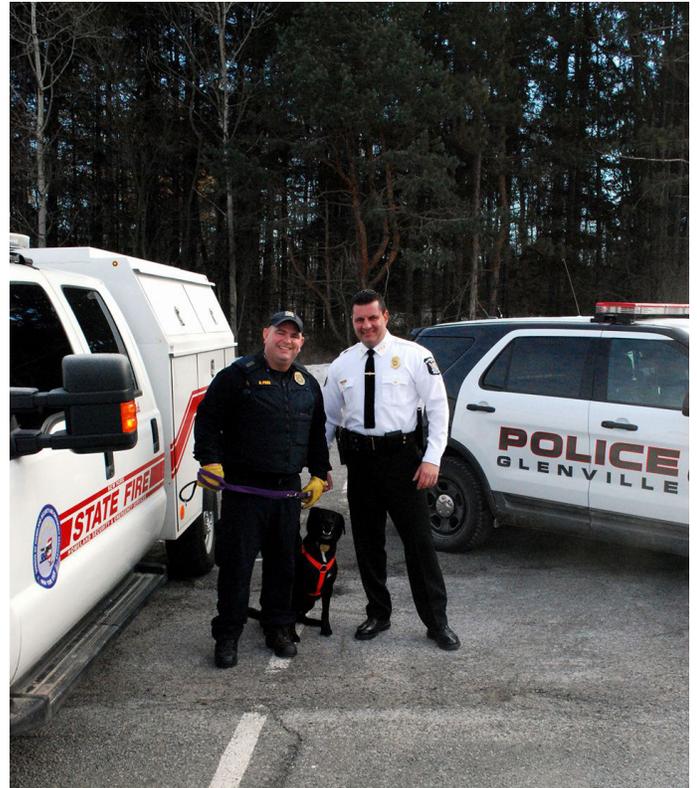
Yes	770
No	116

## Perceived Safety

Very Safe	736
Somewhat Safe	146
Not At All Safe	4

## Perceived Competence

Excellent	305
Above Average	210
Satisfactory	305
Somewhat Unsatisfactory	25
Very Unsatisfactory	41



# Appendix

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STATE OF NEW YORK  
DIVISION OF CRIMINAL JUSTICE SERVICES  
AGE, SEX, RACE AND ETHNIC ORIGIN OF PERSONS ARRESTED  
OVER 18 YEARS OF AGE

ARRESTS BETWEEN 01/01/2015 AND 12/31/2015

PAGE: 2

AGENCY ID: NY0465100

AGENCY NAME: TOWN OF GLENVILLE POLICE DEPAR

CLASSIFICATION OF OFFENSES	DE	SEX	AGE														TOT	RACE				ETHNIC ORIGIN							
			18	19	20	21	22	23	24	25-29	30-34	35-39	40-44	45-49	50-54	55-59		60-64	65 and over	WHT	BLK	IND	ASN	HIS	NOTHISP				
CONTROLLED SUBSTANCE SALE: OPIUM, COCAINE, OR DERIVATIVES	12	M	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		F	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CONTROLLED SUBSTANCE SALE: MARIJUANA	13	M	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		F	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CONTROLLED SUBSTANCE SALE: SYNTHETIC NARCOTICS	14	M	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		F	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CONTROLLED SUBSTANCE SALE: OTHER	15	M	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		F	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CONTROLLED SUBSTANCE POSSESSION: OPIUM, COCAINE, OR DERIVATIVES	16	M	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	1
		F	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CONTROLLED SUBSTANCE POSSESSION: MARIJUANA	17	M	1	3	3	4	1	0	1	0	4	0	0	0	0	1	0	0	0	0	0	18	16	5	0	0	0	21	
		F	0	0	0	0	0	0	0	1	1	0	1	0	0	0	0	0	0	0	0	3	0	0	0	0	0	0	
CONTROLLED SUBSTANCE POSSESSION: SYNTHETIC NARCOTICS	18	M	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
		F	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CONTROLLED SUBSTANCE POSSESSION: OTHER	19	M	0	1	0	2	0	1	1	0	2	0	0	1	1	0	0	0	0	0	9	12	3	0	0	0	15		
		F	0	0	0	0	0	1	1	2	1	1	0	0	0	0	0	0	0	0	6	0	0	0	0	0	0		
DANGEROUS WEAPONS	20	M	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
		F	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BRIBERY	21	M	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
		F	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SEX OFFENSE (EXCEPT RAPE OR PROSTITUTION)	22	M	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	1	1	0	0	1	0	2		
		F	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1	0	0	0	0	0	0		





STATE OF NEW YORK  
 DIVISION OF CRIMINAL JUSTICE SERVICES  
 AGE, SEX, RACE AND ETHNIC ORIGIN OF PERSONS ARRESTED  
 OVER 18 YEARS OF AGE

ARRESTS BETWEEN 01/01/2015 AND 12/31/2015

PAGE: 5

AGENCY ID: NY0465100

AGENCY NAME: TOWN OF GLENVILLE POLICE DEPAR

CLASSIFICATION OF OFFENSES	DE	SEX	AGE														TOT	RACE				ETHNIC ORIGIN			
			18	19	20	21	22	23	24	25-29	30-34	35-39	40-44	45-49	50-54	55-59		60-64	65 and over	WHT	BLK	IND	ASN	HIS	NOT HISP
DISORDERLY CONDUCT	45	M	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1	1	0	0	0	0	1	
		F	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
PUBLIC NARCOTIC INTOXICATION	46	M	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
		F	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
LOITERING (VAGRANCY)	47	M	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
		F	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
ALL OTHER OFFENSES (EXCEPT TRAFFIC)	48	M	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
		F	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
RUNAWAY	49	M	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
		F	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
RAPE (2013 EXPANDED)	50	M	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
		F	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
TOTALS			13	15	14	14	15	8	15	57	54	30	30	43	20	16	5	3	352	260	87	1	4	19	333

Date Prepared: Feb. 4, 2021

Prepared By \_\_\_\_\_ Title \_\_\_\_\_

Chief

DCJS USE ONLY	
RECORDED	VERIFIED
EDITED	ADJUSTED



STATE OF NEW YORK  
DIVISION OF CRIMINAL JUSTICE SERVICES  
AGE, SEX, RACE AND ETHNIC ORIGIN OF PERSONS ARRESTED  
OVER 18 YEARS OF AGE

ARRESTS BETWEEN 01/01/2016 AND 12/31/2016

PAGE: 2

AGENCY ID: NY0465100

AGENCY NAME: TOWN OF GLENVILLE POLICE DEPAR

CLASSIFICATION OF OFFENSES	DE	SEX	AGE														TOT	RACE					ETHNIC ORIGIN			
			18	19	20	21	22	23	24	25-29	30-34	35-39	40-44	45-49	50-54	55-59		60-64	65 and over	WHT	BLK	IND	ASN	HIS	NOT HISP	
CONTROLLED SUBSTANCE SALE: OPIUM, COCAINE, OR DERIVATIVES	12	M	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		F	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CONTROLLED SUBSTANCE SALE: MARIJUANA	13	M	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1
		F	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0
CONTROLLED SUBSTANCE SALE: SYNTHETIC NARCOTICS	14	M	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		F	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CONTROLLED SUBSTANCE SALE: OTHER	15	M	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		F	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CONTROLLED SUBSTANCE POSSESSION: OPIUM, COCAINE, OR DERIVATIVES	16	M	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		F	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CONTROLLED SUBSTANCE POSSESSION: MARIJUANA	17	M	1	0	0	0	2	0	1	1	3	0	1	2	1	0	1	0	13	14	3	0	1	0	18	18
		F	0	0	0	0	1	0	0	2	1	0	1	0	0	0	0	0	5	14	3	0	1	0	18	18
CONTROLLED SUBSTANCE POSSESSION: SYNTHETIC NARCOTICS	18	M	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		F	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CONTROLLED SUBSTANCE POSSESSION: OTHER	19	M	0	0	2	0	0	1	0	2	2	1	0	0	0	0	0	8	14	0	0	0	1	13	13	
		F	0	1	0	0	0	0	0	2	0	1	0	0	1	1	0	6	14	0	0	0	1	13	13	
DANGEROUS WEAPONS	20	M	0	0	0	0	1	0	0	0	0	0	0	1	0	0	1	3	3	0	0	0	0	0	3	3
		F	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	0	0	0	0	0	3
BRIBERY	21	M	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		F	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SEX OFFENSE (EXCEPT RAPE OR PROSTITUTION)	22	M	0	1	0	0	0	0	0	0	0	1	0	0	0	0	1	3	3	0	0	0	0	0	3	3
		F	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	0	0	0	0	0	3



STATE OF NEW YORK  
DIVISION OF CRIMINAL JUSTICE SERVICES  
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OVER 18 YEARS OF AGE

ARRESTS BETWEEN 01/01/2016 AND 12/31/2016

PAGE: 5

AGENCY ID: NY0465100

AGENCY NAME: TOWN OF GLENVILLE POLICE DEPAR

CLASSIFICATION OF OFFENSES	SEX	AGE															TOT	RACE					ETHNIC ORIGIN	
		18	19	20	21	22	23	24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64		65 and over	W H T	B L K	I N D	A S N	H I S	NOT HISP
DISORDERLY CONDUCT	M	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	1
	F	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
PUBLIC NARCOTIC INTOXICATION	M	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	F	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LOITERING (VAGRANCY)	M	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	F	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ALL OTHER OFFENSES (EXCEPT TRAFFIC)	M	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	F	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
RUNAWAY	M	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	F	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
RAPE (2013 EXPANDED)	M	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	1
	F	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTALS		13	13	16	14	11	13	9	73	53	58	30	39	35	15	15	10	417	286	123	2	6	26	391

Date Prepared : Feb. 4, 2021

Prepared By \_\_\_\_\_ Title \_\_\_\_\_

Chief

DCJS USE ONLY	
RECORDED	VERIFIED
EDITED	ADJUSTED





STATE OF NEW YORK  
 DIVISION OF CRIMINAL JUSTICE SERVICES  
 AGE, SEX, RACE AND ETHNIC ORIGIN OF PERSONS ARRESTED  
 OVER 18 YEARS OF AGE

PAGE: 1

ARRESTS BETWEEN 01/01/2019 AND 12/31/2019

AGENCY ID: NY0465100

AGENCY NAME: TOWN OF GLENVILLE POLICE DEPAR

CLASSIFICATION OF OFFENSES	DE	SEX	AGE														TOT	RACE				ETHNIC ORIGIN		
			18	19	20	21	22	23	24	25-29	30-34	35-39	40-44	45-49	50-54	55-59		60-64	65 and over	W H T	B L K	I N D	A S N	H I S
MURDER	1	M	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		F	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NON-NEGLIGENT MANSLAUGHTER	2	M	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
		F	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
NEGLIGENT MANSLAUGHTER	3	M	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
		F	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
RAPE (PRE 2013)	4	M	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	0	0	1	
		F	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
ROBBERY	5	M	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
		F	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
AGGRAVATED ASSAULT	6	M	0	0	0	0	0	1	0	0	2	0	0	0	1	0	1	5	4	1	0	0	5	
		F	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
BURGLARY	7	M	0	1	0	0	0	0	0	0	1	1	0	0	0	0	0	3	4	1	0	0	5	
		F	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	2	0	0	0	0	0	
LARCENY	8	M	3	6	2	1	1	3	0	8	11	8	10	5	3	1	1	0	63	83	70	1	2	145
		F	5	5	4	10	5	3	1	21	8	12	7	5	2	1	4	0	93	0	0	0	0	0
MV THEFT	9	M	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	1	0	0	0	1	
		F	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
ARSON	10	M	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
		F	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
KIDNAPPING	11	M	0	0	0	0	0	0	1	1	0	0	1	0	0	0	0	3	2	0	0	1	3	
		F	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	







STATE OF NEW YORK  
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PAGE: 5

ARRESTS BETWEEN 01/01/2019 AND 12/31/2019

AGENCY ID: NY0465100

AGENCY NAME: TOWN OF GLENVILLE POLICE DEPAR

CLASSIFICATION OF OFFENSES	DE	SEX	AGE														TOT	RACE					ETHNIC ORIGIN		
			18	19	20	21	22	23	24	25-29	30-34	35-39	40-44	45-49	50-54	55-59		60-64	65 and over	WHT	BLK	IND	ASN	HISP	NOT HISP
DISORDERLY CONDUCT	45	M	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
		F	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
PUBLIC NARCOTIC INTOXICATION	46	M	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
		F	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
LOITERING (VAGRANCY)	47	M	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
		F	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
ALL OTHER OFFENSES (EXCEPT TRAFFIC)	48	M	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
		F	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
RUNAWAY	49	M	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
		F	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
RAPE (2013 EXPANDED)	50	M	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	1	1	0	0	0	1	
		F	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
TOTALS			10	20	13	17	15	16	10	60	49	49	32	30	8	17	7	3	356	250	99	1	6	25	331

Date Prepared: Feb. 4, 2021

Prepared By \_\_\_\_\_ Title \_\_\_\_\_  
 Chief \_\_\_\_\_

DCJS USE ONLY	
RECORDED	VERIFIED
EDITED	ADJUSTED









STATE OF NEW YORK  
 DIVISION OF CRIMINAL JUSTICE SERVICES  
 AGE, SEX, RACE AND ETHNIC ORIGIN OF PERSONS ARRESTED  
 OVER 18 YEARS OF AGE

PAGE: 5

ARRESTS BETWEEN 01/01/2018 AND 12/31/2018

AGENCY ID: NY0465100

AGENCY NAME: TOWN OF GLENVILLE POLICE DEPAR

CLASSIFICATION OF OFFENSES	DE	SEX	AGE														TOT	RACE					ETHNIC ORIGIN		
			18	19	20	21	22	23	24	25-29	30-34	35-39	40-44	45-49	50-54	55-59		60-64	65 and over	WHT	BLK	IND	ASN	HIS	NOT HISP
DISORDERLY CONDUCT	45	M	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	1	1	0	0	0	2	
		F	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	1							
PUBLIC NARCOTIC INTOXICATION	46	M	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
		F	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
LOITERING (VAGRANCY)	47	M	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
		F	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
ALL OTHER OFFENSES (EXCEPT TRAFFIC)	48	M	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
		F	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
RUNAWAY	49	M	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
		F	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
RAPE (2013 EXPANDED)	50	M	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
		F	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
TOTALS			17	13	13	17	10	11	8	62	52	52	27	29	19	11	6	3	350	253	94	0	3	32	318

Date Prepared : Feb. 4, 2021

Prepared By \_\_\_\_\_ Title \_\_\_\_\_

Chief \_\_\_\_\_

DCJS USE ONLY	
RECORDED	VERIFIED
EDITED	ADJUSTED

## Exhibit 2: Survey Comments

Based on your direct contact with GPD, what would you like to see improved?
I don't know.
<b>Need more personnel on the road for calls. Response times are not the best</b>
Na
The confusion whether vanburen rd is a saratoga County or schenectady County issue. Although this is not a GPD complaint as much as it is sherrifs dept.
Nothing based on contact
<b>More visibility</b>
<b>Properly screening individuals when reports are filed that there is a domestic dispute going on + alcohol. Not doing "favors" for those whose families are well known. Believing rape victims. The list is too long for a survey.</b>
Can't think of anything
<b>Random patrol of areas where recent car breakins and cars stolen.</b>
<b>more patrol closer to the town limits, i.e sunnyside/arbor, etc</b>
I respect our officers, appreciate their role in our community and felt that my interaction was very reminiscent of "small town/community" feel.
More patrol
<b>Policing our town roads late evenings when people are driving carelessly and very fast through our hills (spring rd)</b>
<b>The only time I notice a police presence on these roads are during the work day and not when the actions are actually worse</b>
No need to improve.

Open to discussion when there are incidents not directly involving me. Whether or not I have a tip I should be able to talk to an officer regarding the situation at hand.
Nothing
Seemed less interested in what I had to say, more based on their opinions. More of a problem with Glenville court system when dealing with officers, DA and judge
Nothing
Nothing everything seems to run great.
They are and have been amazing! No complaints!
spend more time with person making complaint, dont just brush it off and say you would have to go to court, without seeing everything we had to show.
They seem very professional and caring. Cannot imagine how you can improve, other than adding more just like the officers already on duty.
Treat complainants and victims of crimes like you would want other agencies to treat your family members. Don't blow off their complaint because you don't feel like doing your job that day
Nothing.
Police in scotia glenville are well mannered, alert, very respectful.
Better coverage of the town. Can always find officer along rt 50 but never in the hills/west glenville area.
N/a. Complaint was for excessive speeds in our neighborhood, however little can be done if law enforcement doesnt witness first hand due to limitations in the law.
I would like to see our town Police Department staffed with 24 hour dispatch
No enough interactions to provide insights
None
I believe they do a wonderful job and no improvement needed
N/A - officer was helpful and diligent
No complaints
Based on my personal experience I felt that the officer conducted himself in an appropriate and professional manner

I think they are great. More support from the community and especially Walmart, Lowes, I suppose
id like to see a more proactive patrol esp on rt 147 and rt 50. many times i have had people be reckless passing me way above speed limit and witness many running red lights and stop signs like they own the road
They do a wonderful job
More patrols on Sanders Ave. Enforcement of stop signs/tickets
n/a
I'm not sure I've had enough contact with them to offer any constructive comments
Call center operator response
They are doing a great job
Nothing
Nothing
No concerns related to me, but I think it is a good idea to explore implicit biases.
Nothing
Nothing, this police department is outstanding! The world would be in big trouble without police departments like Glenville.
More police officers
The GPD does a wonderful job and I have zero other complaints about except for that one encounter. Maybe just a reminder to think before you speak.
Nothing
Nothing it was smooth and fair
Nothing
More police officers.
I'd like the dispatch moved back to town and the ability to walk into our PD to speak to someone.
Nothing. They are professional.

Their facilities
More Staffing, larger minimum manning
N/A
NA
Nothing, the Glenville police department is fantastic
Nothing
No improvement needed. I was in the wrong
Nothing. My experience with them has been excellent.
None
Glenville is overwhelmingly Caucasian but it would be great to see more diversity in hiring at the public service level.
Personally, I've always been favorably impressed by the police department, but I'd like to know more data on the types of arrests and general locations of arrests that have occurred. Info like how many arrests are of town residents vs. people from other locations. I'm particularly interested in how the police department handles any homeless people in town, how do they handle situations that are drug related and/or mental health conditions.
Do not see need for improvement
Nothing. I think that they do a great job.
No issues with my contact whatsoever.
Seems fine to me
Better explanation of how the legal system works.
More attention to area below the Avenue
Everything was great!
I would like to be asked if utilizing my parking lot to run radar is still okay. New officers seem to just assume it is okay. I have requested that it not be used during open business hours.
More like him
Nothing
very professional better than 8 years ago
Lol, I drive to fast
Nothing

<b>Seems to Me they only care to Meet minimum standards</b>
<b>More officers</b>
<b>Contact was professional and courteous, just wish there was some resolution, because we know who stole from us and shared that with the officer.</b>
<b>NA</b>
<b>The number of officers available to the public. Follow up on the initial visit to see if resolved.</b>
<b>Nothing</b>
<b>Unaware of any need for improvements, but am concerned in general re the overpolici g of black and brown people</b>
<b>More officers</b>
<b>This survey</b>
<b>None</b>
<b>This has nothing to do with my direct contact, but I would like to see more police officers hired.</b>
<b>No issues.</b>
<b>No recommendations based on direct contact.</b>
<b>Honestly I think they do a great job and mistakes happen. We are all human. I appreciate the hard work they put in and the dedication they have to our community.</b>

Defund the entire department.
No change
More presence in the trouble spots when available
They were very helpful and accommodating
Nothing from my perspective
N/A
N/A
Nothing
Nothing
Follow-up. I wasn't confident the situation would be investigated beyond my complaint. Never heard anything about it from the police again.
Great job
Nothing
N/A
Have not had enough contact to make any recommendations. My contacts have always been very professional.
I have no thought of any improvement at this time. I haven't ever seen, heard of or witnessed any particular need for improvement.
Na
No complaints with how the investigation was handled
N/A
N/a
My contact was very positive
I think the chief should keep his political leanings out of his job. But aside from that nothing in the past five years.
Keep being professional, respectful, and responsible to all residents no matter their ethnic or cultural background.

It was young kids on bikes at 3 am that stole my item so maybe better or more patrol in the future to help prevent
Think the police need some good things happening for them Things have been so negative Would be great to do something for them instead
Nothing, I was impressed with the professionalism, which was void of arrogance. The officer sought to defuse the situation, educate honestly and openly and discuss a path forward. In other small and midsize towns I've visited I have not experienced a police interaction completely void of arrogance or ever felt as truly protected.
NA
Attention to petty crime and poor appearances. Broken window policy.
No improvements needed
Cameras, additional officers
it's all good.
See previous
They should continue to be valued and honored in our community
The committee should be BI-PARTISAN. Don't make this political.
Nothing. Great PD. Involved in community.
Nothing
Nothing. They are a good professional group in my opinion
I do think a couple of them are rude. Don't have to be rude to maintain law and order.
Nothing
Nothing

nothing
N/A
N/a
More formal response
All good
More money allocated to the department for training, equipment and personnel in order to keep our wonderful town safe
We were happy w/ our experience
A easier way to ask a question about process or rules .
Nothing.
none
I would like to see the station easier to access.
Cant really make any assessments on my personal experience. The officer assumed I had a cell in my hand which couldn't be proven and was dismissed. So it was inconvenient to deal with the process but ultimately justice was served. To note it was a state trooper that pulled me over in glenville
No complaints.
Nothing- everything was great
we have no complaints
I am confident in our police.
Nothing
Nothing
Nothing, great job!

Better communication. Better attitude.
I'd like to see the animal control (which is basically dog control) to expand to wildlife control. Seems like there is a lot more wildlife activity in the neighborhoods, and the only option is to call a wildlife rehab.
I am not aware of a need for improvement.
.
Maybe just some more patrol down here in the outskirts of the village. We've had peddy theft loft bikes stolen, etc.
My experience did not indicate that improvement is needed. In general, I think all police officers can benefit from additional funds dedicated to training, both soft skills and technical policing skills.
Nothing doing a good at a tough time
Faster dispatching and easier communication through the county
I was pleased with the respectful way I was treated, I hope that they continue treating everyone with respect
N/A
Nothing they were professional
I do not feel any improvement is needed
not a thing needs to be improved, they are very professional
We need to back the blue
Increased visibility below the ave especially with the noticeable increase in home theft and car break ins.
I have no suggestions

Nothing. I think the GPD is professional, engaged, and active.

n/a

My only direct contact with the GPD was the one event where an officer responded to a burglary at our house. The responding officer was very professional and tried to display some empathy. The indirect contact I have with the GPD is the officers ignoring rules of the road (e.g., driving on the shoulder around a turning car right in front of a "no driving on the shoulder" sign, etc.).

Don't know

Better responsiveness

I want to make sure there are no officers that advocate for any kind of politicization!!!!!!!!!!!!!! as the FBI is vetting LEO for any extremism, I think the citizenry of Glenville should be confident that there are no extremists or advocates of political stances (one way or the other)....and I know this exists from conversations with various policemen.

Screen character traits, less macho, more empathetic

More involvement in the community. Neighborhood drive thrus more frequently, and if they see people, pull over and say hello, especially with families, but even with seniors out walking or whatever. Making those friendly connections is important.

I would like to see them arrive faster for complaint issues. By the time they arrive offenders are long gone.

I'm not sure there was any way to improve it, however I'm not sure he should have threatened me with a ticket because he was not paying attention to traffic signals. Perhaps he was busy with a police matter on the radio or another issue, I'm not sure why he sat there when the light turned green. I just do not like to sit through a green traffic light if it is not necessary. It was early morning (6:45) and traffic was very light. We all have busy or stressful days and perhaps this was one of his. Just recently they did come to the house for an accidental 911 call while I was not home and I was told they were very professional.

It would be great if they patrolled the Rector Rd., Wagner Rd. & Barhydt Rd. areas more frequently.

Scheduled video reports updating citizens on town police work

I have not seen any issues with the GDP. They've treated me with respect.

I am fine with the Glenville PD
More staff, especially on evening shifts and weekends for better coverage.
They did a fine job
Keep good tabs on all activities in the area which is already being done to a certain degree
Diversity. More community involvement.
More patrols below Mohawk ave which is slightly outside the village of Scotia but inside the town of glenville.
More policing would be OK with me.
Continue training as is.
better system of communication
More visibility in neighborhood patrols.
Nothing.
they are very professional
Nothing
More presence on our local street. Street has become a speedway. Perhaps seeing GPD would lessen speeding?
I think they are doing a good job.
nothing
More community involvement with the youth, especially teenagers. maybe something for those looking to go in the criminal justice or forensic science fields
Nothing
Don't know enough about the GPD to offer an opinion

<b>Nothing at this time.</b>
<b>In my experience, they are always polite and professional. They arrive in a timely manor and handle themselves very well.</b>
<b>Nothing</b>
<b>Keep up the good work</b>
<b>N/A</b>
<b>I have never had a negative experience</b>
<b>More police cars checking our neighborhood more often!</b>
<b>No improvements</b>
<b>Since I was victim of crime, think I should have been contacted later to see any resolutions or any details of incident.</b>
<b>Homeless people at stop lights</b>
<b>Nothing</b>
<b>No issues</b>
<b>I have no improvements needed at this time.</b>
<b>The issue could not be resolved by the police</b>
<b>Nothing - response was good.</b>
<b>False accusations. Also stating the vehicle looked familiar and has pulled it over before, gives no right to assume.</b>

I'm not a good one to answer that question.
Nothing
I have no suggestions for improvement
GPD has been very responsive
Lower budget
Not really, I just feel that perhaps I had come at the wrong time.
Nothing
Encounter went as well as a traffic stop could have
<b>MORE...police officers</b>
A police station with a desk person on duty at least during the day and early evening. Responses to phone messages in a timely manner to let us know it was received.
All is fine. Am not aware of any improvements needed.
Officer was very polite and solved the problem of neighbor's dog roaming my property.
Nothing
Nothing
My direct contact was just fine.
Nope
Would like to see an actual person in the station instead of the kiosk.
More police officers
nothing
Nothing

<b>I THINK WE HAVE A GREAT FORCE</b>
<b>Patrol the roads more. Speeding occurs on many of our roads.</b>
Nothing
I wonder if a tragic accident will occur as a result of multiple car high speed emergency response. I believe a lot of this high-speed driving by police is more dangerous, than slower driving.
satisfied
<b>umprove delartment efficiency and costs</b>
<b>Increased training regarding domestic violence and interviewing victims</b>
Can't think of anything. She did a fine job and was very polite.
Nothing.
No particular thying.
<b>YOU ALL ARE DOING A GREAT JOB. WOULD BE NICE TO SEE A PATROL CAR CHECK OUT OUR NEIGHBORHOOD ONCE IN A WHILE</b>
They are always professional to me
Nothing at this time.
There was no contact between myself and the officers.
More communication like the Fire Departments provide.
Better able to manage "civil matters". That excuse to leave it to the courts is a "cop out". Forgive the pun. Civil matters can result in personal harm. I felt unprotected and unsafe when told that. Realize civil matters are taking longer than usual due to covid.
More radar in our neighborhood. Speeding is out of control.
i thought they were fine. I have heard about errors in judgment; training to disarm psychotic people, rather than to shoot them, is in order.

Nothing. The officers of the Glenville PD are professional to the highest level and are doing a great job

nothing

Combine services with Scotia

More police

I can't think of anything. The GPD is wonderful.

More officers on the road

GPD spends too much time trolling for speeders at night. They are always driving up and down 50 or parked at a few usual spots looking for a reason to pull people over.

I believe the GPD are doing a fine job

Local police force / along with dispatch

More training/expertise.

Idk

I have no complaints regarding my contact with GPD. Two officers arrived in a timely manner, checked out my house upstairs and down and assured me that no one was hiding inside, nor was there any evidence that anyone had been there. Assume that I had simply failed to lock the door when I left -- unusual, but not impossible.

Do Not De-fund our police!

Nothing in that case.
Nothing
a bit more friendly
We seem to have more police than necessary for our population
Not a thing dont change a good thing.
Better communication
nothing
Nothing
More officers, more patrols, better pay and benefits.
I would like to see law enforcement be less condescending and judgmental.
GPD is great
It was a positive experience
Less assumptions the caller was being annoying. Ex. During no burn season, someone calls on a neighbor and cop expressed to another neighbor they felt the call was ridiculous
No problems. I have lived in the village of Scotia since 2003. Lived in Glenville 1988 to 2003.
Nothing
Stop making me enter an answer when I have no resoonse
I'd like to see some action regarding the dangerous driving.
Nothing based on my experience

no suggestions
Our PD has the finest men and women on the force. They all seem to want the best for residents and visitors to our town!
seemed understaffed
Nothing
Nothing.
Easier to get reports
S
More female officers
I'm a white woman in her sixties; if there's a problem in policing, I don't think I'm the demographic that would be affected.
They were feel under staffed, so my take away is more officers!
NA
ALREADY EXCELLENT
N/A
Not so political motivated
Patrol more around schools and bus routes during peak times.
Why do they need new police cars?
I located shoplifters caught in the act of stealing alcohol, and the officer let them go because they had been released from jail a few days earlier.
Nothing at this time.
more officers
I haven't had any experiences that would need to be improved. I do recognize that the GPD has more challenges than it had even a few years ago with Walmart and the changing demographics of the residents and attitudes that are less respectful. I hope GPD knows that most residents are very appreciative of their work in the community.

NA
More of an explanation of what was going on while being questioned.
Doesn't apply in this case
More policing of speed limits in Glenville hills.
No
A better Governor. More funding for police. Better vests for officers and canines. Keep qualified immunity for our officers.
Please see previous slide 10.
Officers were very professional, giving our son the treatment he needed and being empathetic yet honest with us
More patrols during the night and more community interaction. How about walking around the neighborhoods and speaking with residents to develop relationships before assistance is required for emergency services.
Patrol more of the community. Not just Freeman's Bridge Rd. I understand that puts officers close to the local crime hub at Wal-Mart. Please patrol the rest of the community too?
Traffic enforcement
na
Nothing
I have absolutely no complaints. I feel our Glenville Police Department is the greatest.
Nothing
Nothing
Policy change in today's society of race, gender, mental health and domestic violence of how they look at it. There needs to be training and policy changes to dap for today's society that way there's no tunnel vision!

n/a
Dispatch priority and perhaps more available officers. I don't exactly know—but it should not have happened the way it did. It easily could have turned into a murder investigation instead of a night time prowler check
To be neutral, professional, and not make your own opinions. To be unbiased, and control tempers without using foul language and scare tactics with threats.
The Glenville PD is a group of caring, professional officers who strive to make our town a better place.
My contact was very limited, so I don't have any suggestions for improvement based upon my experience.
We an always improve, but I am currently satisfied with Glenville policing and performance. Perhaps a bit more driving through neighborhoods to let us know of your readiness would be good.
More traffic presence on Charlton rd
N/A
Nothing.
Na
obey traffic laws
Response could be quicker.
Nothing to suggest, was please with the interaction.
Glenville PD is great at there jobs. The problems lies with suspects who refuse to cooperate. Bottom line!
Nothing
They do a good job
For me, no improvement needed. In 2017 someone altered a check I wrote for a school activity, twice. No arrest was made so far as I know. Had to close account which caused problems for all the next year or more. Maybe police are busy with other crime matters.
no improvement necessary

N/A
Have not personally had- or been witness to any unprofessional a tikn
More officers on the road and more visibility of officers.
Officers have a better understanding of the ordinances.
can't think of anything (although one time a cruiser almost hit me at an intersection, it didn't stop at the stop sign and I had the right of way)
nothing
I think they are doing a great job protecting our town. I wish we had a larger force and more equipment.
Follow through with residents and not disregard their complaints to get the job done faster. Laziness is contagious these days. More positive interactions with residents instead of the "chip on your shoulder" smug interactions a lot of police officers provide.
N/A
I feel that having a social worker, or someone trained in mediation, would have provided a better response to the situation. Also, an officer who is respectful of all parties in a situation, who acts with resolution as an end goal, not extrication as a short term goal, would have been better in this situation. If the situation had been handled with more consideration of the well being of the children, it would have been handled very differently.
Nothing at this time, based on my direct contact.
I believe the GPD should actually receive more recognition for their outstanding service.
Improve pay structure and keep officers longer
need more officers
No changes necessary
I have not witnessed any behavior that would require modification

nothing
Better neighborhood policing. Having a PD member actually meet a resident in person either at the station or person's resident. I will support law enforcement but it goes both ways.
No improvement needed!
nothing at this time
Nothing
The door access is awkward.
The office I talked with was very informative..
Contact was minimal, so I have no input.
nothing
I do not want our Officers to fear reprisals by the community that rushes to judgement when police must take action on a person of color.
Nothing.
No Improvement Needed,,,,,All Excellant
nothing
Nothing
Currently satisfied.
I've always been impressed with the professionalism and dedication of our police force
Nothing. Contact was professional and not negative.
Faster response time, more strenuous patrol and enforcement activity.
I think that the police have a very hard job and a lot of their difficulties come from being placed in a position where a person with a badge and a gun in response does not fit the situation. A mental health professional or in-house violence crisis team may be more efficacious in achieving positive outcomes in some situations where the police are the default answer. Nobody else is available as we as a town do not seem to want to invest in public employees and that is not the police's fault. But they are overwhelmed and overworked, which necessarily leads to mistakes. I would like to see a more diverse force and one that examines their own beliefs about how they treat others and why.
I have no complaints at all
Nothing. They were very professional.
Nothing, very satisfied
no suggestions.

Quality of the quarters and computer system
The GDP is in no way responsible for the poor attitudes & bad behaviors that exist as a result of two generations of leftist redistribution of wealth programs that have simply created a large population of individuals clueless to the meaning of "personal responsibility".
I would like the police force to stop racially profiling people of color and for the police chief to condemn the actions.
I wonder what Glenville police is responsible for, versus Schenectady police. Didn't the role of the Glenville office change several years ago?
Nothing
Want the scam program continued. Previous officer has retired.
Response other than indifference.
There was obvious training to deal with distressed or mentally ill individuals. Please continue this valuable training with all staff.
Education re respect to citizens
Quicker response time- need more police officers
More officers
Nothing
No suggestions
I like their interaction with the community.
This contact none. Officer was very professional.
Have not had to contact them enough times to have any issues so far
No
Nothing. The officers were completely professional, courteous, and compassionate towards the situation.
Would never being pulled over be a thing?! Kidding, GPD is doing great.
It saddened me how little we could do for my daughter due to the bail reform. No one is going to jail for rape.

Nothing
Nothing comes to mind.
None
Nothing
No issues
Hire more officers
Nothing
I don't think they need to improve anything. They did everything they could of legally and professionally
I'm happy with GPD.
Nothing just keep up the good job
Na
Police station needs renovation. Especially the holding area for those who have been arrested.
The Officer told me that the Bail reform is a joke, that the people that steal know they won't get in trouble!
None
Don't think so.
I feel as though the department as a whole does an amazing job
Very well done
Nothing I can think of
More Police Officers
Nothing in my opinion. I have no complaints and never have had any complaints with them at all.
Nothing...thank you for your hard work!
Nothing
No suggestions
Not sure
Nothing

Nothing
Continue the good work.
.
I have to listen to some police calls from time to time and it seems as though every one of them has been taken care of and a prompt and friendly Manor
Diversity training is always helpful for law enforcement.
It would be nice if they grew some hair! Bald makes them look severe and over bearing.(not necessarily bad)
More diversity on force
Nothing
I would like a police patrol car in glen oaks
I can't say that I can identify anything of note. When dispatching went, I believe, to the county level, I thought it was quite challenging to get through to the department for non-emergency matters. Based on my recent contacts, this issue seems to have been resolved
I wish the were more community friendly instead of trying to hand out tickets to balance the Town high salaries. This isn't Clifton Park yet.
I'm very happy with GPD.
Citizens concerns being taken seriously, unbiasedly, especially when the concerns are ongoing issues.
Unsure
Follow up after reported incident would have been nice.
Nothing
In my opinion GPD has been doing a great job.
No response
Change Nothing .they were helpful and professional
Nothing. Everything was adequate and professional.

Limited interaction, no comment.
nothing
Nothing based on this interaction
Nothing they are the ones who defend us and deserve the upmost respect
nothing to add
As far as getting pulled over for speeding, the direct contact was fine. The officer was polite and treated us with respect.

<b>Are there any other issues you would like to mention?</b>
<b>No.</b>
<b>Please continue policing as is</b>
<b>Hold bad cops accountable and keep promoting our police departments. Don't fall for the trap of demonizing those that protect our community.</b>
<b>Need to be out in the community more interacting with residents. Also let residents who want to be involved volunteer to assist in areas areas where they can. Saving money and personnel costs</b>
<b>Na</b>
<b>Police vehicles need to be more easily visible. The dark vehicles are not easily seen as police vehicles in an emergency situation. The vehicles should be bright so the public can recognize police presence in an emergency situation.</b>
<b>No</b>
<b>No</b>
<b>I did not find this survey to be helpful.</b>
<b>No</b>
<b>None</b>
<b>No</b>
<b>Truck weight limit surveillance in West Glenville and approximate signage</b>
<b>No</b>
<b>Speeding, not any particular place, I live on birch, many people walking especially now, but while out and about, a lot of cars going way to fast</b>
<b>No</b>
<b>No</b>
<b>Not at this time</b>
<b>No, thank you for your time.</b>
<b>None</b>
<b>None</b>
<b>No</b>
<b>I appreciate all the work the GPD do</b>
<b>I expect my police force to be respectful ,polite, useful,and efficient. They should use what force is needed to protect the community and themselves from physical harm so they can continue in service.</b>
<b>None</b>
<b>"Defund the police" means put resources into other avenues to help people. Mental health advocates to start.</b>
<b>No</b>
<b>no</b>
<b>Concerned about recent car break in's across the suburban neighborhoods of Glenville. Surprised at how long it went on for and over a widespread area.</b>
<b>No</b>
<b>Nope!</b>
<b>n/a</b>

No
No
None
No
None
No
Very happy living in Glenville!
Not at this time.
No
No thank you for your service to our community.
Overall I think they do a great job...thank you for keeping our community safe!
no
No. I don't think there is an issue at all to be addressed.
No
This survey was too black and white (no pun intended), either you are a victim or a witness or a suspect, the survey should have options for more than one answer. In the last five years I've been both a victim and a witness on more than one occasion in Glenville. The same with how you feel about the Police in general; in some situations they articular officer was unprofessional, where in other situations different officers were professional. The survey was too rigid in the available answers.
No
None
No
No
Only to add that we love that they have been involved in fundraising for families in the community, particularly several mda fundraisers.
I don't think there are many issues but it would be great to see more community outreach by officers in some ways. Just to encourage and facilitate more of a relationship with the officers
No
No
No
All summer a transient man sits on the bench outside of CVS at 259 Saratoga Road. Myself and other community members that use the sidewalks to go for an evening walk or ride bikes with are children now have to widen our berth around this individual. It is terrifying not knowing if he's going to pounce up from the bench when we pass by.
Thank you for keeping our streets plowed!
No
No
No
No
N/A
No

None
No
Not at this time
Not at this time
no
Nope
No
no
None
No
No
No
None
Not at this time.
I don't think the police get enough credit for what they do everyday from our politicians and the general public.
No
No
On the whole, I believe GPD does a good job.....I think we would benefit from more officers in the community as a whole...I believe our youth would benefit from personal interaction with GPD....Programs such as DARE...are a plus....
This survey is flawed in that it is skewed to be negative.
No
No
No
No
I live in Glenville point, towards the end of Mountainwood Dr. although I understand that people use that area to cut through to the base and Freeman's Bridge Rd, the traffic and speeding cars through the neighborhood is out of control. People drive down my road at 50mph at times.
I would love to see a social worker involved with the victims of DV, child abuse and molestation, rape and assault victims or the families of murder victims. I'd prefer to see a social worker that is able to respond in real time instead of days after the fact. I'd also like to see panhandling/begging for money dealt with differently as well.
No
Better weapons training considering one Officer shot another a few years back.
No
We are happy with all you do. Not sure what you don't do!
No
No
No
In Woodhaven there are some abandoned houses, and also a house or two that has multiple people living there, like a rooming house. One on Maplewood, not sure about the house that had the young girl who was kidnapped. They may be zoning violations. But some have seen people coming

and going at the abandoned house. It should be checked for squatters. I'm assuming it is the Duguid house, corner of Glenhill.
Less police presence in Glenville is a terrible idea and will be a detriment to our community
No
The only reason I live and stay here is my PD and neighbors
No
Not at this time
No
Disregard bail reform and lock up criminals
None
I work for Scotia Fd. Some GPD responses are slowed, because they do not have enough man power. We need to keep the career fireman in Scotia, increase police manning, and make a better system for EMS in the town. MAS has no man power, few paramedics.
N/A
Impose fines (big ones) for hitting the bridge !!!
Overall GPD is excellent and I respect and appreciate everything they do for the town
no
No
No
Just that Chris Kretzle is the worst town supervisor ever.
I feel safe in the town of Glenville. I think Glenville PD does a good job at keeping order. I would like to see more speed enforcement in some areas (Swaggertown Road and Droms Road), but otherwise I am satisfied with the department and their attitude and responses.
None
No
No
No
I'd like a better understanding of the homeless population, how big a situation with drugs and how often the police are faced with situations related to mental health. I think I would like to understand what the police view as their biggest concerns. Also, how large is the committee that is working on this initiative and who are the committee members. I want to be sure this effort meets the April 1 deadline so the town does not lose any state tax funds.
no
No
No
None. From my experience they perform at an exceptionally high level.
No
The kiosk at the police station is ridiculous. You should be able to speak with someone face to face.
no
Patrol swaggerton more and surrounding streets.
None
I support Glenville PD
No

I would love to see on duty police filling the same laws that we as citizens are expected to follow. Like cell phone usage while driving, speeding through town with no lights on, and to stop using their status to blow through stop lights.

I am completely supportive of the town police. They are professional, hard workers and I would not hesitate to help any one of them if the need arose. I thank them for their hard work!!

Would love to see more community space for the youth. More things to do for them

No

No

Yeah - try to resist the tendency for expansion of this PD. 25 years ago a PT police force took care of everything that needed taking care of. Now it's a "necessary" institution? I'm happy to live here, feeling safe, without thinking that safety results from a "protective" agency, that could probably not point to any proactive prevention programs in the past 25 years.

No.

I really don't have any issues. I think they are doing a great job!

more knowledge about and resources available for domestic abuse victims

Nope

No

No issues!

Yeah they should enforce the issue of large trucks slamming the bridge as well as sunny side getting blocked by north ballston ave traffic back up

No

Thank you

NA

?

NA

I would like there to be a higher level of honesty and self scrutiny regarding power abuse within and by the GPD. Honest self analysis seems to be lacking because it is widespread, condoned or accepted in culture.

No

No

No

Please take the concerns of black and brown people to heart. I don't know one black person who hasn't been impacted negatively by bias/profiling.

I believe our officers are doing a good job and have to be seen doing the good work they do. The community needs to see that they are a part of us, not separate from us.

none

The Glenville police while needed seem to be in Scotia quite a bit.

No.

I just feel it's really important for police officers to do what they do best, monitoring and responding to safety issues.

I think it is important for services to be available to individuals who are in crisis that a police response is potentially not useful for. This is not a criticism of our police department. I would just like our community members to feel as though they won't get "in trouble" if they are dealing with

issues related to health, mental illness, poverty, etc.
I will be honest, these services might already be in place. If that is the case, it might be worthwhile to do some community outreach to inform the public. If not, it would be something that I would support.
No
Not at this time
Nipe
keep up the good work.
Not at this time
I always have a problem with the light on Rt. 50 and Thomas Corner. I think the right lane should turn right only and the left lane either left on Worden or straight ahead. People are always passing me on my right and almost hitting into me!!
Not at all
While less intense than in Schenectady, I do wonder about how racial issues impact the work of the Glenville PD. I also have questions about the "centralized dispatch" situation-- I think it needs better interpretation to the community, I personally find it confusing.
No
No.
You
No
Lots of car/sheds broken into in West Glenville.
No
No.
Be sure to keep officers safe.
No. I love our community and the people in it. I guess I'm blessed we haven't needed help from the GPD in the past five years. I have seen them interact with children in Glenville and it always makes me smile. Keep that up. I think our children need that contact.
Thanks for all you do, sorry about to donut comment
No
Someone keeps leaving dog poop in my yard. It is hardly a big deal but we (my neighbors and I) are pretty sure it is the same lazy pet owner. Would it be ok if I picked up the dog poop and jammed it up underneath her car door handles? Or package it up like a gift and leave it on her doorstep? I'm technically returning something that belongs to her... Also many ppl put their garbage cans IN THE ROAD. It causes a lot of delays because 2 lanes of traffic cannot pass. They have to wait for each other so they can drive around garbage cans. They should be ticketed after a warning...
No thank you. Please let the police department know how much they are appreciated
No.
No
The dog park, Indian meadows, Indian kill all need to be monitor better for drug trafficking
No
none
No

No
No
Don't pander to the media and false narratives of how police officers could do their job better
N/a
No
Not an issue but a comment: Our community have a wide variance in socioeconomic and characteristics differences , the community has been touched with domestic violence, substance use and other need areas. With COVID these challenges have increased. I hope there has been education and training for the police in CIT.
No
Nope
No
No
No
No
In the context of our society now, it would benefit our police department to build more of a personal connection with residents to instill trust. I am not saying that there is any known distrust, honestly I think we are very lucky. However, given the political climate, it couldn't hurt to contribute to a positive societal change. Building trust, and community between our department and residents can go a long way.
No comment
Not at this time.
No
There needs to be more video surveillance around the town.
No particular issues with the policing, but if covid ever ended it would be nice to have more community centered things with the police, it would be nice to know the officers who keep us safe. I also feel it is important for officers to get to know the citizens of the community they serve as well
Na
I am grateful to live in such a safe community, Thank you to the GPD
N/A
Increase patrol to decrease theft
No
No
N/A
No
Impeach our Governor!
Thefts below Mohawk ave. Not stopping at stop signs. Speeding below Mohawk ave. Schenectady drug addicts loitering. Muffler/Exhaust noise ordinances enforced.
I think this survey is pretty worthless.
No

N/A
No
Thank you for all that you do! It is a losing battle that you have a job were it constant feels like Not enough but you all do great and I am thankful for your help!!
Contact # for none emergency questions etc
No
None
None! Thank you for all you do!
NO
No.
No
No.
Village of scotia
No
None at this time.
Build on the positive. Thank you for your service GPD
No
Please make sure officers are provided with regular trainings on social justice (especially regarding socioeconomic and racial equity).
no
Like I said, legalization will be in next years budget anyway, stop being assholes about that man, it helps keep people off heroin in their early recovery, it helps people will medicinal issues, it helps people with drug cravings (more than you could EVER understand...)
I don't see any issues with the police department
No - I think the GPD is doing a great job, and we feel very safe here.
No
I wonder if there are enough gpd for an emergency
None
No
Taxes are too high !
Not at this time.
Do you have a Facebook page?
When there is an issue there are too little police officers. Response time slow or not at all.
No
Not at this time
No
GPD is doing a great job!! Keep up the good work. Thank you for putting your lives on the line every day.. And please know that there are many people out in the community that appreciate you!

No
No
No
no
none
The over night car thefts and robberies below the Ave in Scotia have become amd every night occasion.
No
No
Hire more cops,
Not at this time
Please follow the constitution! We are living in a time where unconstitutional laws are being made, and I beg that our town stands for what is constitutional and not enforce things that criminalize law abiding citizens.
Not at this time
N/a
NA
No
Think the PD is doing fine as is...
No
Job well done. Thank you to the town and the department for keeping us all safe!
N/a
Glenridge Rd. Railroad bridge issue.  1. Make Glenridge Rd. "NO TRUCKS ALLOWED." From Rt. 146 to Maple Ave. *install "no trucks" signs *install "weight limit 5 tons" signs *install "trucks limited to Rt. 146, Rt. 50, Rt. 5" signs. *TRUCK ROUTE to Route 50/Route 5 signs(as are posted in other parts of the town).  2. INSTALL overhead clearance restricting devices at the FIRST bridge coming west from Rt.146. This will STOP drivers AT the first bridge. 1. Drivers then will not be "lulled into" a false sense of security that they can "make it" under the SECOND bridge) 2. Stopping drivers BEFORE the first bridge gives the driver a place to turn around at Bruce Dr.
No
No
No
What percentage of calls covered by GPD would be better suited for Health Care professionals (mental health), Social Workers, etc. or in conjunction with those people in specialized fields? Does GPD have access to those specialists when needed for a call? Not all calls are best handled by police.
None
No

No issues. Very happy with our town police and I thank them for their service
can't think of any.
Might be nice to have officer on bike that'll actually stop, smile, speak to residents they encounter, and ask if all is well. Might make people--kids & adults--more comfortable with the dept.
Already stated my issue.
N/A
-
No
The police are here to serve. Citizens need respect.
No
no
No
No
Nope
Nope
None at this time.
I think the Police Chief posts inflammatory comments on Facebook regarding his differences of opinion with the Governor and the SAFE Act.
GPD is doing a commendable job, just would like to see more of them perhaps visiting schools, community centers, events, etc. to foster continued positive relationships.
Yes, I think the courts and political leaders need to show their support and appreciation for the good work performed on a daily basis by law enforcement.
Aggressive driving is a real issue on Route 50. I have passed on the shoulder several times at the Buhrmaster Farm lane merge. There is also a lot of tailgating which seems to be largely done by pickup truck drivers.
No
Very happy and proud of the Glenville PD. Thank you for all you do!
.
None
more enforcement of rules-laws like use of directional signals, volumn of music in autos, littering .....etc. things that seem to have gone taken for granted and ignored.
None
There are so many dogs in the area. Some people have the kids walking the dogs. Some are failing to pick up the waste, the dogs leave behind. When we walk at night, we have to be watchful not to step in it. Maybe a reminder to the people in your newsletter that this is a health issue. If you drive over it with a car & then go into the garage, it is dreadful. I see this as a growing health issue that needs attention, especially for the kids doing this. Thank you for your attention !
No
No
This online survey is apt to miss those that would be most affected by discrimination, namely minorities that work and shop in Glenville's Walmart, Target and Aldi.
Very happy with GPD
N/A
I'm grateful to have the police officers that we have.

I am extremely concerned with the security measures (or lack of) taken at the Target Sports Gun shop on route 50 Glenville, after the break-in and theft of a large number of weapons in October 2017. Is that store taking proper security measures?

Also, this survey has not been widely publicised. If I wasn't on the Town of Glenville mailing list, I would not know about this survey. Perhaps they could post it on the community board at town center intersection.

I want to thank you for all your efforts.

Yes. I am horrified that so many municipalities are ordering police to stand down while terrorists riot and destroy homes and businesses, block roads and disturb the peace in the middle of the time. If this comes to Glenville, please do not stand down. Please protect those of us who peaceably live and work here.

No

No

Maybe to catch more speeders near Marcellas on route 50

No

not at all, im happy with my Police Dept

none

The system as a whole is the problem. Even if Glenville is "fine," we should look to move funding from police to social services to address issues currently handled by police.

We need to back the blue and put more police on the roads to keep all of us safe no matter your color or sex. Police do more in a day than some people do in a life time. Thank you to the GPD

None

No

No thanks

NO

No.

We are a fairly low minority community. I want to be sure that people of color, immigrants, and other marginalized residents receive the same courtesy and consideration I do.

The GPD and law enforcement in general have a dangerous, hard job and lots of sacrifice. Just don't make it harder on them by going easy on crime just to implement whatever "policing reform plan" Cuomo wants. GPD doesn't need any reform. If crime is let up on then we all suffer the consequences. Like I said West Glenville has had its share of break-ins over the years. Cuomo should reform himself (and resign) as he is guilty of lying about how many seniors died of Covid as a result of him sticking them in nursing homes. He had the US Comfort Navy ship and the Javits Center and Billy Graham setup to put patients in, but for political reasons he put them in nursing homes to die.

No

No

No

Not at this time.

n/a

No

none

I remember the police and town hall response to the political cartoon that depicted police shootings (the "you have the right to remain" BANG "silent" one). It was clear to me that the town feels that there is nothing wrong with the police force and that the problems elsewhere with police shootings could never happen here. That is turning a blind eye to issues. No matter how good something is (or how good we think it is), it can always improve and get better. I want to know that the GPD will never shoot first and ask questions later, no matter what race I am.
No
Falsifying a police report should be grounds for dismissal. A police report should be required at all times.
None at this time
I love living in Glenville, and I love that we have lots of "green" areas, parks, places that encourage NATURE. Thanks Chris!
There seems to be many drug houses in the Woodhaven area.
The Glenridge Road bridge is always an issue, but I know that police department has limited funds and the road is the responsibility of the state.
Mo
.
Not related to the police.
no
None
No
Moving from a very rural area in VT to Glenville about 3 years ago, I didn't think I would care for the "busy" environment, however I feel comfortable and at home here, a good part of that is my limited however positive interaction with the Glenville PD.
No
I wish that there was spots where I didn't have to put an answer of survey. Especially when I was being asked a multiple choice question.
Not at this time.
None
Community events with schools/children. Build relationships.
No
No.
None as of now.
no
I have no other issues. My issue is that you have to answer all of these questions with an answer if you don't have a problem with Glenville PD. You are forcing us to create an issue that we don't feel exists.
n/a
Doing great! Thank you for keeping us safe.
I am waiting for follow up to a town meeting that I "attended" virtually regarding moving violations at the intersection of High Mills/Scotch Bush Road & Lakehill Road, near the BH Middle School with

school bus & pedestrian traffic as well. There are a total of 8 stop signs and 4 additional signs warning of the upcoming stop signs. 12 signs in all however vehicles continue to roll through without stopping and on several occasions I have been cut off by these vehicles causing near accidents. I am told that these are county roads and the issue is referred to the county for response/resolution. It has been a few months now and I still wait.
No
No
No, I think they already do an excellent job.
Just that all citizens should be treated fairly.
No
Deer poaching and burglaries in the west Glenville area
no
Speeding. People picking through garbage during bulk pickup. Community events.
no
Not at this time, thanks.
More policing would be OK with me.
I believe mixed martial arts should be incorporated into normal training. Provides safer outcomes if anything becomes physical.
no
No
Better enforcement on drivers who pass stopped cars on the right at four way intersections. Even the police don't seem to understand the law. I have seen them do it as well. Also, this questionnaire only allows a single choice on some questions and doesn't allow you to skip the question if the answer is 'no problem'.
No
I think the Glenville Police Department from the Chief to the patrol officers do a fantastic job and I am proud to live in such a safe Town.
No
No.
not at this time
I wish the town kept its 911 dispatch
Excessive speed in this area with numerous kids, dog walkers, etc. on the roads.
Being sarcastic, how about a reading test for truck drivers using Glenridge Road.
no
No
Just that I support the police 100% and DO NOT support in any way the defund the police movement!
No
Ba
No
no
No

<p>I mentioned that if you wanted more than the workforce had to enlarge. A decrease in police officers is in direct relationship to more crime. I don't want to see crime in my area.</p> <p>One issue that I would like to ask is if there is any way that the police department could email to the residents information regarding house burglaries in the areas when they happen. I think that residents, made aware of burglaries, would be more aware of happenings in their area and be more of assistance to police.</p>
<p>Every time I drive on Glenridge Rd, either coming from Clifton Park or going to Clifton Park I wonder why on earth the speed limit is not 35 from the roundabout at the intersection with Maple and Hetcheltown driving toward the town center at Route 50. Forty miles an hour seems way to fast for the number of driveways and businesses on that stretch of road especially when you consider the blind hill just above the town offices/library. Thirty-five miles an hour seems much more reasonable.</p>
No
none
No
congestion of traffic and speeding on rt 50, people passing on left when driver's trying to turn,
no
Resist Cuomo getting involved. It will only have a negative outcome.
None.
none
I think we have a great police department. I feel safe and well protected living in Glenville, New York.
Not at this time
I firmly believe our police force should be well supported. These individuals risk their lives every day they wear the uniform and deserve our support. Cutting back on budget and personnel will only put our police force at greater risk and will reduce the level of safety and ability to respond to needs of our community. Thank you for reaching out with this survey
None
No
Fireworks were done in my neighborhood this past July. It was dangerous and extremely loud. I would like if that never happens again.
No
Unleashed dogs and cats.
No.
No
Never felt unsafe until I had my purse stolen in our local food store. Am very pro police so anything that we can do as a community to increase the police presence and create a positive profile, I support.
No
stake out the bridges, speeders and zipping around cars at bridges.
No
No
No
no

Keep up the good work
No
No
No
N/A
doing a good job - keep it up
nothing at this time
None
no
No
No. They do a great job.
Well, a minor issue I see is the amount of speeding/traffic violations that I witness on a day to day basis. But again, as mentioned before, there is only so many places that a police department can be at one time. It's more of a societal issue I guess. Sad to say.
no
None. Am happy with our department.
no
None
No. Love our community. Thanks for keeping us safe. Appreciate all you do
No
My biggest issue is the disconnect between traffic laws and traffic enforcement (not just Glenville, but most places I drive). I think the Police department and Town Council should sit down together and reassess what reasonable speed limits and traffic laws should be and what is enforceable. If drivers aren't going to be pulled over in a 30mph zone until they're going 45mph, then just make the speed limit 45mph. At my job we implemented a quality management system several years ago. The summary we were given for implementing a quality system was to "Say what you'll do; then do what you say". When it comes traffic it seems like we say one thing but enforce something else; which I find incredibly frustrating.
N/A
No
The only issue is that I believe the police should be left alone to decide how to do their job. So far, they have been doing a great job so I see no reason to have to fill out this form.
No
No
None.
N/a
No
none
No
Glenville is predominately a white community and so our officers should be hyperaware of interactions with minorities. I would hope they receive training in deescalating confrontations and

racial sensitivity. Assuming that when they are called there is some one who is a criminal makes for a high stress and anxiety interaction.
No
No
No.
No
I think overnight parking on the street should be allowed year around.. The police would then be able to spend less time policing this parking infraction.
No
None
No
Other cities and towns have hired social workers to help, I would love to see them teamed up in Glenville. Also possibly a community outreach dog.
No
I DO Feel that the police need more hand to hand combat training like jujitsu to protect our officers.
No
No
Nope
No
No
They deserve a raise. More training in mental health issues, wandering elders Diversity and knowing the community and the people in it.
You probably could use more officers to cover the whole town.
Not enough cops, possible merge with Scotia to save money
no
no
No
No
Would love for more diversity and sharing with community pages when training for things occur. Specifically dealing with special needs people, mental health situations etc
No
No
I HOPE THEY KEEP UP THE EXCELLENT JOB THAT THEY DO.
Noise control, particularly in the warm months.
No. I love the men/women in blue and want to thank them for the service they do for the community. I am so grateful.
Thank you for asking.
No, but if you wish to discuss any of my comments 399-8032 home phone.
no
they need more training for mental health encounters
No. Let the police do their job.
We have a good police force and we should support them.

No
Thank you to police
We need the police to keep our community safe
No
No
We're extremely bothered by Scotia's and Glenville's police cars' non-use of headlights during the day and dusk. So many times we just don't see them when we or they are stopped at intersections. Also, the police's practice of sitting at the traffic light in the dark without headlights, near The Glen Sanders, to watch for offenders coming over the bridge into Scotia seems very unsafe and dangerous.
Are we considering more training for handling mental health issues within police/individual interactions? Does the GPD need, or have already, body cams to help support our police actions?
no
People on our road have gotten tickets on our dead end street for parking the wrong way or being on the road overnight. These were silly tickets as there was no snow or threat of snow. Its stuff like this that pisses people off and makes them frustrated with the police.
Not at this time
If the big box stores need more security - let them provide their own . . . should not be the taxpayer's responsibility to add to their bottom line by providing security for their business.
I think our police do a fine job. Defunding them in anyway is absurd.
I do not feel schools need a police presence.
no
JUST TO THANK YOU ALL FOR YOUR SERVICE. BETWEEN THE BAD GUYS, TROUBLEMAKERS AND THE MENTALLY ILL, YOUR HANDS ARE FULL. BE CAREFUL OUT THERE. GOD BE WITH YOU ALL AND YOUR FAMILIES *** I BACK THE BLUE ***
Be able to hire more police
Every situation is different. With that said with limiting the amount of officers and detectives it is hard to do a complete job or complete a mission in a timely manner. I think that they are doing the best they can at this time.
No
No
This is a great survey tool
None
Ever contact I've had with GPD since I moved here in 2008 has been very positive. It's a big town and there never seems to be enough of them to stop the fast drivers.
So many car break ins lately. How can we stop this?
as above -- try not to escalate violence.
no
Back the Blue!!!
no
No
I can't think of anything
to much tractor trailer traffic on church road need a weight limit except local delivery!!!!!!

No
No
No
No negative issues. I think we have an exceptional police department run by professional and dedicated officers. They deserve the utmost respect and gratitude from this community.
Fire lane parking enforcement needs to happen more often
I am disheartened and quite honestly confused by the location of the police department. Are they still in Town Hall? It used to be you could walk in the side entrance of Town Hall and see the dispatcher who would take your message and sometimes have a police officer available to talk to you. Now I am told I would have to use the filthy, dirty red phone to connect with someone. Isn't Glenville large enough to at least have a live person on staff to greet people? I don't feel the police are approachable in what used to be their office of operation... which is really too bad.
I would like to see the officers educated better on how to handle situations with folks with metal disabilities when the officers encounter folks acting out to ensure that it is criminal behavior and not some disability or mental illness
N/A
If there is trouble in one neighborhood, alert adjacent neighborhoods to be alert. Perhaps you already do that.
No
Lots of illegal poaching of fish (there for insect control) in the Scotia Sand and Stone quarry. Someone is due to get hurt with all the traffic in the ponds
No, but thank you for the opportunity to do so.
No
Just moved in, hope to have great police service. Serving and protecting the community.
Not at this point.
Other than 'thanks'. — No
No
No
Strict policy against personal cell phone use while driving. Even though GPD are allowed to use handheld devices while driving, it IS known that it is not always for business use and Glenville should reinforce prohibitions against personal use.
When a vehicle hits the bridge on Glenridge Rd. The State Police are the ones who should be called not the Glenville Police Department. Because I think it is a State Highway. As long as it doesn't involve any personal injuries then quick response would be a priority.
no
No
.
No
Idk
No
Unsure
No
Doing okay, I believe.

Post some no parking signs on the streets below Mohawk Ave., when it is not legal to park on the streets during the winter time. (Besides, during snow removal)
No very satisfied with the department.
No. My husband and I would just like to thank you for seeking our opinion as Glenville residents and also, we would like to thank you for your concern in our security and safety.
Nope
No
No
No
No
No. I am very happy with the GPD.
No
stop sign enforcement and vacant house checks
No
Keep up the good work making Glenville a safe and beautiful place to live
I would just like to say thank you for your service!! I'm not familiar with the make up of the department but would hope that the department strives to be inclusive and diverse!
Overall I am often struck by how white many of our leaders are compared to what I think I see in the city demographic but that is based on PR publications more than anything
no
I think we are lucky to live in Glenville and am grateful for all that they do. Seeing them driving all the neighborhoods would be nice.
none
Better surveillance in Collins Park. More visibility where kids gather
I think the majority of police are good people who are trying to do a good job with a limited budget.
No, thank you
I'm happy to live in a safe town with little need for constant police presence.
no
None - they do a fine job
Law enforcement is a profession. NY must do everything to improve and sustain it.
No
I lost respect for them in their handling of a few instances years ago. I am trying to regain it.
There should be more diversity in the ranks
I don't feel the questions in this survey are very helpful in accomplishing your goals. They were pretty vague and didn't address things like mental illness/health or domestic abuse. I would like to see more professionals assigned to the department that have the training and educational background to address those areas.
It was very disappointing when the department chose to be political when it came to enforcing COVID restrictions which were put in place to keep our community safe and healthy.
No
No
No
Police do a good job.

I feel they do a good job
No
No
No
children interaction
Stop recording our license plates when you drive around. You may think it serves a greater purpose, but I dont like the idea of the police recording me. Makes me feel like a police state (maybe we are). How would you feel if I recorded the movements of the town council for my personal information?
Better roads in some neighborhoods
Nope
No
Not that I can think of
no
No
Keep up the great work!
no
no
No
Again would like to see a three car minimum in the town on all three shifts.
No there is not
No
NA
Thank you do much.
no
No
No
NA
NONE
N/A
Department seems to be one sided and sides with the people who line there pockets
No
I believe the intersection where Droms Rd and Charlton Rd meet, should have a 4 way STOP sign; there is always a lot of traffic and it is very hard to see when crossing over Charlton from Droms to Droms Rd Ext. Safety issue. I believe there should be a caution light at the intersection of Charlton Rd and Van Voorst with a guard rail installed so people stop wrecking in to the house on Charlton.
More night time patrols. Seems that there are more attempted/actual breaking to cars, homes, etc.
no new police cars
No.
It seems the police dept is spending monies on larger suvs and unjustified undercover police cars .we do not have the issues that Schenectady has. Should spend more time on community policing instead of high speed chases. Should be smarter than that .usually you can't out run a

radio.innocent bystanders should not be put in danger because of a over the top high speed chase. This is only my opinion but have seen police car flying down Ridge rd (speeding)with out there lights or siren on .

No

None

None at this time

No

.

none

No

no

?

Mo

No

I hope that the issues on Glenridge Road can be resolved with fines and better signs to end hitting the bridge. I hope that officers know that they are really appreciated by citizens in Glenville. You don't get thanked enough! I don't support defunding the police. Don't bend to the liberal agenda because the GPD stands between order and lawlessness.

Not at this time, thanks.

No

I do not think having the police chief and the town supervisor lead the committee to assess the police department is a good idea at all. The committee should be led by other community leaders or people outside the community. I think having the supervisor and police chief as the leads sends a message that nothing is going to change whether it needs to or not. Collecting data on race and gender for this survey also seems like a very bad idea and sends the wrong message.

I'm the wrong person to be taking this survey. I'm an older, white, male. If you're serious about looking at police review and reform, and not just jumping through the Governor's hoops, then bring in an entity that knows about police reform. If you're not, then ask people like me what they think of the Town's policing and publish a report that says how awesome you are.

No

No

No

No

Yes. I want our elected officials to back the police and not be pressured by a small but vocal bunch

I believe Glenville is one of the best communities I have ever lived in. We have an extremely talented Town Supervisor and his Team along with a dedicated Police Chief/ whom I've had the pleasure of talking with on a few occasions. And last, certainly not least, very dedicated Police Officers protecting us on a 24/7 basis!

No

Can you do something about people not making complete stops at stop signs instead of the tap and go method? Sorry, it's a big pet peeve of mine, especially when it comes to 3 and 4 way stops.

The program where kids got "ticketed" for wearing a helmet was great! I think expanding that would go a long way to make kids more comfortable around cops.

<p>Would like to see empty commercial buildings occupied. Better driveway connections between stores, instead of so much entering and exiting on to main roads.</p>
<p>I feel that we don't have enough of them to respond to the needs of the community.</p>
<p>No</p>
<p>NO</p>
<p>I think the officers R doing a good job. I've had very little contact with them. I know this is unrelated, BUT Can we get a sidewalk on Dutch Meadows? People in dark cloths. w Walking in the road with their back toward traffic. As a part time pedestrian, I understand how hard it is to find a safe place to walk. Let's make a safe place to walk?</p>
<p>no</p>
<p>No</p>
<p>Not at this time</p>
<p>no</p>
<p>I look forward to visiting</p>
<p>No not really</p>
<p>No</p>
<p>Keep your beef with Cuomo off your public Facebook page. It's a bad look.</p>
<p>n/a</p>
<p>Help find Craig Frear</p>
<p>Fireworks late at nighr in summer</p>
<p>No</p>
<p>It does not give me confidence that Police Officers who displayed Liz Joy and/or Trump signs on their property are able to carry out their duty in an unbiased and professional manner.</p>
<p>no</p>
<p>Speeding on Baldwin Road between Spring Rd and Swaggertown Road has always been a problem. I would suggest a patrol unit sit routinely at Tieman Rd and Baldwin Rd (5 AM to 8:30 AM) also 4 PM to 6 PM would help greatly to remind the public of walkers and runners using the roads for morning exercise along with the 35 MPH speed zone.</p>
<p>I wish local papers and TV would cover the good that the GPD brings to the community.</p>
<p>I do believe strongly in the importance of having a diversely staffed police department - race, gender, etc - even in our predominately white community. And I firmly believe that all officers</p>

need to have comprehensive training in dealing with individuals with mental health issues. To not provide proper training, and not hiring individuals who are empathic to human beings with mental health issues is a failure of the department and the system.

No. I have no issues of concern about policing at this time

No

We support our law enforcement and are thankful for your duty.

Just as I mentioned earlier, I think that every police department in the nation could take a good look at itself and its policies and be certain that officers are being impartial and do not use any force other than that which is absolutely necessary. I was just thinking that it might be helpful for the department to send out a letter to all households saying "This is what you should do if you are pulled over by a police officer." I'm sure that is covered in driver's Ed courses, but it wouldn't hurt for everyone to read what to do. For instance - where to put your hands? Do you not get out of the car? Roll down the window? Wait for the officer to tell you to get license and registration instead of leaning to the glove box to do that as an officer approaches? Just a safety-for-all how-to.

No

when driving around town the police should obey traffic laws like turn signals, lights on during rain, obey speed limits etc

No.

I was sorry to hear the GPD publicly oppose the governor's limit on group size for holiday gatherings. I understand that it was difficult if not impossible to enforce, but to publicly state your unwillingness to follow regulations was: 1. unnecessary (just don't enforce it), 2. damaging to your reputation (airing your opposition to authority), and 3. potentially dangerous (implicitly encouraging large gatherings). I don't think politics should play a role in public service.

no Keep up the good work.

None

no

No

Somehow people need to be taught to cooperate with the Police. Somehow this has been forgotten. It seems some people believe if they resist cooperating with the Police this is a good idea instead of a Stupid idea.

None! Keep up the great work!

No

No

None at present.

none

no, thank you.

none

no

need more visibility in the media as to their actions

No

No

No

I would like to see on line police policies and procedures. Such as- how domestic violence cases are handled. I had a personal experience some years ago. I was appalled at how it was handled. Complete inexperience on the police departments end. To this day it still haunts me.
no
Don't listen to Governor como.
Some years ago, I stopped at the police station to report some matter. The detective was very unsympathetic and officious.
No
No
No
No issues. I am truly grateful for the sacrifice that each office makes to protect our community.
No
I am a big fan of their participation in Pashley's DARE program
no
no
no
Please let our officers know that we value them.
When my wife phoned in a complaint about a suspicious person in our neighborhood the female officer responding did a simple drive through of the neighborhood without stopping at all to discuss it with my wife. This small visit could have comforted her and made her feel safer but that visit never came. She's a lazy officer and it's well known in the community.
No
No
My family has been very happy with the DARE program. Officer Dunbar is a positive influence in the school.
NO
Nothing at this time.
Your doing a great job.
do not defund police
None
We appreciate our GPD and thank them for their service to our community.
no I think the Liberals need to leave policing to the people that are trained namely the police
I'd like to see GPD visit businesses on a rotating basis to get to know local business owners and reassure them that GPD is there if the need arises. Doing business with local businesses is always important but stopping by just to say hello and show a presence has value on many levels. I also think the officers would find that they have a lot of support. Maybe more than they realize.
no
The men and women of GPD have always been responsive to our needs over the 42 years we have lived in Alplaus.
No
Nothing comes to mind
I believe our Police Dept. is understaffed . More uniform patrol and detectives
No I don't see other issues

No
No
I don't know the extent to which the diversity demographics of the town and also of the state are reflected in the current police department. We should minimally be reflecting the town and striving toward the state demographics - taking advantage of every hiring opportunity to bring us closer.
This survey had awkward components. Male or female with no other choice is no longer acceptable. Requiring that a response be given in order to advance to the next question (when an opt out is not offered) is not good survey design. And I'd like to see future surveys to gather public comment at upcoming steps of the drafting and approval process for our town's revisioning of policing. Thanks
No
When we report a possible large firework explosive in the park, to an officer on site, we don't expect the officer to tell us "I'll have to call the patrol guys. That's not my job." Safety is everyone's job.
Officer C. Maggs is professional, respectful and follows up on complaints. A pleasure to work with him.
No issues.
I think this whole mandated exercise is Cuomo's attempt to make himself look good in the public eye -- but he should know, like the rest of us do -- that it will take a lot more than this
No
no
Not at this time
Support them , they are our defense in a crazy world
We lived in Glenville for 34 years and thought it was a great town to live in. We moved out to downsize.
no
No, they really need to be around more. Maybe they could do a bicycle patrol around during the summer. The town is not the cute little area it used to be.
With the recent retirements of seasoned staff, I hope the town continues to fund the PD appropriately.
no
No
As mentioned before, Glenville and Scotia departments should be combined for better efficiency and cost savings.
There is clearly a movement that is more interested in protecting minorities regardless of their behaviors and rush to judge the men and women who put themselves at risk to protect law abiding citizens.
None
No
no
no
I think our police dept is one of the best in the County

N/A
As I said I am proud of our police force and I have not heard one word about racial bias or discrimination. God Bless our police force
No
No
no.
When I stopped off at a drug take back day, the officers on duty were excellent and professional.
Yes I feel that a police officer shouldn't have the right to shot someone just because they don't obey the officer. Even if the person has a gun. The law for everyone should be the same, we as residents of New York State have to do everything in our power to retreat from a situation before we use deadly force. A police officer should not retreat but should not use deadly force until he or someone else is harmed.
no
I think the chief is friendly and accommodating.
We are very happy in the town and feel safe.
none
Nothing
Glenville police represent our community. Resist the urge to comply with outside opinions of our performance. Keep this local.
Not really
The police budget is a very large part of town spending. I would prefer we didn't have one instead utilizing the county sheriffs department.
Efforts to make the force more diverse
N/A
No
I would like the Glenville plan to include inclusion of support and expertise from mental health professionals for the GPD to utilize in their response to calls. This would include provisions for response to appropriate calls by mental health professionals with police back up.
No, thank you for this opportunity -- I am grateful for the work that is being done.
SPEEDING! Never see speeders pulled over. Mainly Charlton Road and Van Buren Road and many others
No
this survey is a good idea. should be done periodically. community involvement is imperative on a regular basis.
No
No.
No
They do a good job
Why is it ok for the police to be talking on their cell phones while driving
No
praying for GPD
No
No issues here! Chief Steve Janik and the GPD do a wonderful job! Thank you for all you do!

I believe with the opioid epidemic, that seems forgotten during this covid time, that there should be more of a presence in and around schools and parks, outside and inside, at games and etc. anywhere where young people might be approached.
None. Very pleased with GPD
Nothing specific to the GPD and no specific complaints. Two general perceptions worth noting: 1) Hiring. I've seen kids with questionable character that were children of Police officers or COs go on to careers in Law enforcement. From here it looks like nepotism. 2) Cover. I can't imagine how police could operate without professional unity. And like all professions, people who have not "been there" should not be quick to judge. But at some point, protection of police misconduct damages the entire force. Police leadership must walk a fine line.
no
As always meaningful conversations with the youth of our area may open up opportunities to improve awareness of drug abuse .
Not at this time.
N/A
No
I have no complaints. I would say keep doing what you're doing. I do not believe in defunding the police.
This is not a super comprehensive survey, does not seem that you're really trying to gather data, just checking a box for Cuomo. I would like to see continuing education for police officers, requirements (like ANY other profession) for yearly education and training. I would like the officers to feel supported by the community but also that the community does not fear calling for help.
No
No.
None
No
No
No. You've always been great.
No.
This isn't the pd's problem, people need to teach their kids respect and they aren't always a victim. The last 2/3 generations suck and the police are the ones who have to deal with it.
No
No
No
No
Training on working with people with disabilities
No
No issues! I want to say thank you for keeping us safe! We've had some issues on our road where I wasn't feeling safe being outside due too a neighbor who actually just moved. Glenville police department made sure to drive by multiple times a day keeping an eye on the house!
No
None
Na
no

No
Overall I'd rank GPD a 9.5/10 The current version of GPD is exactly what Glenville needs. More officers wouldn't be a bad thing, ideally if we can get 3-4 officers per shift rather than the current 1-2 on patrol and have more of a hand in community events then GPD will certainly be a model department other jurisdiction should look to mimic moving forward.
Yes, how about survey the victims of the crimes, especially the people of color.
I don't understand the point of the "blacked out" police cars and they make me feel uneasy. If you need it for a specific case I understand but I don't see the point of it for patrolling. Clearly marked cars convey a feeling of transparency. (But maybe there is a good reason for it, that could be an educational FB post.) Overall I'm happy with the work you do. I want this effort to be productive so I put effort into filling it out. I would love to see a continuous improvement culture in your efforts to serve the community. Please keep us updated on the results and action plans from this survey.
no
N/A
No
Your Police Department does a great job and should be commended!!
For many years, we have felt the police here do an excellent job of keeping our town a desirable place to live in.
Our police department has done an excellent job of keeping Glenville a safe, desirable community to live in. This has been true for many years.
As a suggestion when there is a response to domestic dispute and the town sends two officers to approach the building. One officer is positioned on the side and armed and the other officer making the initial contact should not be dressed in the standard police uniform with all the defensive tools around his waste. This can give the appearance of an aggressive posture. The officer can wear a protective vest. There has been articles about this in the media which recommend that this simple action may help deescalate the situation. He/she would always have back up.
No
The Police should be in the schools as well
Not right now
None.
No
No
I know you are working on the Glenridge bridge problem, but it would be nice to not see these truck going down that road toward the low bridge and the single lane bridge on Maple Ane.
-
no
I think the department does a great job and they need more resources and training for mental health and poverty related calls.
No
No
Thank you for all that you do
No
No

.
None
No.
None
.
none
No
We work very well with Glenville on our team.
I have absolutely no complaints about our police department.
no
no
Yes. Please try to keep the big trucks off Cuthbert St. Our front doors are with in 10 feet of the road. Signs say no semis but they come down every day.
No
Nope.
Nothing remarkable
Tell officers that basic driving skills like using a directional is not optional. It's illegal and potentially dangerous for other drivers
None
No
None
Clearly, there are serious national issues related to the interactions of police with minorities. I have heard of no situations of this nature in Glenville, and hope that I never will. With that said, I fully support, both philosophically and with my tax dollars any sensitivity training or the like that will enhance our officer's ability to deal fairly and professionally with the public. As good as any organization is, there is always room for improvement. The seriousness with which our town is taking the Governor's charge is underscored by the fact that Supervisor Koetzle and Chief Janik are participating on the committee. I would be interested to know if any of the committee meetings will be open to the public. I greatly appreciate the efforts of our police department and the opportunity to provide input to the committee. Pete Sheridan, Burnt Hills.
I wish the new officers were like the good old guys. They are not Gil Powers or Dan Moffett.
No
No
Making sure there is no racial profiling in glenville.
NA
No
No
not at this time
No
N/a
Very pleased with the Glenville and Scotia police. We live across from Sacandaga School where we see activity from both departments.

None
None
No
No GREAT police dept prob not enough credit
Yeah. Stop asking whether cops are racist. They are not. It's just a bunch of liberals complaining about 2 small incidents. It's not like cops are shooting up african americans on a daily basis for no reason. Like actually, the cops are fine. Just don't be racist, and don't be biased. Simple
Is there a diverse population within in Glenville Police Dept currently? Or is it predominantly one race?
No
No
No
No.
nope! keep up the good work
I don't think there are real problems in glenville like you see on TV I'm a white male in his 50s so statistically I wouldn't fit who would have negative interactions with the police. However I do think all police departments need a mental health pro on all shifts. But it must be state funded because I wouldn't want to remove an officer to fund it and it is not realistic to fund with local taxes.
No they are great
no
No.

If the contact was negative in any way, please give a brief description, addressing whether you feel discrimination played a role in the outcome?

No one ever contacted me so I do not know.

It was a positive response

Na

There was no negative experience office are quick to respond and polite

Nothing negative at all

I didn't feel discriminated against. Only negative comments would be there isn't enough police surveillance out West Glenville area vs business area in East Glenville

In one instance I called the police as my friends were outside drunkenly fighting each other. Glenville PD responded quickly, but since one of the people has a prominent local family member - the police officers left as soon as they arrived and did nothing. It was embarrassing for me, as my neighbors were woken up by the drunken screaming and officers would not return. It was appalling.

Positive

Helpful in every way.

it was very professional

N/A

I have nothing negative to say. They were wonderful.

N/A

Very positive experience

Not negative

It was not negative

No
Not negative at all. They were very helpful with car seat safety.
No negative contact never had any issues with the Glenville police department
They were great and very quick to response and take action!
It seemed ike they were not even interested in rectifying/helping. were gone in 3-4 min
Not negative.
discrimination had nothing to do with the issue, it had to do with laziness and lack of professionalism in doing his job
Was a positive experience. Officer was extremely friendly and efficient.
I salute to the police in glenville scotia. Thank you for your service
Just slow to respond.
N/a
There was nothing negative in anyway about my interactions with the Glenville PD
The contact was very professional. Even though, the incident was not a 911 emergency. They responded promptly and provided the service.
None
I have never been disrespected or discriminated against
N/A
No discrimination
N\A
Not negative
was comfortable for being pulled over by the police chief he was kind yet professional in obtaining the info he saught, no ticket was issued and it was actually nice to meet the p.c considering im pulled over alot cause of my tints (legally tinted due to medical). he listened , and his response was professional and kind. More officers should take a lesson from him.
I cant skip this question, youre almost implying guilt on behalf of the officers by not allowing me to do so
Not negative

n/a
No negativity
Call the police station to report a very serious road hazard and the phone just rings and rings
They were great and professional
No negative
Contact very positive
N/a
Not negative
NA
Nothing negative to say
My Husband and I had discussed reporting an on going incident that presented danger to the community to the GPD. I went in to speak with an Officer. The Officer who I spoke too not only dismissed my complaint but the only question he asked was "Does your Husband know you're here?" I honestly was then, and still am quite offended by the officers dismissal because I was a woman. In fact, later on in the year the individual who our complaint was centered on caused even bigger issues and the GPD had to be called in.
Not negative
Not negative
The only negative part is I was stupidly speeding
Very professional
No
N/A
Not negative
Not at all
N/A
NA

Both experiences were positive. It happened to be the same officer for the accident I witnessed and my child seat inspection. Very friendly and professional both times
No
The police officer was very professional and was doing his job.
No. The officers were professional.
There was no discrimination. The officer responded to the scene, and produced a police report in a timely manner.
None
N/a
The contact was very positive, not negative in any way!
No negative contact
They were great
No issues at all. For a traffic issue, the officer was courteous, respectful, transparent, and efficient.
N/A
Not negative
not negative
Nothing negative
Nothing negative at all.
Officer Dunbar understands the connection between having a positive interaction with the kids when they are younger so that he has open dialogue with them as they head into those years of choices.
No issues. Officer was great
na
Why would getting a ticket be based on discrimination
Only positive
The co tact was not negative although I thought he took an easy way out of a sit
Glenville police has always been professional

There was no follow up on my burglary report once filed. Discrimination did not play a role to my knowledge.

NA

The responding officer was most helpful, respectful and sincere.

Not negative

Someone stole something from our garage. Police were professional. No issues.

It wasn't a bad experience

Terrible survey

Good contact

It was not negative in any way.

Never been negative.

Unfortunately unable to assist as cyber fraud. Unable to get any police assistance though had suspect address.

The responding officers had an argument in my driveway over whether or not an arrest was necessary over a domestic incident. The officer who filed the report also put the incorrect address as well as misquoted a statement I had made. I do not believe any discrimination played a role here...

My contact was not negative anyway however I am completely and 100% on board with Governor Cuomo's need to address police reform. The entire police department across every single state and local county needs to be completely defunded —money needs to be redirected to social services, mental health professionals, community services for homeless and those in need. We are an abundantly white community but I still feel that all police departments, including Glenville's should be defunded immediately. Please look at what camden, NJ did for their community.

Nothing negative
I think the Glenville Police do an excellent job!
N/a
Very professional and helpful
Discrimination never plays a role, it is media drive lies
N/a
Not a negative interaction
.
Wasn't negative
Glenville PD always does a tremendous job. Spent time with my wife to listen to concerns. Empathetic and helpful. Thank you!
Not negative at all.
N/A
Very professional
No. There was no discrimination. Minor scrape in a parking lot. Insurance covered. Just an exchange of info.
N/a
Wallet stolen at work.
N/A
N/a
Was not negative
Have had negative situations in the past. None in the past five years.
Not negative
I have no concerns, it was handled promptly and professionally even though there was little to nothing that could be done to get my stolen item Back.

No discrimination officer very polite
It was not negative. I'm a Caucasian female. The officer was a Caucasian male. Race isn't typically spotlighted for Caucasians but gender might be. For the case of this survey, no. I was treated as an equal in terms of gender as well.
NA
Not negative.
Always professional
No
Well, I think it was a privilege that I received a quick response ( a suspected prowler call), maybe as a white person, a woman, a homeowner, a taxpayer. Who knows?
They sell cbd heavy pot in stores now, that smells and looks like normal good weed, it even contains a lessened but legal level of thc so it will FAIL A FIELD TEST. It is 100% legal to buy, own , smoke, carry, whatever anyone wants. My only request for reform is for your officers to take into account the fact a MAJORITY of us states have legalized cannabis and cbd heavy cannabis is FEDERALLY LEGAL. Be kind, to some of us it's important medicine, that some of us can't eat without, have epilepsy issues without , etc. be kind... you have some really good officers that can be trained to know that being kind is okay, and valuable when dealing with people, they are scared and defensive because they think you're going to come after their important medicine. In that moment they are saying, how am I gonna eat later when they take this right now? Knowing the hell they are going to go through without the cannabis to calm their stomach spasms that keep them from regular appetite. I am one of these individuals.
I have always had positive encounters with the police officers
Contact was not negative
Not negative. Very professional
Not negative
Contact was friendly
No discrim. He was fair...in the end. Minor traffic situation that I am still not convinced I did. Was let go in all fairness...perfectly clean driving history. Although...I did feel like I was being "egged on"...to an argument. I was not arguing and I felt like he was pushing for one...he escalated every answer I gave him, to the point I shut up and nodded.

100% professional
Nothing negative
All good
everyone was polite and helpful
Every encounter has been professional and positive.
The officer that helped me was very informative, professional and respectful.
Felt our concern was belittled but it worked out ok
All good...very professional
Very positive interaction, timely and professional responses, sincere and respectful follow up. Very pleased with the department as a whole.
No
All good
Did not feel discriminated against. Very professional and courteous
Problem solved
It was a positive experience.
No negative interaction. I was respectful and he in turn was professional
None - extremely professional.
The officers were wonderful!!
no discrimination, officers were friendly and professional

N/A
N/A
NA
Officer was extremely professional and helpful installing car seat
I was robbed by a neighbor. The Detective was polite, but unresponsive. No follow-up. Honestly, I felt like I was an inconvenience
Officer was very professional, even though it turned out to be more of a nuisance call. Very friendly.
Contact was helpful -- not negative.
.
All my contacts with the GPD have been courteous and professional
The contact was positive - the office was very professional.
All good
Positive in every way
The officer was professional
N/A
Was positive
NA
any contact with this police dept...has been positive and professional
We need more police
NA
Contact was not negative

N/A
n/a
N/A
No problem
Message was taken by someone at the station but never received call back after I made SEVERAL attempts
I can say this- I have been living in Glenville for almost 20 years, and my interaction with Glenville police has always been positive. I have only 1 negative experience, and that was last year, 2020, with Officer "CJ". He was quite nice, addressing the problem we have on our street with "squatters". He did, however, advocate FOR TRUMP, and warning AGAINST Biden/Harris. I am NOT appreciative of the police force becoming politicized, and this was quite alarming to me!!!! we see the end result of this kind of thinking was what happened in the Capitol on January 6
-
.
Very professional and polite
N/A
The officer just told me if it happened again, he would cite me for horn knocking. I suspect if he were behind me at a green light and I was just sitting there he would "ask" me to move along. The meeting was professional and courteous. I just did the same thing to him I would have done to any citizen sitting at a green light, I just gave him more time.
Very professional.
Not negative
Perfectly acceptable behavior by the officer.
Not negative at all
Contact was not negative

Not negative
There was no negative contact.
No negativity was ever shown
The officers couldn't do much and didn't offer any assistance long term. They were very polite. There could be more understanding of family demographics
Officer was professional
I have never seen any discrimination.
No negative contact.
not negative
Contact was informative.
N/a
no negative contact
No discrimination
N/A
The contact was positive, very polite.
not negative
It was a positive experience.
Your officers are Top Shelf, professional and awesome.
It was a positive discussion
Well the contact was negative because my father had died at home and the officers responded to the "unattended" death. Other than that they were very kind and professional.
The contact was very positive. The officer was polite and professional.

None
Contact was very helpful and courteous. Very positive
N/A
very positive, supportive and professional
Not negative in any way
No discrimination at all.
There was no follow up with officer.
No discrimination
Not at all. Very professional
Both officers I had contact with were kind and diligent
Officers were both professional and handled the situation in a calm and respectful way.
not negative
Dog bite, no discrimination, unless you count against cats, by the culprits.
Pulled over because the vehicle looked familiar and then ticketed for speeding through school zone. The officer was on hwy50 toward Burnt Hills as I approached hwy50 from Charlton. I was headed to gas station. He never "technically" pulled me over. However I was given a speeding ticket through a school zone.
No negative comment. It was on a friendly basis.
Never had any negative contact

Contact was over the phone and was very professional.
N/A
No
I do not feel the interaction was negative.
I had to report that my telephone and computer had been hacked and that I had some information as to the people who were responsible, i.e. names. Apparently, they showed very little interest as to what my complaint was, so I left. However, I honestly don't feel that discrimination played a role, I feel that the officer in charge at the time showed little interest.
was not negative
Traffic violation. Officer was professional and reasonable
Contact was positive
We had to leave a message on the phone. I went to the station but there was only a phone contact available. We never heard back but did see the dog warden in the area after that call. These dogs were dangerous and roaming freely.
Nothing negative
Not negative
I was driving without my headlights, he told me and I turned them on. The officer was white and so am I and I didn't experience discrimination.
We love our GPD officers.
I noted NO bias or discrimination.
N A
I felt that the PD acted professionally and provided a personal touch.
Contact was not negative
none
N/a

<b>HE WAS AWESOME</b>
The discussion with the police chief at our house was very cordial and professional, though I haven't witnessed any change in catching speeders on Spring Rd.
The contact was extremely positive.
I probably don't want to miss the chance to comment here. I don't think my experience as a Glenville resident, home owner is important. Sure, a Glenville cop came in response to my call about a seemingly ill racoon in our garage, and we have no complaint. My long prior experience with police generally, where I lived and worked prior to Glenville, depended on context. In far too many contexts, perfectly professional cops behaved unprofessionally and threateningly, and worse. For instance. I was asked by a white detective on a narcotics squad: "What are you doing in this neighborhood?" While I wasn't killed or beaten, I was humiliated and evidence was fabricated. I wish I was sure that no Glenville officer would ever ask that question or perjure them self. I have no similar experience here, but I am not at all sure it wouldn't happen.
not negative
not negative
police need more sensitivy training regarding victims of domestic violence please
Not negative
It was not negative in any way.
Was followed after leaving a restaurant for no reason and stopped under a made up premise of out dated registration which was completely incorrect. Was in the middle of the registration period - meaning the registration would not expire for another year. Very "odd" traffic stop.
<b>NOT NEGATIVE AT ALL.</b>
No discrimination
Went to answer an alarm officer never arrived. I notified the PD they stated that the officer was cleared because the dispatcher stated that they talked to the home owner. My question is how did they know who they talked to? Discussion on this matter was taken care of by LT Petroski.
I was not there when the police arrived to check out the situation.

Not negative in any way
Did not feel discrimination.
Positive contact, extremely professional officer.
There was no discrimination
The Officer that responded was extremely helpful and mitigated the incident in a professional manner
was not negative
Na
Not negative
Absolutely not
None
N/A
not negative in any way
Not applicable - officer was kind and professional
No discrimination. Just not helpful. Maybe he wasn't trained to make helpful suggestions after an attempted breakin.


Not negative in any way
No negativity.
Officer was very nice.
It was NOT a negative contact. The officers who responded were very professional and caring
does not apply
We had a fire in an outbuilding. Police and fire were helpful.
The contact was positive it was a Holiday and i was outside for 2 hours and got very cold (it was winter) Had no recourse but to call 911 and the Glenville police rescued me from the cold ,And helped me find my way home.
Positive experience
no problems
Not Negative
Always very positive. Always respectful and helpful. Always patient and professional.
No discrimination, but he was condescending
Contact was not negative
Positive experience
Positive.
None
No issue
Not negative

I've called on multiple occasions regarding speeders and reckless driving in my neighborhood. I watch 8-10 cars run a stop sign daily, teenagers racing dirt bikes , and drag racing down my street. I've never seen a squad car sitting to try to get them or seen any response. (I live on wheeler drive)
Nothing negative
not negative
Nothing negative at all.
not negative
It was a positive presentation.
No discrimination at all officer was courteous professional & showed concern
There was no discrimination. They were very helpful but could make it easier to get accident report.
N/A
It wasn't negative
Not negative at all, very professional
NA
POSITIVE
N/A
Discrimination in a way the police sided with the business owner and not the property owner
I do not feel discrimination was a factor at all.
N/A
No
.
not negative

The contact was positive.
The contact was not negative
N/A
No
I have been guilty of basic traffic stops, been in contact with police at local events, and have called upon them for various issues. I always attempt to maintain a level of professionalism and they have done the same.
Not at all
While Cuomo may be forcing us to do this, we support our law enforcement officers and are angered by the media and Governor's attempts to cast them in a negative light.
I called in a complaint concerning the local Dog Park. I gave my real name - mistake. The officer arrived as I was talking to the violator in a friendly manner. As the officer was talking to the violator, he asked the officer if he knew who called in the complaint. The officer pointed to me as I was standing next to the male who appeared to be agitated. Ok, so I was later told I should have noted in my call that I didn't want to be identified. Nonsense! I'm in my 70's, the violator is in his early 30's and pissed - with me standing next to him! The dispatcher should have asked if I wanted to identified as the caller IAW the Privacy Act of 1974. Additionally, in another incident, as a witness, my neighbor called the local PD and reported his neighbor was burning garbage in his back yard with the smoke coming into his home. this was in 2012. The Police Officer arrived (Smith I think), talked with the violator, failed to look at his fire-pit to see if garbage was being burned and subsequently identified the callers at the violator's request. The Officer, at the conclusion of his interview of the violator drove his cruiser into the driveway of the caller's home... much to their surprise and stress! The violator looked at me and stated he should go over to the neighbor's home to have a talk with them. I discourage him from that action. Bottom line, we need to stop identifying our witnesses to the perpetrators unless there is a court action in play. If there is evidence of a violation then go with the evidence and stop pointing out the innocent citizens who took their time to strengthen our community. At least ask your callers if they wish to remain anonymous at the time they are making the complaint. That saying... "if you see something... say something" will dry up soon if innocent people have to worry about their safety, home or car from some nut job. Yes, I know you know who I am and that's fine.
Not negative
The officers were completely professional!
Do not feel discrimination was an issue.
Wasn't negative
Officer was extremely professional

Not negative
I did not have a negative experience. Detective Marchewka was very professional and most helpful. He was very polite and helped me more than I can say. I feel our police department is the greatest.
N/A
Not negative
I don't really have an opinion just yet but I have seen in domestic violence that there is tunnel vision that the woman is always the abused and that's not always the case.
n/a
Called dispatch for prowler/possible home invasion. Had to call twice. It took a full 52 minutes for a cruiser to arrive, during which time I could have been murdered
Absolutely, age and gender.
No, discrimination did not play a role.
Nothing to provide.
was not negative. He spoke about police policy
It was a totally positive experience
N/A
Not negative in any way
Not negative
Traffic stop where officer was rude in his conversation.
Contact was not negative.
Felt heard and respected.
none
Very positive and helpful!

Very professional
contact was positive.
contact was satisfactory and professional
Not applicable.
Never negative
It was a very positive experience ... there was NO discrimination of any kind.
The officer did nothing. I live two houses away from the person blasting his music loud enough that it was louder in my yard than if I played my own music. They said since it wasn't 80 decibels in my yard, two houses away, that it wasn't an offense. The ordinance says 80 decibels at his property boundary which it obviously was. It was clear the officer didn't want to deal with it.
n/a
Officer did his job respectfully. No problems.
Not negative
My interaction resulted in delays and misleading information with no follow through because the person harassing me was the brother of a Detective Lamb
The contact was not negative
I called Glenville police hoping for assistance with a domestic dispute in our neighborhood involving a mixed race couple. The father was caucasian, the mother was not. The police had responded earlier in the day to their home, and the children had been left in their mother's care. I was disappointed and disturbed that the responding officer did not even speak to us about what was going on, ignored the mother completely, and essentially only dealt with the father, taking him into our house where the children were playing with ours, and instructing them to leave with their father, which is what the mother was trying to prevent, and why I had called the police, hoping for some help resolving the situation without upsetting the children further. He then accused the mother in the report of blocking the father into our driveway, which was not true at all, or the father would not have been able to leave with the children. While at our home, the responding officer did nothing to acknowledge the mother or address her concerns and only spoke with the father. Granted, I do not know what conversations had taken place earlier. I only knew that our

neighbors were distraught with a situation I could not resolve, and that the police officer did nothing to resolve the situation with understanding. The mother was treated as an obstacle, not a person, and I felt the same way.

The contact was not negative in any way!

Absolutely not. In my view, Officers are always very professional and with all community members.

Not Negative

Took forever to respond.

Contacts have always been positive.

N/a

n/a

2017-No one would come to the door. Kind of dismissed my concerns. Often times the Glenville PD don't want to respond or minimize your reporting.

The contact was very professional!

none

It was not negative

No

Contact was not negative, it was disappointing because they could do nothing about the situation because of our laws.

NA

Not applicable

Police Officers were professional and effective.

Extremely polite.

Very professional

very prof.

Officers have always been professional
Not applicable. The officer(s) assisting me were helpful, professional and considerate.
officer was very professional and respectful
It was not negative in any way
No negativity.
The officer was onsite about 15 seconds after lumber slid out of the back of my truck. He was polite but also talked down to me and I got the impression he felt women should not be driving trucks or moving lumber.
I had a very positive experience
Contact was positive
No, very positive.
Contact was not negative in any way.
Positive
The connect wasn't negative
Clear case of racial profiling by the police officer
N/A
I love our Glenville PD
does not apply
Discrimination was not the issue. Was complains about flagrant traffic violations in the neighborhood.
It wasn't negative.
He refused to believe me and called me "hon"
The officer was fine
No
Very understanding and professional.
Glenville Police have been polite and professional in all contact that I've had.
It was not negative.
Not negative in anyway.

was not a negative contact
NA
N/A
Never negative
The officer was very helpful and professional
The Glenville Police Department is and has always been awesome.
Nothing negative to mention. The Glenville police have been great. Several times brought them breakfast to show my appreciation for their service. Not an easy job these days.
N/A
N/a
Not negative
Positive
Glenville police officers were NEVER negative! They treated the situation very professionally!
Not negative at all.
I did not feel discriminated at all felt officer was very professional
Na
GPD has always been quick to respond, very professional, very efficient, and follows use of force tree extremely well.
No discrimination was seen, they did arrest a black male that was stealing from Walmart.
An overwhelmed officer trying to direct traffic was screaming and name calling at confused motorist. He needed help, and motorist were confused, no one was in danger/ it was a non-emergency. Race was not a factor. I assume this was an isolated bad day.
The officer seemed slightly annoyed however justified so
N/A
Contact was positive
The contact was very professional
It took the Police 35 to 40 minutes to come to my apartment, I locked my keys in my car. The cop said that they had only two officers working.

I have lived in Glenville my entire life and contact with the Glenville police has been nothing but positive .
Great experience, no issues.
N/a
The contact was not negative.
Na
Very professional and responsive
.
Not negative in any way. My interaction with the Glenville police was excellent. They responded quickly, off-hourd. Very professional, courteous, and empathetic to a home break-in.
All interactions have been positive.
.
I believe the peace officers in my surrounding counties including Glenville are very professional they do their job the best they can and letting an executive order coming from a man who is under suspicion himself is not something that these Glenville Police Department should have to worry about .this is just my opinion
Not negative at all
It wasn't negative. All of the officers I have ever felt with have been polite and professional
N/A because I'm white
No concerns around discrimination for me....caucasian.
No negitivity was experienced
Fully professional contact
My accident was handle professionally. They checked to see if I was ok. The traffic stop was different. When the officer turn on his lights to pull me over I turned off Route 50 into the Highland Square Apartments. I had to explain to the officer that it is safer to be off Route 50 during heavy traffic. I know because I work in lane closures on State highways. I had to also explain to him that I

did not rev my motor because I was not in park or neutral. I have an automatic truck and not a 4 speed muscle car.
Two positive experiences. Both officers responded quickly and were helpful and kind.
I requested cars be present when my children get on and off their school buses because the traffic rarely stops for the bus's flashing lights. Cars were present only once.
Police car hit my cat
N/a
No negative experience
None
Not applicable
Not negative at all!
No
Entirely professional. No.
it wasn't negative at all
Not negative. Officer professional and polite
Police officers in our area are amazing
nothing to add
The contact was not negative.

### **LAW ENFORCEMENT CODE OF ETHICS**

As a law enforcement officer, my fundamental duty is to serve the community; to safeguard lives and property; to protect the innocent against deception, the weak against oppression or intimidation and the peaceful against abuse or disorder; and to respect the constitutional rights of all to liberty, equality and justice.

I will keep my private life unsullied as an example to all and will behave in a manner that does not bring discredit to me or to my agency. I will maintain courageous calm in the face of danger, scorn or ridicule; develop self-restraint; and be constantly mindful of the welfare of others. Honest in thought and deed both in my personal and official life, I will be exemplary in obeying the law and the regulations of my department. Whatever I see or hear of a confidential nature or that is confided to me in my official capacity will be kept ever secret unless revelation is necessary in the performance of my duty.

I will never act officiously or permit personal feelings, prejudices, political beliefs, aspirations, animosities or friendships to influence my decisions. With no compromise for crime and with relentless prosecution of criminals, I will enforce the law courteously and appropriately without fear or favor, malice or ill will, never employing unnecessary force or abuse and never accepting gratuities.

I recognize the badge of my office as a symbol of public faith, and I accept it as a public trust to be held so long as I am true to the ethics of police service. I will never engage in acts of corruption or bribery, nor will I condone such acts by other police officers. I will cooperate with all legally authorized agencies and their representatives in the pursuit of justice.

I know that I alone am responsible for my own standard of professional performance and will take every reasonable opportunity to enhance and improve my level of knowledge and competence.

I will constantly strive to achieve these objectives and ideals, dedicating myself before God to my chosen profession . . . law enforcement.

# Glenville Police Department

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## **GLENVILLE POLICE DEPARTMENT MISSION STATEMENT**

The Town of Glenville Police Department is dedicated to providing public safety by serving the community with professionalism and integrity, in a manner to instill a sense of pride and respect, both within our department and our community while recognizing the importance of the safety of our members.

## Law Enforcement Authority for Police Officers

### 100.1 PURPOSE AND SCOPE

State NYSLEAP - 8.4 - 2.7 NYSLEAP - 8.5 - 2.7

The purpose of this policy is to affirm the authority of the members of the Glenville Police Department to perform their functions based on established legal authority.

### 100.2 POLICY

State

It is the policy of the Glenville Police Department to limit its members to only exercise the authority granted to them by law.

While this department recognizes the power of peace officers to make arrests and take other enforcement action, officers are encouraged to use sound discretion in the enforcement of the law. This department does not tolerate abuse of law enforcement authority.

### 100.3 POLICE OFFICER POWERS

State NYSLEAP - 8.4 - 2.7 NYSLEAP - 8.5 - 2.7

Sworn members of this department are authorized to exercise police officer powers pursuant to applicable state law.

#### 100.3.1 ARREST AUTHORITY WITHIN THE GEOGRAPHICAL AREA OF EMPLOYMENT OF THE GLENVILLE POLICE DEPARTMENT

State

Members serving as police officers have arrest authority within the geographical area of employment of the Glenville Police Department when:

- (a) In compliance with an arrest warrant pursuant to CPL § 120.60.
- (b) Without a warrant, when there is reasonable cause to believe an offense has been committed in the presence of the member (CPL § 140.10). For a petty offense, the offense must have been committed within the member's geographical area of employment or within 100 yards of the police officer's geographical area of employment.
- (c) Without a warrant, when there is reasonable cause to believe that the person committed a crime, whether or not in the member's presence (CPL § 140.10).

#### 100.3.2 ARREST AUTHORITY OUTSIDE THE GEOGRAPHICAL AREA OF EMPLOYMENT OF THE GLENVILLE POLICE DEPARTMENT

State

A member serving as a police officer may arrest a person outside the geographical area of employment of the Glenville Police Department:

- (a) Pursuant to a warrant; however, a warrant of arrest issued by a city court, a town court, or a village court may only be executed outside the county of issuance or any

# Glennville Police Department

## Policy Manual

### Law Enforcement Authority for Police Officers

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adjoining county if the warrant has the written endorsement of a local criminal court of the county in which the arrest is to be made (CPL § 120.70).

- (b) Without a warrant when there is reasonable cause to believe a crime has been committed anywhere in the state (CPL § 140.10).
- (c) Without a warrant when there is reasonable cause to believe that an offense has been committed in the presence of the officer.
  - 1. Arrests for petty offenses may be made when the petty offense occurred within the member's geographical area of employment or within 100 yards of the geographical area and (CPL § 140.10):
    - (a) The arrest is made in the county where the officer reasonably believes the offense was committed or in an adjoining county; or
    - (b) The arrest is made in the county where the individual is apprehended after continuous close pursuit as long as the pursuit began in the county where the officer reasonably believes the offense was committed or in an adjoining county.

#### **100.4 INTERSTATE POLICE OFFICER POWERS**

##### **State**

Police officer powers for officers of the Glennville Police Department may be extended into other states:

- (a) As applicable under interstate compacts, memorandums of understanding or mutual aid agreements in compliance with the laws of each state.
- (b) When an officer is in continuous close pursuit into Connecticut, Massachusetts, New Jersey or Pennsylvania to arrest a person for a felony committed within the state of New York (Connecticut, C.G.S. § 54-156; Massachusetts, G.L. c. 276, § 10A; New Jersey, N.J.S.A. 2A:155-4; Pennsylvania, 42 Pa.C.S. § 8922; Vermont, 13 V.S.A. § 5042).
- (c) When an officer is in continuous close pursuit into Vermont to arrest a person for a felony or the offense of operating a motor vehicle while under the influence of intoxicating liquor committed within the state of New York (Vermont, 13 V.S.A. § 5042).

When an arrest is made in another state, the officer shall take the person arrested before a judge, justice or magistrate of the judicial district or county in which the arrest was made without unnecessary delay.

A law enforcement officer of another state who enters New York in close and continuous pursuit of a person for committing an act that would be a crime if committed in New York has the authority to make the arrest under CPL § 140.55.

#### **100.5 CONSTITUTIONAL REQUIREMENTS**

##### **Federal** NYSLEAP - 8.4 - 50.1 NYSLEAP - 8.5 - 50.1

# Glennville Police Department

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## *Law Enforcement Authority for Police Officers*

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All members shall observe and comply with every person's clearly established rights under the United States and New York Constitutions.

# Policy Manual

## 103.1 PURPOSE AND SCOPE

**Discretionary** NYSLEAP - 8.4 - 2.3 NYSLEAP- 8.5 - 2.3

The manual of the Glenville Police Department is hereby established and shall be referred to as the Policy Manual or the manual. The manual is a statement of the current policies, procedures, rules and guidelines of this department. All members are to conform to the provisions of this manual.

All prior and existing manuals, orders and regulations that are in conflict with this manual are rescinded, except to the extent that portions of existing manuals, orders and other regulations that have not been included herein shall remain in effect where they do not conflict with the provisions of this manual.

## 103.2 POLICY

**Best Practice**

Except where otherwise expressly stated, the provisions of this manual shall be considered as guidelines. It is recognized that the work of law enforcement is not always predictable and that circumstances may arise that warrant departure from these guidelines. It is the intent of this manual to be viewed from an objective standard, taking into consideration the sound discretion entrusted to members of this department under the circumstances reasonably available at the time of any incident.

### 103.2.1 DISCLAIMER

**Best Practice**

The provisions contained in the Policy Manual are not intended to create an employment contract nor any employment rights or entitlements. The policies contained within this manual are for the internal use of the Glenville Police Department and shall not be construed to create a higher standard or duty of care for civil or criminal liability against the Town, its officials or department members. Violations of any provision of any policy contained within this manual shall only form the basis for administrative action, training or discipline. The Glenville Police Department reserves the right to revise any policy content, in whole or in part.

## 103.3 AUTHORITY

**Discretionary** NYSLEAP - 8.4 - 2.3 (B), 2.3 NYSLEAP- 8.5 - 2.3 (B), 2.3

The Chief of Police shall be considered the ultimate authority for the content and adoption of the provisions of this manual and shall ensure compliance with all applicable federal, state and local laws. The Chief of Police or the authorized designee is authorized to issue Personnel Orders, which shall modify those provisions of the manual to which they pertain. Personnel Orders shall remain in effect until such time as they may be permanently incorporated into the manual.

## 103.4 DEFINITIONS

**Best Practice** **MODIFIED**

# Glenville Police Department

## Policy Manual

### *Policy Manual*

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The following words and terms shall have these assigned meanings throughout the Policy Manual, unless it is apparent from the content that they have a different meaning:

**Town** - The Town of Glenville.

**Civilian** - Employees and volunteers who are not sworn police officers or peace officers.

**Department/GPD** - The Glenville Police Department.

**DCJS** - New York State Division of Criminal Justice Services.

**DHSES** - New York State Division of Homeland Security and Emergency Services.

**DJJOY** - New York State Division of Juvenile Justice and Opportunities for Youth, Office of Children and Family Services.

**DMV** - New York State Department of Motor Vehicles.

**Employee/personnel** - Any person employed by the Department.

**Manual** - The Glenville Police Department Policy Manual.

**May** - Indicates a permissive, discretionary or conditional action.

**Member** - Any person employed or appointed by the Department. This includes:

- Full- and part-time (if applicable) employees
- Sworn officers
- 
- Civilian employees
- 

**NYSP** - New York State Police.

**OCFS** - New York State Office of Children and Family Services.

**OPDV** - New York State Office for the Prevention of Domestic Violence.

**Officer** - Those employees, regardless of rank, who are sworn employees of the Glenville Police Department.

**Officer-in-charge (OIC)** - The senior patrol officer working when there is no other supervisor on the shift. The officer-in-charge will be the shift supervisor except when circumstances reasonably require the notification or involvement of the member's off-duty supervisor or an on-call supervisor.

**On-duty** - A member's status during the period when he/she is actually engaged in the performance of his/her assigned duties.

**Order** - A written or verbal instruction issued by a superior.

# Glenville Police Department

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**Outside agency tactical team** - A tactical team from another law enforcement agency that responds to the Town of Glenville upon the request of a Glenville supervisor to assist in an incident requiring a specialized response.

**Rank** - The title of the classification held by an officer.

**Shall or will** - Indicates a mandatory action.

**Should** - Indicates a generally required or expected action, absent a rational basis for failing to conform.

**Supervisor** - A person in a position of authority that may include responsibility for hiring, transfer, suspension, promotion, discharge, assignment, reward or discipline of other department members, directing the work of other members or having the authority to adjust grievances. The supervisory exercise of authority may not be merely routine or clerical in nature but requires the use of independent judgment.

The term "supervisor" may also include any person (e.g., officer-in-charge, lead or senior worker) given responsibility for the direction of the work of others without regard to a formal job title, rank or compensation.

### 103.5 ISSUING THE POLICY MANUAL

**Best Practice** NYSLEAP - 8.4 - 2.3 (E), 2.3 NYSLEAP- 8.5 - 2.3 (E), 2.3

An electronic version of the Policy Manual will be made available to all members on the department network for viewing and printing. No changes shall be made to the manual without authorization from the Chief of Police or the authorized designee. The policies in the manual will be consistent in their format and design, indexed by topic, and will have corresponding numbering (e.g., Organization & Administration – 200s; General Operations – 300s).

Each member shall acknowledge in writing that he/she has been provided access to and has had the opportunity to review the Policy Manual and Personnel Orders. Members shall seek clarification as needed from an appropriate supervisor for any provisions that they do not fully understand.

### 103.6 PERIODIC REVIEW OF THE POLICY MANUAL

**Best Practice** NYSLEAP - 8.4 - 2.3 (C), 2.3 NYSLEAP- 8.5 - 2.3 (C), 2.3

The Chief of Police will ensure that the Policy Manual is periodically reviewed and updated as necessary but at a minimum once every five-year period of accreditation.

### 103.7 REVISIONS TO POLICIES

**Best Practice** NYSLEAP - 8.4 - 2.3 (D), 2.3 NYSLEAP- 8.5 - 2.3 (D), 2.3

Proposed changes in policy, procedures, or rules and regulations will be subject to staff review, and their ultimate approval or disapproval shall be the responsibility of the Chief of Police. Any

# Glenville Police Department

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### *Policy Manual*

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changes will be forwarded to the Accreditation Committee for indexing and distribution. This policy shall not affect informational bulletins within or between Divisions. All revisions to the Policy Manual will be provided to each member on or before the date the policy becomes effective. Each member will be required to acknowledge that he/she has reviewed the revisions and shall seek clarification from an appropriate supervisor as needed. The Accreditation Committee shall retain records of revised and replaced policies along with notes that track the development of such policies and their effective dates.

Members are responsible for keeping abreast of all Policy Manual revisions. Each Lieutenant will ensure that members under his/her command are aware of any Policy Manual revision.

All department members suggesting revision of the contents of the Policy Manual shall forward their written suggestions to their Lieutenants, who will consider the recommendations and forward them to the command staff as appropriate.

## Training

### 203.1 PURPOSE AND SCOPE

**Best Practice** NYSLEAP - 8.4 - 33.2, 34.2, 35.1 NYSLEAP - 8.5 - 33.2, 34.2, 35.1

This policy establishes general guidelines for how training is to be identified, conducted and documented. This policy is not meant to address all specific training endeavors or identify every required training topic.

### 203.2 POLICY

**Best Practice**

The Department shall administer a training program that will meet the standards of federal, state, local and the New York State Division of Criminal Justice Services (DCJS) training requirements. It is a priority of this department to provide continuing education and training for the professional growth and development of its members.

### 203.3 OBJECTIVES

**Discretionary**

The objectives of the training program are to:

- (a) Enhance the level of law enforcement service to the public.
- (b) Increase the technical expertise and overall effectiveness of department members.
- (c) Provide for continued professional development of department members.
- (d) Ensure compliance with DCJS rules and regulations concerning law enforcement training.

### 203.4 TRAINING PLAN

**Best Practice**

It is the responsibility of the Training Lieutenant to develop, review, update and maintain a training plan and to ensure that mandated basic, in-service and department-required training is completed by all members as needed or required. The training plan should include the anticipated costs associated with each type of training, including attendee salaries and backfill costs. The plan should include a systematic and detailed method for recording and logging of all training for all members.

While updates and revisions may be made to any portion of the training plan at any time it is deemed necessary, the Training Lieutenant shall review the entire training plan on an annual basis.

The plan will include information on curriculum, training material, training facilities and scheduling. The plan will address federal, state and department-required, minimum-mandated training of officers and other members.

# Glenville Police Department

## Policy Manual

### Training

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#### 203.4.1 MANDATED ANNUAL TRAINING

**Best Practice** NYSLEAP - 8.4 - 33.1, 33.2, 34.2 NYSLEAP- 8.5 - 33.1, 33.2, 34.2

The annual training plan shall include a minimum of 21 hours of annual in-service training. At a minimum, the plan must include training in firearms, legal updates, and the use of force and deadly force. Firearms training must include actual range training. The Training Lieutenant should consider recommendations from the Training Committee to supplement these topics.

Only officers who are certified as general topic or specific topic instructors, as the type of training necessitates, shall be utilized for the mandatory 21 hours of training within the annual training plan (9 NYCRR § 6023.1 et seq.; 9 NYCRR § 6024.1 et seq.).

The annual training plan must include training for all supervisors that is designed to enhance supervisory skills.

#### 203.4.2 SPECIALIZED TRAINING

**Best Practice** NYSLEAP - 8.4 - 33.3 NYSLEAP- 8.5 - 33.3

The Training Lieutenant shall identify the positions that require specialized training beyond that provided in the Municipal Police Training Council (MPTC) Basic Course for Police Officers or the annual training plan. Specialized training may include technical and job specific subjects needed to provide skills, knowledge and ability to adequately perform the tasks required for the specific position.

Examples of specialized training may include, but are not limited to, firearms, defensive tactics, canine, Special Weapons and Tactics (SWAT), scuba, bomb disposal, mounted patrol, investigative specialists and field training officer (FTO). Specialized training will be conducted as soon as possible after appointment and will be periodically evaluated to determine if supplemental training is necessary.

#### 203.5 GOVERNMENT-MANDATED TRAINING FOR POLICE OFFICERS

**State** NYSLEAP - 8.4 - 32.1, 32.3, 34.1 NYSLEAP- 8.5 - 32.1, 32.3, 34.1

The following lists, while not all inclusive, identify training that is required under state and federal laws and regulations.

- (a) Federally mandated training:
  - 1. National Incident Management System (NIMS) training
- (b) State-mandated training (General Municipal Law § 209-q):
  - 1. Newly appointed officers must successfully complete an MPTC-approved Basic Course for Police Officers. This training must be completed within the first year from the date of original appointment. Officers may not carry or use any firearm in the performance of their duties, except for department firearms training, until they have successfully completed the MPTC Basic Course for Police Officers,

# Glenville Police Department

## Policy Manual

### Training

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or a program that meets or exceeds the basic course requirements in use of firearms and instruction in deadly physical force.

2. Newly appointed first-line police supervisors of any rank must successfully complete the MPTC Course in Police Supervision within a year of their appointment (9 NYCRR § 6021.7).

#### 203.6 TRAINING COMMITTEE

##### Discretionary

The Training Lieutenant may establish a Training Committee, on a temporary or as-needed basis, which will assist with identifying training needs.

The Training Committee should be comprised of at least three members, with the senior ranking member of the committee acting as the chairperson. Committee members should be selected based on their abilities at post-incident evaluation and at assessing related training needs. The Training Lieutenant may remove or replace members of the committee at his/her discretion.

The Training Committee should review certain incidents to determine whether training would likely improve future outcomes or reduce or prevent the recurrence of the undesirable issues related to an incident. Specific incidents the Training Committee should review include, but are not limited to:

- (a) Any incident involving the death or serious injury of a member.
- (b) Incidents involving a high risk of death, serious injury or civil liability.
- (c) Incidents identified by the Department to determine possible training needs.

The Training Committee should convene on a regular basis, as determined by the Training Lieutenant, to review the identified incidents. The committee shall determine by consensus whether a training need exists and then submit written recommendations of its findings to the Training Lieutenant. The recommendation should not identify specific facts of any incidents, such as identities of members involved or the date, time and location of the incident, but should focus on the type of training being recommended.

The Training Lieutenant will consider the recommendations of the committee and determine what training should be addressed, taking into consideration the mission of the Department and the available resources. Training recommendations as determined by the Training Lieutenant shall be submitted to the command staff for review.

#### 203.7 TRAINING ATTENDANCE

##### Best Practice

- (a) All members assigned to attend training shall attend as scheduled unless previously excused by their immediate supervisor. Excused absences should be limited to:
  1. Court appearances.
  2. Previously approved vacation or time off.

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### Training

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3. Illness or medical leave.
  4. Physical limitations preventing the member's participation.
  5. Emergency situations or department necessity.
- (b) Any member who is unable to attend training as scheduled shall notify his/her supervisor as soon as practicable but no later than one hour prior to the start of training and shall:
1. Document his/her absence in a memorandum to his/her supervisor.
  2. Make arrangements through his/her supervisor or the Training Lieutenant to attend the required training on an alternate date.

### 203.8 DAILY TRAINING BULLETINS

#### Best Practice

The Lexipol Daily Training Bulletins (DTBs) are contained in a Web-accessed system that provides training on the Glenville Police Department Policy Manual and other important topics. Generally, one training bulletin is available for each day of the month. However, the number of DTBs may be adjusted by the Training Lieutenant.

Members assigned to participate in DTBs shall only use the login credentials assigned to them by the Training Lieutenant. Members should not share their password with others and should frequently change their password to protect the security of the system. After each session, members should log off the system to prevent unauthorized access. The content of the DTBs is copyrighted material and shall not be shared with others outside of the Department.

Members who are assigned to participate in the DTB program should complete each DTB at the beginning of their shifts or as otherwise directed by their supervisor. Members should not allow uncompleted DTBs to build up over time, and may be required to complete DTBs missed during extended absences (e.g., vacation, medical leave) upon returning to duty. Although the DTB system can be accessed from any Internet-enabled computer, members shall only take DTBs as part of their on-duty assignments, unless directed otherwise by a supervisor.

Supervisors will be responsible for monitoring the progress of those under their command to ensure compliance with this policy.

### 203.9 TRAINING RECORDS

#### Best Practice NYSLEAP - 8.4 - 35.1, 35.2, 35.3 NYSLEAP- 8.5 - 35.1, 35.2, 35.3

The Training Lieutenant is responsible for the creation, filing and storage of all training records. Training records shall be retained in accordance with the established records retention schedule. The Training Lieutenant will ensure that all employee training records are up-to-date and properly documented for all sworn personnel. Such records will include the dates attended, the total amount of hours and the name of the course. The Training Lieutenant will ensure that accurate records are on file for all training courses sponsored by the Glenville Police Department and/or

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attended by sworn personnel, including copies of lesson plans, curricula or course descriptions. Such records shall be retained indefinitely.

#### 203.9.1 MPTC RECORDS

**State**

In-service training conducted by the Department shall be reported to the DCJS within 10 days after the conclusion of the course (9 NYCRR § 6022.5; 9 NYCRR § 6022.5-a).

#### 203.9.2

**State** **MODIFIED**

## Use of Force

### 300.1 PURPOSE AND SCOPE

#### Best Practice

This policy provides guidelines on the reasonable use of force. While there is no way to specify the exact amount or type of reasonable force to be applied in any situation, every member of this department is expected to use these guidelines to make such decisions in a professional, impartial, and reasonable manner (Executive Law § 840).

In addition to those methods, techniques, and tools set forth below, the guidelines for the reasonable application of force contained in this policy shall apply to all policies addressing the potential use of force, including but not limited to the Control Devices and Conducted Energy Device policies.

#### 300.1.1 DEFINITIONS

##### Federal

Definitions related to this policy include:

**Deadly force** - Force reasonably anticipated and intended to create a substantial likelihood of causing death or very serious injury. This includes force that, under the circumstances, is readily capable of causing death or serious physical injury (Executive Law § 840).

**Feasible** - Reasonably capable of being done or carried out under the circumstances to successfully achieve the arrest or lawful objective without increasing risk to the officer or another person.

**Force** - The application of physical techniques or tactics, chemical agents, or weapons to another person. It is not a use of force when a person allows him/herself to be searched, escorted, handcuffed, or restrained.

**Imminent** - Ready to take place; impending. Note that imminent does not mean immediate or instantaneous.

**Totality of the circumstances** - All facts and circumstances known to the officer at the time, taken as a whole, including the conduct of the officer and the subject leading up to the use of force.

### 300.2 POLICY

#### Best Practice

The use of force by law enforcement personnel is a matter of critical concern, both to the public and to the law enforcement community. Officers are involved on a daily basis in numerous and varied interactions and, when warranted, may use reasonable force in carrying out their duties.

Officers must have an understanding of, and true appreciation for, their authority and limitations. This is especially true with respect to overcoming resistance while engaged in the performance of law enforcement duties.

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### *Use of Force*

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The Glenville Police Department recognizes and respects the value of all human life and dignity without prejudice to anyone. Vesting officers with the authority to use reasonable force and to protect the public welfare requires monitoring, evaluation, and a careful balancing of all interests.

#### 300.2.1 DUTY TO INTERCEDE AND REPORT

##### **Federal**

Any officer present and observing another law enforcement officer or a member using force that is clearly beyond that which is objectively reasonable under the circumstances shall, when in a position to do so, intercede to prevent the use of unreasonable force.

Any officer who observes another law enforcement officer or a member use force that is potentially beyond that which is objectively reasonable under the circumstances should report these observations to a supervisor as soon as feasible.

#### 300.2.2 PERSPECTIVE

##### **Best Practice**

When observing or reporting force used by a law enforcement officer, each officer should take into account the totality of the circumstances and the possibility that other law enforcement officers may have additional information regarding the threat posed by the subject.

#### 300.3 USE OF FORCE

##### **Federal** NYSLEAP - 8.4 - 20.1 (A) NYSLEAP - 8.5 - 20.1 (A)

Officers shall use only that amount of force that reasonably appears necessary given the facts and circumstances perceived by the officer at the time of the event to accomplish a legitimate law enforcement purpose.

The reasonableness of force will be judged from the perspective of a reasonable officer on the scene at the time of the incident. Any evaluation of reasonableness must allow for the fact that officers are often forced to make split-second decisions about the amount of force that reasonably appears necessary in a particular situation, with limited information and in circumstances that are tense, uncertain and rapidly evolving.

Given that no policy can realistically predict every possible situation an officer might encounter, officers are entrusted to use well-reasoned discretion in determining the appropriate use of force in each incident.

It is also recognized that circumstances may arise in which officers reasonably believe that it would be impractical or ineffective to use any of the tools, weapons or methods provided by this department. Officers may find it more effective or reasonable to improvise their response to rapidly unfolding conditions that they are confronting. In such circumstances, the use of any improvised device or method must nonetheless be reasonable and utilized only to the degree that reasonably appears necessary to accomplish a legitimate law enforcement purpose.

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While the ultimate objective of every law enforcement encounter is to avoid or minimize injury, nothing in this policy requires an officer to retreat or be exposed to possible physical injury before applying reasonable force.

#### 300.3.1 USE OF FORCE TO EFFECT AN ARREST

**State** NYSLEAP - 8.4 - 20.1 (A) NYSLEAP - 8.5 - 20.1 (A)

A police officer or a peace officer may use reasonable physical force to effect an arrest, prevent escape of a person from custody, or in defense of self or others from imminent physical force (Penal Law § 35.30).

Force shall not be used by an officer to (Executive Law § 840):

- (a) Extract an item from the anus or vagina of a subject without a warrant, except where exigent circumstances are present.
- (b) Coerce a confession from a subject in custody.
- (c) Obtain blood, saliva, urine, or other bodily fluid or cells from an individual for scientific testing in lieu of a court order where required.

#### 300.3.2 FACTORS USED TO DETERMINE THE REASONABLENESS OF FORCE

**Federal**

When determining whether to apply force and evaluating whether an officer has used reasonable force, a number of factors should be taken into consideration, as time and circumstances permit. These factors include but are not limited to:

- (a) Immediacy and severity of the threat to officers or others.
- (b) The conduct of the individual being confronted, as reasonably perceived by the officer at the time.
- (c) Officer/subject factors (e.g., age, size, relative strength, skill level, injuries sustained, level of exhaustion or fatigue, the number of officers available vs. subjects).
- (d) The effects of suspected drug or alcohol use.
- (e) The individual's mental state or capacity.
- (f) The individual's ability to understand and comply with officer commands.
- (g) Proximity of weapons or dangerous improvised devices.
- (h) The degree to which the individual has been effectively restrained and his/her ability to resist despite being restrained.
- (i) The availability of other reasonable and feasible options and their possible effectiveness.
- (j) Seriousness of the suspected offense or reason for contact with the individual.
- (k) Training and experience of the officer.
- (l) Potential for injury to officers, suspects, and others.

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- (m) Whether the individual appears to be resisting, attempting to evade arrest by flight, or is attacking the officer.
- (n) The risk and reasonably foreseeable consequences of escape.
- (o) The apparent need for immediate control of the individual or a prompt resolution of the situation.
- (p) Whether the conduct of the individual being confronted no longer reasonably appears to pose an imminent threat to the officer or others.
- (q) Prior contacts with the individual or awareness of any propensity for violence.
- (r) Any other exigent circumstances.

#### 300.3.3 PAIN COMPLIANCE TECHNIQUES

##### Best Practice

Pain compliance techniques may be effective in controlling a physically or actively resisting individual. Officers may only apply those pain compliance techniques for which they have successfully completed department-approved training. Officers utilizing any pain compliance technique should consider:

- (a) The degree to which the application of the technique may be controlled given the level of resistance.
- (b) Whether the individual can comply with the direction or orders of the officer.
- (c) Whether the individual has been given sufficient opportunity to comply.

The application of any pain compliance technique shall be discontinued once the officer determines that compliance has been achieved.

#### 300.3.4 ALTERNATIVE TACTICS - DE-ESCALATION

##### Best Practice NYSLEAP - 8.4 - 58.2 (f) NYSLEAP - 8.5 - 58.2 (f)

When circumstances reasonably permit, officers should use non-violent strategies and techniques to decrease the intensity of a situation, improve decision-making, improve communication, reduce the need for force, and increase voluntary compliance (e.g., summoning additional resources, formulating a plan, attempting verbal persuasion).

#### 300.3.5 USE OF FORCE TO SEIZE EVIDENCE

##### Best Practice

In general, officers may use reasonable force to lawfully seize evidence and to prevent the destruction of evidence. However, officers are discouraged from using force solely to prevent a person from swallowing evidence or contraband. In the instance when force is used, officers should not intentionally use any technique that restricts blood flow to the head, restricts respiration, or which creates a reasonable likelihood that blood flow to the head or respiration would be restricted. Officers are encouraged to use techniques and methods taught by the Glenville Police Department for this specific purpose.

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#### 300.3.6 CAROTID CONTROL HOLD

##### **Best Practice**

A carotid control hold is a technique designed to control an individual by temporarily restricting blood flow through the application of pressure to the side of the neck and, unlike a chokehold, does not restrict the airway. The proper application of the carotid control hold may be effective in restraining a violent or combative individual. However, due to the potential for injury, the use of the carotid control hold is limited to those circumstances where deadly force is authorized and is subject to the following:

- (a) At all times during the application of the carotid control hold, the response of the individual should be monitored. The carotid control hold should be discontinued when circumstances indicate that the application no longer reasonably appears necessary.
- (b) Any individual who has had the carotid control hold applied, regardless of whether he/she was rendered unconscious, shall be promptly examined by paramedics or other qualified medical personnel and should be monitored until such examination occurs.
- (c) The officer shall inform any person receiving custody, or any person placed in a position of providing care, that the individual has been subjected to the carotid control hold and whether the individual lost consciousness as a result.
- (d) Any officer attempting or applying the carotid control hold shall promptly notify a supervisor of the use or attempted use of such hold.
- (e) The use or attempted use of the carotid control hold shall be thoroughly documented by the officer in any related reports.

#### 300.3.7 STATE RESTRICTIONS ON THE USE OF OTHER RESTRAINTS

##### **State**

Any application of pressure to the throat, windpipe, neck, or blocking the mouth or nose of a person in a manner that may hinder breathing or reduce intake of air is prohibited unless deadly physical force is authorized (Exec. Law § 840).

This application is subject to the same guidelines and requirements as a carotid control hold.

#### 300.4 DEADLY FORCE APPLICATIONS

##### **Federal**

When reasonable, the officer shall, prior to the use of deadly force, make efforts to identify him/herself as a peace officer and to warn that deadly force may be used, unless the officer has objectively reasonable grounds to believe the person is aware of those facts.

Use of deadly force is justified in the following circumstances involving imminent threat or imminent risk:

- (a) An officer may use deadly force to protect him/herself or others from what he/she reasonably believes is an imminent threat of death or serious bodily injury.
- (b) An officer may use deadly force to stop a fleeing subject when the officer has probable cause to believe that the individual has committed, or intends to commit, a felony involving the infliction or threatened infliction of serious bodily injury or death, and the

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officer reasonably believes that there is an imminent risk of serious bodily injury or death to any other person if the individual is not immediately apprehended. Under such circumstances, a verbal warning should precede the use of deadly force, where feasible.

Imminent does not mean immediate or instantaneous. An imminent danger may exist even if the suspect is not at that very moment pointing a weapon at someone. For example, an imminent danger may exist if an officer reasonably believes that the individual has a weapon or is attempting to access one and intends to use it against the officer or another person. An imminent danger may also exist if the individual is capable of causing serious bodily injury or death without a weapon, and the officer believes the individual intends to do so.

#### 300.4.1 MOVING VEHICLES

##### **Best Practice**

Shots fired at or from a moving vehicle involve additional considerations and risks, and are rarely effective.

When feasible, officers should take reasonable steps to move out of the path of an approaching vehicle instead of discharging their firearm at the vehicle or any of its occupants.

An officer should only discharge a firearm at a moving vehicle or its occupants when the officer reasonably believes there are no other reasonable means available to avert the imminent threat of the vehicle, or if deadly force other than the vehicle is directed at the officer or others.

Officers should not shoot at any part of a vehicle in an attempt to disable the vehicle.

#### 300.5 REPORTING THE USE OF FORCE

##### **Best Practice** NYSLEAP - 8.4 - 21.1 (A), 20.1 (B) NYSLEAP- 8.5 - 21.1 (A), 20.1 (B)

Any use of force by a member of this department shall be documented promptly, completely, and accurately in an appropriate report, depending on the nature of the incident. The officer should articulate the factors perceived and why he/she believed the use of force was reasonable under the circumstances.

To collect data for purposes of training, resource allocation, analysis, and related purposes, the Department may require the completion of additional report forms, as specified in department policy, procedure, or law (Executive Law § 840).

See the Report Preparation Policy for additional circumstances that may require documentation.

#### 300.5.1 NOTIFICATIONS TO SUPERVISORS

##### **Best Practice** NYSLEAP - 8.4 - 21.1 (A), 20.1 (B) NYSLEAP- 8.5 - 21.1 (A), 20.1 (B)

Supervisory notification shall be made as soon as practicable following the application of force in any of the following circumstances:

- (a) The application caused a visible injury.

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- (b) The application would lead a reasonable officer to conclude that the individual may have experienced more than momentary discomfort.
- (c) The individual subjected to the force complained of injury or continuing pain.
- (d) The individual indicates intent to pursue litigation.
- (e) Any application of the TASER (TM) or control device.
- (f) Any application of a restraint device other than handcuffs, shackles, or belly chains.
- (g) The individual subjected to the force was rendered unconscious.
- (h) An individual was struck or kicked.
- (i) An individual alleges unreasonable force was used or that any of the above has occurred.

### 300.6 MEDICAL CONSIDERATIONS

**Best Practice**

Once it is reasonably safe to do so, medical assistance shall be obtained for any person who exhibits signs of physical distress, has sustained visible injury, expresses a complaint of injury or continuing pain, or was rendered unconscious. Any individual exhibiting signs of physical distress after an encounter should be continuously monitored until he/she can be medically assessed. Individuals should not be placed on their stomachs for an extended period, as this could impair their ability to breathe.

Based upon the officer's initial assessment of the nature and extent of the individual's injuries, medical assistance may consist of examination by an emergency medical services provider or medical personnel at a hospital or jail. If any such individual refuses medical attention, such a refusal shall be fully documented in related reports and, whenever practicable, should be witnessed by another officer and/or medical personnel. If a recording is made of the contact or an interview with the individual, any refusal should be included in the recording, if possible.

The on-scene supervisor or, if the on-scene supervisor is not available, the primary handling officer shall ensure that any person providing medical care or receiving custody of a person following any use of force is informed that the person was subjected to force. This notification shall include a description of the force used and any other circumstances the officer reasonably believes would be potential safety or medical risks to the subject (e.g., prolonged struggle, extreme agitation, impaired respiration).

Individuals who exhibit extreme agitation, violent irrational behavior accompanied by profuse sweating, extraordinary strength beyond their physical characteristics, and imperviousness to pain (sometimes called "excited delirium"), or who require a protracted physical encounter with multiple officers to be brought under control, may be at an increased risk of sudden death. Calls involving these persons should be considered medical emergencies. Officers who reasonably suspect a medical emergency should request medical assistance as soon as practicable and have medical personnel stage away.

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See the Medical Aid and Response Policy for additional guidelines.

### 300.6.1 ADDITIONAL STATE REQUIREMENTS

State NYSLEAP - 8.4 - 43.8 NYSLEAP - 8.5 - 43.8

An officer should take steps to obtain medical attention for a person who reasonably appears to be mentally ill and is behaving in a manner that is likely to result in serious harm to the person or to others.

Officers should document requests for medical or mental health treatment as well as efforts to arrange for such treatment.

### 300.7 SUPERVISOR RESPONSIBILITIES

Best Practice NYSLEAP - 8.4 - 21.1 (A), 21.1 (C), 40.2, 20.1 (B) NYSLEAP - 8.5 - 21.1 (A), 21.1 (C), 40.2, 20.1 (B)

A supervisor should respond to a reported application of force resulting in visible injury, if reasonably available. When a supervisor is able to respond to an incident in which there has been a reported application of force, the supervisor is expected to (Executive Law § 840):

- (a) Obtain the basic facts from the involved officers. Absent an allegation of misconduct or excessive force, this will be considered a routine contact in the normal course of duties.
- (b) Ensure that any injured parties are examined and treated.
- (c) When possible, separately obtain a recorded interview with the individual upon whom force was applied. If this interview is conducted without the individual having voluntarily waived his/her *Miranda* rights, the following shall apply:
  1. The content of the interview should not be summarized or included in any related criminal charges.
  2. The fact that a recorded interview was conducted should be documented in a property or other report.
  3. The recording of the interview should be distinctly marked for retention until all potential for civil litigation has expired.
- (d) Once any initial medical assessment has been completed or first aid has been rendered, ensure that photographs have been taken of any areas involving visible injury or complaint of pain, as well as overall photographs of uninjured areas.
  1. These photographs should be retained until all potential for civil litigation has expired.
- (e) Identify any witnesses not already included in related reports, including any officers present at the incident.
- (f) Review and approve all related reports.
  1. Supervisors should require that officers who engaged in the use of force submit the appropriate report.
- (g) Determine if there is any indication that the individual may pursue civil litigation.

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1. If there is an indication of potential civil litigation, the supervisor should complete and route a notification of a potential claim through the appropriate channels.
- (h) Evaluate the circumstances surrounding the incident and initiate an administrative investigation if there is a question of policy noncompliance or if for any reason further investigation may be appropriate.
  1. Disciplinary actions will be consistent with any applicable disciplinary guidelines and collective bargaining agreements.

In the event that a supervisor is unable to respond to the scene of an incident involving the reported application of force, the supervisor is still expected to complete as many of the above items as circumstances permit.

#### 300.7.1 SERGEANT RESPONSIBILITIES

**Best Practice** NYSLEAP - 8.4 - 21.1 (A), 21.1 (C), 21.1 (D), 20.1 (B) NYSLEAP - 8.5 - 21.1 (A), 21.1 (C), 21.1 (D), 20.1 (B)

The Sergeant shall review each use of force by any personnel within his/her command to ensure compliance with this policy and to address any training issues.

#### 300.7.2 ADDITIONAL SERGEANT RESPONSIBILITIES

**State**

The Sergeant should ensure that the Administrative Assistant is provided with enough information to meet the use of force reporting requirements for the DCJS (Executive Law § 837-t; 9 NYCRR 6058.3). See the Administration Policy for additional guidelines.

#### 300.8 TRAINING

**Best Practice** NYSLEAP - 8.4 - 33.1 NYSLEAP - 8.5 - 33.1

Officers will receive periodic training on this policy and demonstrate their knowledge and understanding.

Subject to available resources, officers should receive periodic training on:

- (a) Guidelines regarding vulnerable populations, including but not limited to children, elderly, pregnant persons, and individuals with physical, mental, or intellectual disabilities.
- (b) De-escalation tactics, including alternatives to force.
- (c) Applications of use of force and conflict strategies as required by the state Use of Force Model Policy (Executive Law § 840).

#### 300.9 POLICY AVAILABILITY

**State** NYSLEAP - 8.4 - 20.1 (C) NYSLEAP - 8.5 - 20.1 (C)

This policy shall be readily available to the public upon request and shall be posted on the department website (Executive Law § 840).

## Discriminatory Harassment

### 315.1 PURPOSE AND SCOPE

**Federal** NYSLEAP - 8.4 - 14.7 NYSLEAP - 8.5 - 14.7

The purpose of this policy is to prevent department members from being subjected to discriminatory harassment, including sexual harassment and retaliation (Labor Law § 201-g). Nothing in this policy is intended to create a legal or employment right or duty that is not created by law.

### 315.2 POLICY

**Federal**

The Glenville Police Department is an equal opportunity employer and is committed to creating and maintaining a work environment that is free of all forms of discriminatory harassment, including sexual harassment and retaliation. The Department will not tolerate discrimination against a member in hiring, promotion, discharge, compensation, fringe benefits, and other privileges of employment. The Department will take preventive and corrective action to address any behavior that violates this policy or the rights and privileges it is designed to protect.

The nondiscrimination policies of the Department may be more comprehensive than state or federal law. Conduct that violates this policy may not violate state or federal law but still could subject a member to discipline.

### 315.3 DEFINITIONS

**Federal**

Definitions related to this policy include:

#### 315.3.1 DISCRIMINATION

**Federal**

The Department prohibits all forms of discrimination, including any employment-related action by a member that adversely affects an applicant or member and is based on actual or perceived race, ethnicity, national origin, religion, sex, sexual orientation, gender identity or expression, age, disability, pregnancy, genetic information, veteran status, marital status, and other classification or status protected by law (Executive Law § 296).

Discriminatory harassment, including sexual harassment, is verbal or physical conduct that demeans or shows hostility or aversion toward an individual based upon that individual's protected class. It has the effect of interfering with an individual's work performance or creating a hostile or abusive work environment.

Conduct that may, under certain circumstances, constitute discriminatory harassment can include making derogatory comments; making crude and offensive statements or remarks; making slurs or off-color jokes; stereotyping; engaging in threatening acts; making indecent gestures, pictures, cartoons, posters, or material; making inappropriate physical contact; or using written material or

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department equipment and/or systems to transmit or receive offensive material, statements, or pictures. Such conduct is contrary to department policy and to a work environment that is free of discrimination.

#### 315.3.2 RETALIATION

**Federal** NYSLEAP - 8.4 - 14.7 NYSLEAP- 8.5 - 14.7

Retaliation is treating a person differently or engaging in acts of reprisal or intimidation against the person because he/she has engaged in protected activity, filed a charge of discrimination, participated in an investigation, or opposed a discriminatory practice. Retaliation will not be tolerated (Executive Law § 296; Labor Law § 201-g).

#### 315.3.3 DISCRIMINATORY HARASSMENT

**Federal**

The Department prohibits all forms of discrimination and discriminatory harassment, including sexual harassment (Executive Law § 296; Labor Law § 201-g). It is unlawful to harass an applicant or a member because of that person's sex.

Sexual harassment includes but is not limited to unwelcome sexual advances, requests for sexual favors, or other verbal, visual, or physical conduct of a sexual nature when:

- (a) Submission to such conduct is made either explicitly or implicitly as a term or condition of employment, position, or compensation.
- (b) Submission to, or rejection of, such conduct is used as the basis for any employment decisions affecting the member.
- (c) Such conduct has the purpose or effect of substantially interfering with a member's work performance or creating an intimidating, hostile, or offensive work environment.

Sexual harassment also includes any other act or conduct deemed sexual harassment under the state sexual harassment policy (Labor Law § 201-g).

#### 315.3.4 ADDITIONAL CONSIDERATIONS

**Federal**

Discrimination and discriminatory harassment do not include actions that are in accordance with established rules, principles or standards, including:

- (a) Acts or omission of acts based solely upon bona fide occupational qualifications under the Equal Employment Opportunity Commission and the New York State Department of Labor, Division of Equal Opportunity Development guidelines.
- (b) Bona fide requests or demands by a supervisor that a member improve his/her work quality or output, that the member report to the job site on time, that the member comply with Town or department rules or regulations, or any other appropriate work-related communication between supervisor and member.

#### 315.3.5 UNLAWFUL DISCRIMINATORY PRACTICES AGAINST NON-EMPLOYEES

**State**

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Unlawful discriminatory practices against non-employees in the workplace or while on-duty (including contractors and persons conducting business with the department) are prohibited (Executive Law § 296-d).

#### **315.4 RESPONSIBILITIES**

**Best Practice** **MODIFIED** **NYSLEAP - 8.4 - 14.7** **NYSLEAP - 8.5 - 14.7**

This policy applies to all department members, who shall follow the intent of these guidelines in a manner that reflects department policy, professional law enforcement standards and the best interest of the Department and its mission.

Members are encouraged to promptly report any discriminatory, retaliatory, or harassing conduct, or known violations of this policy to a supervisor. Any member who is not comfortable with reporting violations of this policy to his/her immediate supervisor may bypass the chain of command and make the report to a higher-ranking supervisor or manager. Complaints may also be filed with the Chief of Police or the Town Supervisor.

Any member who believes, in good faith, that he/she has been discriminated against, harassed, or subjected to retaliation, or who has observed harassment, discrimination, or retaliation, is encouraged to promptly report such conduct in accordance with the procedures set forth in this policy.

Supervisors and managers receiving information regarding alleged violations of this policy shall determine if there is any basis for the allegation and shall proceed with a resolution as stated below.

##### **315.4.1 QUESTIONS OR CLARIFICATION**

**Best Practice**

Members with questions regarding what constitutes discrimination, sexual harassment or retaliation are encouraged to contact a supervisor, a manager, the Chief of Police, the Personnel Director or the Town Supervisor for further information, direction or clarification.

##### **315.4.2 SUPERVISOR RESPONSIBILITIES**

**State**

The responsibilities of each supervisor and manager shall include but are not limited to (Labor Law § 201-g):

- (a) Continually monitoring the work environment and striving to ensure that it is free from all types of unlawful discrimination, including harassment or retaliation.
- (b) Taking prompt, appropriate action within their work units to avoid and minimize the incidence of any form of discrimination, harassment, or retaliation.
- (c) Ensuring that their subordinates understand their responsibilities under this policy.
- (d) Ensuring that members who make complaints or who oppose any unlawful employment practices are protected from retaliation and that such matters are kept confidential to the extent possible.

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- (e) Making a timely determination regarding the substance of any allegation based upon all available facts.
- (f) Notifying the Chief of Police or Personnel Director in writing of the circumstances surrounding any reported allegations or observed acts of discrimination, harassment, or retaliation no later than the next business day.

#### 315.4.3 SUPERVISOR'S ROLE

##### **Best Practice**

Supervisors and managers shall be aware of the following:

- (a) Behavior of supervisors and managers should represent the values of the Department and professional law enforcement standards.
- (b) False or mistaken accusations of discrimination, harassment or retaliation can have negative effects on the careers of innocent members.

Nothing in this section shall be construed to prevent supervisors or managers from discharging supervisory or management responsibilities, such as determining duty assignments, evaluating or counseling members, or issuing discipline, in a manner that is consistent with established procedures.

#### 315.4.4 COMPLAINTS OF SEXUAL HARASSMENT

##### **State**

Members making a complaint of sexual harassment should be encouraged to use the state's standard complaint form. If a member making a complaint chooses not to use the form, supervisors or managers should document the complaint on the state's standard complaint form with the information provided by the complainant.

#### 315.5 INVESTIGATION OF COMPLAINTS

##### **Best Practice**

Various methods of resolution exist. During the pendency of any such investigation, the supervisor of the involved member should take prompt and reasonable steps to mitigate or eliminate any continuing abusive or hostile work environment. It is the policy of the Department that all complaints of discrimination, retaliation or harassment shall be fully documented and promptly and thoroughly investigated.

##### 315.5.1 SUPERVISORY RESOLUTION

##### **Best Practice**

Members who believe they are experiencing discrimination, harassment or retaliation should be encouraged to inform the individual that his/her behavior is unwelcome, offensive, unprofessional or inappropriate. However, if the member feels uncomfortable or threatened or has difficulty expressing his/her concern, or if this does not resolve the concern, assistance should be sought from a supervisor or manager who is a rank higher than the alleged transgressor.

##### 315.5.2 FORMAL INVESTIGATION

##### **Best Practice**

## *Discriminatory Harassment*

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If the complaint cannot be satisfactorily resolved through the supervisory resolution process, a formal investigation will be conducted.

The person assigned to investigate the complaint will have full authority to investigate all aspects of the complaint. Investigative authority includes access to records and the cooperation of any members involved. No influence will be used to suppress any complaint and no member will be subject to retaliation or reprisal for filing a complaint, encouraging others to file a complaint or for offering testimony or evidence in any investigation.

Formal investigation of the complaint will be confidential to the extent possible and will include but is not limited to details of the specific incident, frequency and dates of occurrences, and names of any witnesses. Witnesses will be advised regarding the prohibition against retaliation, and that a disciplinary process, up to and including termination, may result if retaliation occurs.

Members who believe they have been discriminated against, or harassed or retaliated against because of their protected status, are encouraged to follow the chain of command but may also file a complaint directly with the Chief of Police, Personnel Director, or the Town Supervisor.

### 315.5.3 ALTERNATIVE COMPLAINT PROCESS

#### **Best Practice**

No provision of this policy shall be construed to prevent any member from seeking legal redress outside the Department. Members who believe that they have been harassed, discriminated, or retaliated against are entitled to bring complaints of employment discrimination to federal, state, and/or local agencies responsible for investigating such allegations. Specific time limitations apply to the filing of such charges. Members are advised that proceeding with complaints under the provisions of this policy does not in any way affect those filing requirements.

Complaints at the state level may be filed with the New York State Division of Human Rights (DHR) or the New York State Supreme Court pursuant to the requirements of Executive Law, art. 15 § 290 et. seq. Complaints at the federal level may be filed with the Equal Employment Opportunity Commission (EEOC) pursuant to the requirements of Title VII of the Civil Rights Act of 1964, 42 USC § 2000e et. seq. More information regarding filing complaints under state and federal law can be found at the websites for DHR and the EEOC.

### 315.5.4 INVESTIGATING COMPLAINTS OF SEXUAL HARASSMENT

#### **State**

All complaints of or information indicating sexual harassment, including those by or against non-employees, should be thoroughly investigated pursuant to the requirements of the State Sexual Harassment Policy for All Employers in New York State (Labor Law § 201-g).

### 315.6 DOCUMENTATION OF COMPLAINTS

#### **Best Practice**

All complaints or allegations shall be thoroughly documented on the appropriate forms and in a manner designated by the Chief of Police. The outcome of all reports shall be:

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### *Discriminatory Harassment*

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- (a) Approved by the Chief of Police, the Town Supervisor or the Personnel Director, depending on the ranks of the involved parties.
- (b) Maintained in accordance with the established records retention schedule.

#### 315.6.1 NOTIFICATION OF DISPOSITION

##### **Best Practice**

The complainant and/or victim will be notified in writing of the disposition of the investigation and the actions taken to remedy or address the circumstances giving rise to the complaint.

#### 315.7 TRAINING

##### **State**

All new members shall be provided with a copy of this policy as part of their orientation (Labor Law § 201-g). The policy shall be reviewed with each new member. The member shall certify by signing the prescribed form that he/she has been advised of this policy, is aware of, and understands its contents, and agrees to abide by its provisions during his/her term with the Department.

All members shall receive annual training on the requirements of this policy and shall certify by signing the prescribed form that they have reviewed the policy, understand its contents, and agree that they will continue to abide by its provisions.

#### 315.7.1 SEXUAL HARASSMENT PREVENTION TRAINING

##### **State**

All members should also participate annually in sexual harassment prevention training. The Training Lieutenant should develop this training consistent with the sexual harassment prevention training program established by the Department of Labor and the Division of Human Rights (Labor Law § 201-g).

Each member should receive an additional written copy of this policy at each annual sexual harassment prevention training as well as information presented at the training in writing. The policy and information should be provided in English and in any primary language identified by each member (Labor Law § 201-g).

#### 315.8 POSTING OF POLICY

##### **State**

This policy and the standard complaint form should be available in all work locations (Labor Law § 201-g).

## Hate Crimes

### 319.1 PURPOSE AND SCOPE

Best Practice NYSLEAP - 8.4 - 44.2 NYSLEAP- 8.5 - 44.2

The purpose of this policy is to provide members of this department with guidelines for identifying and investigating incidents and crimes that may be motivated by hatred or other bias.

#### 319.1.1 DEFINITIONS

State NYSLEAP - 8.4 - 44.2 NYSLEAP- 8.5 - 44.2

Definitions related to this policy include (Penal Law § 485.05):

**Hate crime** - A crime motivated by prejudice based on actual or perceived race, color, religion, religious practice, age, national origin, ethnicity, gender, sexual orientation, gender identity or expression, ancestry, or disability of the victim.

### 319.2 POLICY

Best Practice NYSLEAP - 8.4 - 44.2 NYSLEAP- 8.5 - 44.2

The Glenville Police Department recognizes and places a high priority on the rights of all individuals guaranteed under the state and federal constitution and incorporated in state and federal law.

### 319.3 PREVENTION AND PREPARATION

Best Practice NYSLEAP - 8.4 - 44.2 NYSLEAP- 8.5 - 44.2

While it is recognized that not all crime can be prevented, this department is committed to taking a proactive approach to preventing and preparing for likely hate crimes by:

- (a) Making an affirmative effort to establish contact with persons and groups within the community who are likely targets of hate crimes, and forming networks that address prevention and response.
- (b) Providing victim assistance and community follow-up or identifying available resources to do so.
- (c) Educating community and civic groups about hate crime laws.

### 319.4 INVESTIGATIONS

Best Practice NYSLEAP - 8.4 - 44.2 NYSLEAP- 8.5 - 44.2

Whenever any member of this department receives a report of a suspected hate crime or other activity that reasonably appears to involve a potential hate crime, the following should occur:

- (a) Assigned officers should promptly contact the victim, witness or reporting party to investigate the matter further, as circumstances may dictate.
- (b) A supervisor should be notified of the circumstances as soon as practicable.

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### *Hate Crimes*

- (c) Once the in-progress aspect of any such situation has been stabilized (e.g., treatment of victims or arrest of suspects at the scene), the assigned officers should take reasonable steps to preserve evidence that establishes a possible hate crime.
- (d) Based upon available information, officers should take appropriate action to mitigate further injury or damage to potential victims or the community.
- (e) Depending on the situation, the assigned officers or supervisor may request assistance from investigators or other resources.
- (f) The assigned officers should interview available witnesses, victims and others to determine what circumstances, if any, indicate that the situation may involve a hate crime.
- (g) The assigned officers should make reasonable efforts to assist the victim by providing available information on local assistance programs and organizations as required by the Victim and Witness Assistance Policy.
- (h) The assigned officers should include all available evidence indicating the likelihood of a hate crime in the relevant reports. All related reports should be clearly marked "Hate Crime."
- (i) The assigned officers and supervisor should take reasonable steps to ensure that any such situation does not escalate further and should provide information to the victim regarding legal aid.

#### 319.4.1 DETECTIVE DIVISION RESPONSIBILITIES

**State** NYSLEAP - 8.4 - 44.2 NYSLEAP - 8.5 - 44.2

If a hate crime case is assigned to the Detective Division, the assigned investigator will be responsible for:

- (a) Coordinating further investigation with the Town Attorney and other appropriate law enforcement agencies.
- (b) Maintaining contact with the victim and other involved individuals, as needed.
- (c) Maintaining statistical data and tracking of suspected hate crimes, as indicated or required by state law (Executive Law § 837).

#### 319.4.2 SPECIFIC NOTATIONS

**State** NYSLEAP - 8.4 - 44.2 NYSLEAP - 8.5 - 44.2

When a person is convicted of a hate crime and the specified offense is a misdemeanor or class C, D or E felony, the hate crime will be deemed to be one category higher than the offense actually committed (Penal Law § 485.10). Notice that the crime charged is a hate crime must be indicated on the accusatory instrument. The factual part of the instrument should contain facts supporting the determination the crime is a hate crime. The accusatory part of the instrument should give

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### *Hate Crimes*

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notice to the court by using an "H" designation at the end of the statute citation. For example, an accusatory instrument for criminal mischief in the fourth degree determined to be a hate crime would appear as Penal Law § 145.00(1 H) and cited as "Criminal mischief in the fourth degree as a Hate Crime."

### **319.5 TRAINING**

State **NYSLEAP - 8.4 - 44.2 NYSLEAP-8.5 - 44.2**

All members of this department should receive training on hate crime recognition and investigation. Training should include:

- (a) Guidance for the investigation of hate crimes available through the New York State Division of Criminal Justice Services.
- (b) The components of Penal Law § 485.05 and Penal Law § 485.10 and related case law, including:
  - 1. Notice that the race, color, national origin, ancestry, gender, gender identity or expression, religion, religious practice, age, disability, or sexual orientation of the suspect, the victim, or both the suspect and the victim does not, by itself, constitute legally sufficient evidence of a hate crime.
  - 2. Notice that the mere mention of a bias remark does not make an incident bias-motivated, just as the absence of a remark does not make an incident without bias.
  - 3. An explanation of how enhanced sentences relate to the specified offenses on which they are based.
  - 4. Related definitions, including age, disability, and gender identity or expression.
- (c) Supervisor notification.
- (d) Processing an arrest for a hate crime.

## Bias-Based Policing

### 401.1 PURPOSE AND SCOPE

#### Best Practice

This policy provides guidance to department members that affirms the Glenville Police Department's commitment to policing that is fair and objective.

Nothing in this policy prohibits the use of specified characteristics in law enforcement activities designed to strengthen the department's relationship with its diverse communities (e.g., cultural and ethnicity awareness training, youth programs, community group outreach and partnerships).

#### 401.1.1 DEFINITIONS

##### Best Practice

Definitions related to this policy include:

**Bias-based policing** - An inappropriate reliance on actual or perceived characteristics such as race, ethnicity, national origin, religion, sex, sexual orientation, gender identity or expression, economic status, age, cultural group, disability, or affiliation with any non-criminal group (protected characteristics) as the basis for providing differing law enforcement service or enforcement.

### 401.2 POLICY

#### Best Practice NYSLEAP - 8.4 - 29.1, 50.1 NYSLEAP- 8.5 - 29.1, 50.1

The Glenville Police Department is committed to providing law enforcement services to the community with due regard for the racial, cultural or other differences of those served. It is the policy of this department to provide law enforcement services and to enforce the law equally, fairly, objectively and without discrimination toward any individual or group.

### 401.3 BIAS-BASED POLICING PROHIBITED

#### Best Practice NYSLEAP - 8.4 - 50.1 NYSLEAP- 8.5 - 50.1

Bias-based policing is strictly prohibited.

However, nothing in this policy is intended to prohibit an officer from considering protected characteristics in combination with credible, timely and distinct information connecting a person or people of a specific characteristic to a specific unlawful incident, or to specific unlawful incidents, specific criminal patterns or specific schemes.

### 401.4 MEMBER RESPONSIBILITIES

#### Best Practice

Every member of this department shall perform his/her duties in a fair and objective manner and is responsible for promptly reporting any suspected or known instances of bias-based policing to a supervisor. Members should, when reasonable to do so, intervene to prevent any bias-based actions by another member.

## *Bias-Based Policing*

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### 401.4.1 REASON FOR CONTACT

**Best Practice** **MODIFIED**

Officers contacting a person shall be prepared to articulate sufficient reason for the contact, independent of the protected characteristics of the individual.

To the extent that written documentation would otherwise be completed (e.g., arrest report, incident report, field interview (FI)), the involved officer should include those facts giving rise to the contact, as applicable.

Except for required data-collection forms or methods, nothing in this policy shall require any officer to document a contact that would not otherwise require reporting.

### 401.4.2 REPORTING TRAFFIC STOPS

**Best Practice**

Each time an officer makes a traffic stop, the officer shall report any information as required in the Traffic and Parking Tickets Policy.

### 401.5 SUPERVISOR RESPONSIBILITIES

**Best Practice** **MODIFIED**

Supervisors should monitor those individuals under their command for compliance with this policy and shall handle any alleged or observed violations in accordance with the Personnel Complaints Policy.

- (a) Supervisors should discuss any issues with the involved officer and his/her supervisor in a timely manner.
  1. Supervisors should document these discussions, in the prescribed manner.
- (b) Supervisors should periodically review Mobile Data Terminal (MDT) data and any other available resource used to document contact between officers and the public to ensure compliance with this policy.
  - (a) Supervisors should document these periodic reviews.
  - (b) Recordings or data that capture a potential instance of bias-based policing should be appropriately retained for administrative investigation purposes.
- (c) Supervisors shall initiate investigations of any actual or alleged violations of this policy.
- (d) Supervisors should take prompt and reasonable steps to address any retaliatory action taken against any member of this department who discloses information concerning bias-based policing.

### 401.6 ADMINISTRATION

**Best Practice** **MODIFIED**

The Chief of Police should review the efforts of the Department to provide fair and objective policing. The Chief of Police should identify any changes in training or operations that should be made to improve service.

*Bias-Based Policing*

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Supervisors should review the annual report and discuss the results with those they are assigned to supervise.

**401.7 TRAINING**

**Best Practice**

Training on fair and objective policing and review of this policy should be conducted as directed by the Training Lieutenant.

# Temporary Custody of Adults

## 900.1 PURPOSE AND SCOPE

**State**

This policy provides guidelines to address the health and safety of adults taken into temporary custody by members of the Glenville Police Department for processing prior to being released or transferred to a housing or other type of facility.

Temporary custody of juveniles is addressed in the Temporary Custody of Juveniles Policy. Juveniles will not be permitted where adults in custody are being held.

Custodial searches are addressed in the Custodial Searches Policy.

### 900.1.1 DEFINITIONS

**Best Practice** **MODIFIED**

Definitions related to this policy include:

**Secure booking area** – The area between the department garage and the patrol work area. This area contains the Datamaster, Livescan booking system, and two benches to which persons in custody may be handcuffed. The booking area may be secured by closing the patrol area door which has a code lock system. The primary purpose of the secure booking area is to process a person in custody prior to arraignment, release on an appearance ticket, or release on their own recognizance.

**Arrest processing only** - This situation arises when the sole purpose for bringing an arrestee into the secure booking area is to use the equipment within, or to walk an arrestee directly through the room from the garage to the patrol area or vice versa. During arrest processing the person in custody may be secured to the bench and the patrol area door may be left open or closed with direct supervision of the person in custody.

**Holding cell/cell** - Any locked enclosure for the custody of an adult or any other enclosure that prevents the occupants from being directly visually monitored at all times by a member of the Department. The secure booking area should not be used as a traditional holding cell unless there are exigent circumstances.

**Safety checks** - Direct, visual observation by a member of this department performed at random intervals, within time frames prescribed in this policy, to provide for the health and welfare of adults in temporary custody. Safety checks are not necessary when the individual in custody is undergoing continuous monitoring

**Temporary custody** - The period an adult is in custody at the Glenville Police Department prior to being released or transported to a housing or other type of facility.

## 900.2 POLICY

**Best Practice**

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### Temporary Custody of Adults

The Glenville Police Department is committed to releasing adults from temporary custody as soon as reasonably practicable, and to keeping adults safe while in temporary custody at the Department. Adults should be in temporary custody only for as long as reasonably necessary for investigation, processing, transfer or release.

#### **900.3 GENERAL CRITERIA AND SUPERVISION**

##### **Best Practice**

No adult should be in temporary custody for longer than six hours.

##### **900.3.1 INDIVIDUALS WHO SHOULD NOT BE IN TEMPORARY CUSTODY**

State **NYSLEAP - 8.4 - 84.1 NYSLEAP - 8.5 - 84.1**

Individuals who exhibit certain behaviors or conditions should not be in temporary custody at the Glenville Police Department, but should be transported to a jail facility, a medical facility or other type of facility as appropriate. These include:

- (a) Any individual who is unconscious or has been unconscious while being taken into custody or while being transported.
- (b) Any individual who has a medical condition, including pregnancy, which may require medical attention, supervision or medication while in temporary custody.
- (c) Any individual who is seriously injured.
- (d) Individuals who are a suspected suicide risk (see the Emergency Admissions Policy).
  1. If the officer taking custody of an individual believes that he/she may be a suicide risk, the officer shall ensure continuous direct supervision until evaluation, release or transfer to an appropriate facility is completed (9 NYCRR § 7504.1).
- (e) Individuals who are obviously in crisis, as defined in the Crisis Intervention Incidents Policy.
- (f) Individuals who are under the influence of alcohol, a controlled substance or any substance to the degree that may require medical attention, or who have ingested any substance that poses a significant risk to their health, whether or not they appear intoxicated.
- (g) Any individual who has exhibited extremely violent or continuously violent behavior.
- (h) Any individual who has claimed, is known to be afflicted with or displays symptoms of any communicable disease that poses an unreasonable exposure risk.
- (i) Any individual with a prosthetic or orthopedic device where removal of the device would be injurious to his/her health or safety.

Officers taking custody of a person who exhibits any of the above conditions should notify a supervisor of the situation. These individuals should not be in temporary custody at the Department unless they have been evaluated by a qualified medical or mental health professional, as appropriate for the circumstances.

## *Temporary Custody of Adults*

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### 900.3.2 SUPERVISION IN TEMPORARY CUSTODY

**State** **MODIFIED**

An authorized department member capable of supervising shall be present at all times when an individual is held in temporary custody. The member responsible for supervising should not have other duties that could unreasonably conflict with his/her supervision. Any individual in custody must be able to summon the supervising member if needed. If the person in custody is deaf or hard of hearing or cannot speak, accommodations shall be made to provide this ability.

Whenever possible, a female department member should be present when a female adult is in temporary custody. (9 NYCRR § 7504.1).

No individual in custody shall be permitted to supervise, control or exert any authority over other individuals in custody.

### 900.3.3 SUPERVISION OF FEMALES

**State** **MODIFIED**

Supervision of females in custody should be accomplished by an assigned female department member, whenever possible. (9 NYCRR § 7504.1).

### 900.3.4 ENTRY RESTRICTIONS

**Best Practice**

Entry into any location where a person is held in custody should be restricted to:

- (a) Authorized members entering for official business purposes.
- (b) Emergency medical personnel when necessary.
- (c) Any other person authorized by the Sergeant.

When practicable, more than one authorized member should be present for entry into a location where a person is held in custody for security purposes and to witness interactions.

### 900.4 INITIATING TEMPORARY CUSTODY

**Best Practice** **MODIFIED**

The officer responsible for an individual in temporary custody should evaluate the person for any apparent chronic illness, disability, vermin infestation, possible communicable disease or any other potential risk to the health or safety of the individual or others. The officer should specifically ask if the individual is contemplating suicide and evaluate him/her for obvious signs or indications of suicidal intent.

The receiving officer should ask the arresting officer if there is any statement, indication or evidence surrounding the individual's arrest and transportation that would indicate the individual is at risk for suicide or critical medical care. If there is any suspicion that the individual may be suicidal, he/she shall be transported to the Schenectady jail or the appropriate mental health facility.

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### Temporary Custody of Adults

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The officer should promptly notify the Sergeant or OIC of any conditions that may warrant immediate medical attention or other appropriate action. The Sergeant shall determine whether the individual will be placed in the booking area, immediately released or transported to jail or another facility.

#### 900.4.1 SCREENING AND PLACEMENT

**Federal** **MODIFIED**

The officer responsible for an individual in custody shall do the following:

- (a) Advise the Sergeant or OIC of any significant risks presented by the individual (e.g., suicide risk, health risk, violence).
- (b) Avoid placing an adult on the same bench with another adult unless no other bench is available. When such placement is necessary, members shall:
  1. Consider whether the individual may be at a high risk of being sexually abused based on all available known information (28 CFR 115.141), or whether the person is facing any other identified risk.
  2. Provide an individual identified as being at a high risk for sexual or other victimization with heightened protection. This may include (28 CFR 115.113; 28 CFR 115.141):
    - (a) Continuous, direct sight and sound supervision.
  3. Ensure individuals are separated according to severity of the crime (e.g., felony or misdemeanor).
  4. Ensure males and females are separated.
  5. Ensure restrained individuals are not placed in the secure booking area with unrestrained individuals.
- (c) Ensure that those confined under civil process or for civil causes are kept separate from those who are in temporary custody pending criminal charges.
- (d) Ensure separation, as appropriate, based on other factors, such as age, criminal sophistication, assaultive/non-assaultive behavior, mental state, disabilities and sexual orientation.

#### 900.4.2 CONSULAR NOTIFICATION

**Federal**

Consular notification may be mandatory when certain foreign nationals are arrested. The Patrol Lieutenant will ensure that the U.S. Department of State's list of countries and jurisdictions that require mandatory notification is readily available to department members. There should also be a published list of foreign embassy and consulate telephone and fax numbers, as well as standardized notification forms that can be transmitted and then retained for documentation.

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### *Temporary Custody of Adults*

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Prominently displayed signs informing foreign nationals of their rights related to consular notification should also be posted in areas used for the temporary custody of adults.

Department members assigned to process a foreign national shall:

- (a) Inform the individual, without delay, that he/she may have his/her consular officers notified of the arrest or detention and may communicate with them.
  1. This notification should be documented.
- (b) Determine whether the foreign national's country is on the U.S. Department of State's mandatory notification list.
  1. If the country is on the mandatory notification list, then:
    - (a) Notify the country's nearest embassy or consulate of the arrest or detention by fax or telephone.
    - (b) Tell the individual that this notification has been made and inform him/her without delay that he/she may communicate with consular officers.
    - (c) Forward any communication from the individual to his/her consular officers without delay.
    - (d) Document all notifications to the embassy or consulate and retain the faxed notification and any fax confirmation for the individual's file.
  2. If the country is not on the mandatory notification list and the individual requests that his/her consular officers be notified, then:
    - (a) Notify the country's nearest embassy or consulate of the arrest or detention by fax or telephone.
    - (b) Forward any communication from the individual to his/her consular officers without delay.

## **900.5 SAFETY, HEALTH AND OTHER PROVISIONS**

**Best Practice**

### **900.5.1 TEMPORARY CUSTODY LOGS**

**State MODIFIED**

Any time an individual is in temporary custody at the Glenville Police Department, the custody shall be promptly and properly documented in a custody log, including (9 NYCRR § 7504.1):

- (a) Identifying information about the individual, including his/her name.
- (b) Date and time of arrival at the Department.
- (c) Any charges for which the individual is in temporary custody and any case number.
- (d) Time of all safety checks unless there is direct supervision.

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### Temporary Custody of Adults

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- (e) Any medical and other screening requested and completed.
- (f) Any emergency situations or unusual incidents.
- (g) Any other information that may be required by other authorities, such as compliance inspectors.
  - 1. This includes the condition of individuals in custody during safety checks (e.g., awake, sleeping) and signatures of the members conducting the safety check.
- (h) Date and time of release from the Glenville Police Department.

The Sergeant should make periodic checks to ensure all log entries and safety and security checks are made on time.

#### 900.5.2 TEMPORARY CUSTODY REQUIREMENTS

**State** **MODIFIED**

Members monitoring or processing anyone in temporary custody shall ensure:

- (a) Safety checks, if necessary, and significant incidents/activities are noted on the log.
- (b) Individuals in custody are informed that they will be monitored at all times, except when using the toilet.
- (c) There is reasonable access to toilets and wash basins.
- (d) There is reasonable access to a drinking fountain or water.
- (e) There are reasonable opportunities to stand and stretch, particularly if handcuffed or otherwise restrained.
- (f) There is privacy during attorney visits (9 NYCRR § 7510.1).
- (g) Those in temporary custody are generally permitted to remain in their personal clothing unless it is taken as evidence or is otherwise unsuitable or inadequate for continued wear while in custody.
- (h) Clean emergency blankets are provided as reasonably necessary to ensure the comfort of an individual.
- (i) Adequate shelter, heat, light and ventilation are provided without compromising security or enabling escape.
- (j) Adequate furnishings are available, including suitable chairs or benches.

#### 900.5.3 MEDICAL CARE

**Best Practice**

First-aid equipment and basic medical supplies should be available to department members. At least one member who has current certification in basic first aid and CPR should be on-duty at all times.

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### *Temporary Custody of Adults*

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Should a person in custody be injured or become ill, appropriate medical assistance should be sought. A supervisor should meet with those providing medical aid at the facility to allow access to the person. Members shall comply with the opinion of medical personnel as to whether an individual in temporary custody should be transported to the hospital. If the person is transported while still in custody, he/she will be accompanied by an officer.

Those who require medication while in temporary custody should not be at the Glenville Police Department. They should be released or transferred to another facility as appropriate.

#### 900.5.4 ORTHOPEDIC OR PROSTHETIC APPLIANCE

##### **Best Practice**

Subject to safety and security concerns, individuals shall be permitted to retain an orthopedic or prosthetic appliance. However, if the appliance presents a risk of bodily harm to any person or is a risk to the security of the facility, the appliance may be removed from the individual unless its removal would be injurious to his/her health or safety.

Whenever a prosthetic or orthopedic appliance is removed, the Sergeant shall be promptly apprised of the reason. It shall be promptly returned when it reasonably appears that any risk no longer exists.

#### 900.5.5 TELEPHONE CALLS

##### **State**

Every individual in temporary custody shall be allowed to make a reasonable number of completed telephone calls as soon as possible after arrival (9 NYCRR § 7502.1).

- (a) Telephone calls may be limited to local calls, except that long-distance calls may be made by the individual at his/her own expense.
  - 1. The Department should pay the cost of any long-distance calls related to arranging for the care of a child or dependent adult (see the Child and Dependent Adult Safety Policy).
- (b) The individual should be given sufficient time to contact whomever he/she desires and to make any necessary arrangements, including child or dependent adult care, or transportation upon release.
  - 1. Telephone calls are not intended to be lengthy conversations. The member assigned to monitor or process the individual may use his/her judgment in determining the duration of the calls.
- (c) Calls between an individual in temporary custody and his/her attorney shall be deemed confidential and shall not be monitored, eavesdropped upon or recorded.

#### 900.5.6 RELIGIOUS ACCOMMODATION

##### **Best Practice**

Subject to available resources, safety and security, the religious beliefs and needs of all individuals in custody should be reasonably accommodated. Requests for religious accommodation should

## Temporary Custody of Adults

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generally be granted unless there is a compelling security or safety reason and denying the request is the least restrictive means available to ensure security or safety. The responsible supervisor should be advised any time a request for religious accommodation is denied.

Those who request to wear headscarves or simple head coverings for religious reasons should generally be accommodated absent unusual circumstances. Head coverings shall be searched before being worn.

Individuals wearing headscarves or other approved coverings shall not be required to remove them while in the presence of or while visible to the opposite sex if they so desire. Religious garments that substantially cover the individual's head and face may be temporarily removed during the taking of any photographs.

### 900.5.7 FIREARMS AND OTHER SECURITY MEASURES

**State**

Firearms and other weapons and control devices shall not be permitted in secure areas where individuals are in custody or are processed. They should be properly secured outside of the secure area. An exception may occur only during emergencies, upon approval of a supervisor (9 NYCRR § 7504.1).

All perimeter doors to secure areas shall be kept locked at all times, except during routine cleaning, when no individuals in custody are present or in the event of an emergency, such as an evacuation.

### 900.5.8 FOOD

**State**

Individuals in custody during any of the usual three daily meal hours shall be allowed to eat a meal. It shall be documented when an individual was either provided a meal or refused a meal (9 NYCRR § 7505.1).

### 900.5.9 SANITATION AND MAINTENANCE

**State**

The Patrol Lieutenant will ensure (9 NYCRR § 7506.1):

- (a) Janitorial and maintenance services are regularly provided so that satisfactory conditions exist at all times.
- (b) Bedding and blankets are clean when provided and not routinely left in the cells.
- (c) Mattresses are soil- and water-resistant and checked regularly (e.g., for damage, attempts to conceal contraband items).
- (d) Soap, paper towels, and toilet tissue are available at no cost, and are not routinely left in cells.
- (e) Paper drinking cups are made available at no cost if drinking fountains are not available, and are not routinely left in cells.

### Temporary Custody of Adults

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- (f) Locks on cell doors and security doors, locking devices, and the security aspects of detention-type windows and screens are checked regularly to ensure that they are in proper condition.
- (g) Feminine hygiene products are supplied to individuals in custody at no cost, and are stored, dispensed, and disposed of in a sanitary manner (Correction Law § 625).

#### 900.5.10 RECORD OF DETENTIONS

**State**

The Patrol Lieutenant will ensure Record of Detentions forms are maintained and a report of the total number of male and female prisoners is forwarded to the New York State Commission of Correction (SCOC) on or before February 1 of each year (9 NYCRR § 7509.1).

#### 900.6 USE OF RESTRAINT DEVICES

**Best Practice**

Individuals in custody may be handcuffed in accordance with the Handcuffing and Restraints Policy. Unless an individual presents a heightened risk, handcuffs should generally be removed when the person is in a cell.

The use of restraints, other than handcuffs or leg irons, generally should not be used for individuals in temporary custody at the Glenville Police Department unless the person presents a heightened risk, and only in compliance with the Handcuffing and Restraints Policy.

Individuals in restraints shall be kept away from other unrestrained individuals in custody and monitored to protect them from abuse.

##### 900.6.1 PREGNANT ADULTS

**Best Practice**

Women who are known to be pregnant should be restrained in accordance with the Handcuffing and Restraints Policy.

#### 900.7 PERSONAL PROPERTY

**State MODIFIED**

The personal property of an individual in temporary custody should be removed, inventoried and processed as provided in the Custodial Searches Policy, unless the individual requests a different disposition. For example, an individual may request property (e.g., cash, car or house keys, medications) be released to another person. A request for the release of property to another person must be made in writing. Release of the property requires the recipient's signature on the appropriate form.

Upon release of an individual from temporary custody, his/her items of personal property shall be compared with the inventory, and he/she shall sign a receipt for the property's return (9 NYCRR § 7502.1). If the individual is transferred to another facility or court, the member transporting the individual is required to obtain the receiving person's signature as notice of receipt. The Department shall maintain a copy of the property receipt.

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The Sergeant or OIC shall be notified whenever an individual alleges that there is a shortage or discrepancy regarding his/her property. The Sergeant or OIC shall attempt to prove or disprove the claim.

#### **900.8 SECURE BOOKING AREA**

**State** **MODIFIED**

A thorough inspection of the secure booking area shall be conducted before placing an individual into the area to ensure there are no weapons or contraband and that the area is clean and sanitary. An inspection also should be conducted when he/she is released. Any damage noted to the cell should be photographed and documented.

The following requirements shall apply:

- (a) The individual shall be searched (see the Custodial Searches Policy) and anything that could create a security or suicide risk, such as contraband, hazardous items, belts, shoes or shoelaces, and jackets, shall be removed (9 NYCRR § 7502.1).
- (b) A supply of disposable type fiber or paper footwear to replace shoes may be kept available for issue as required (9 NYCRR § 7502.1).
- (c) The individual shall constantly be monitored during the entire custody.
- (d) The individual shall have constant auditory access to department members.
- (e) The individual's initial placement into and removal from a locked enclosure shall be logged.
- (f) If direct supervision is not possible, safety checks by department members shall occur no less than every 15 minutes (9 NYCRR § 7504.1).
  1. Safety checks should be at varying times.
  2. All safety checks shall be logged.
  3. The safety check should involve questioning the individual as to his/her well-being.
  4. Individuals who are sleeping or apparently sleeping should be awakened.
  5. Requests or concerns of the individual should be logged.

#### **900.9 SUICIDE ATTEMPT, DEATH OR SERIOUS INJURY**

**State**

The Patrol Lieutenant will ensure procedures are in place to address any suicide attempt, death or serious injury of any individual in temporary custody at the Glenville Police Department. The procedures should include:

- (a) Immediate request for emergency medical assistance if appropriate.

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- (b) Immediate notification of the Sergeant, the Chief of Police and the Investigation Lieutenant.
- (c) Notification of the spouse, next of kin or other appropriate person.
- (d) Notification of the appropriate prosecutor.
- (e) Notification of the Town Attorney.
- (f) Notification of the Medical Examiner.
- (g) Evidence preservation.
- (h) Reporting any of the following to the SCOC in the manner designated by the SCOC within 24 hours of occurrence (9 NYCRR § 7508.1; 9 NYCRR § 7508.2):
  - 1. Injuries or illnesses requiring hospitalization of a person in custody.
  - 2. Civil or natural emergencies or disturbances.
  - 3. The death of a person in custody shall be reported within six hours of pronouncement of death. In addition, a report of the death will be sent to the New York State Division of Criminal Justice Services.

#### 900.10 RELEASE AND/OR TRANSFER

**Best Practice** NYSLEAP - 8.4 - 64.1 (C), 64.1 (D) NYSLEAP - 8.5 - 64.1 (C), 64.1 (D)

When an individual is released or transferred from custody, the member releasing the individual should ensure the following:

- (a) All proper reports, forms and logs have been completed prior to release.
- (b) A check has been made to ensure that the individual is not reported as missing and does not have outstanding warrants.
- (c) It has been confirmed that the correct individual is being released or transported.
- (d) All property, except evidence, contraband or dangerous weapons, has been returned to, or sent with, the individual.
- (e) All pertinent documentation accompanies the individual being transported to another facility (e.g., copies of booking forms, medical records, an itemized list of his/her property, warrant copies).
- (f) The individual is not permitted in any nonpublic areas of the Glenville Police Department unless escorted by a member of the Department.
- (g) Any known threat or danger the individual may pose (e.g., escape risk, suicide potential, medical condition) is documented, and the documentation transported with the individual if he/she is being sent to another facility.
  - 1. The department member transporting the individual shall ensure such risks are communicated to intake personnel at the other facility.
- (h) Generally, persons of the opposite sex, or adults and juveniles, should not be transported in the same vehicle unless they are physically separated by a solid barrier.

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If segregating individuals is not practicable, officers should be alert to inappropriate physical or verbal contact and take appropriate action as necessary.

- (i) Transfers between facilities or other entities, such as a hospital, should be accomplished with a custodial escort of the same sex as the person being transferred to assist with his/her personal needs as reasonable.

#### 900.10.1 ESCAPE FROM CUSTODY

**Discretionary** NYSLEAP - 8.4 - 64.1 (E), 64.1 NYSLEAP- 8.5 - 64.1 (E), 64.1

In the event a prisoner escapes from custody, the officer will immediately notify Schenectady County Unified Communications Center and the Sergeant. The officer should relay all pertinent information concerning the escape from custody in order to facilitate recapture of the subject while simultaneously relaying all safety concerns.

#### 900.11 ASSIGNED ADMINISTRATOR

**State** **MODIFIED**

The Administration Lieutenant will ensure any reasonably necessary supplemental procedures are in place to address the following issues:

- (a) General security
- (b) Key control
- (c) Sanitation and maintenance
- (d) Emergency medical treatment
- (e) Escapes
- (f) Evacuation plans
- (g) Fire and life-safety
- (h) Disaster plans
- (i) Building and safety code compliance
- (j) Construction standards, variances and special measures for facilities that are not of fire-resistant construction (9 NYCRR § 7511.1; 9 NYCRR § 7504.1; 9 NYCRR § 7512.1)

#### 900.12 TRAINING

**Best Practice** **MODIFIED**

Department members should be trained and familiar with this policy and any supplemental procedures.

## Recruitment and Selection

### 1000.1 PURPOSE AND SCOPE

Best Practice NYSLEAP - 8.4 - 11.1 NYSLEAP- 8.5 - 11.1

This policy provides a framework for employee recruiting efforts and identifying job-related standards for the selection process. This policy supplements the rules that govern employment practices for the Glenville Police Department and that are promulgated and maintained by the Personnel Department.

### 1000.2 POLICY

Best Practice NYSLEAP - 8.4 - 11.1, 11.1 (A) NYSLEAP- 8.5 - 11.1, 11.1 (A)

In accordance with applicable federal, state, and local law, the Glenville Police Department provides equal opportunities for applicants and employees regardless of actual or perceived race, ethnicity, national origin, religion, sex, sexual orientation, gender identity or expression, age, disability, pregnancy, genetic information, veteran status, marital status, and any other classification or status protected by law. The Department does not show partiality or grant any special status to any applicant, employee, or group of employees unless otherwise required by law.

The Department will recruit and hire only those individuals who demonstrate a commitment to service and who possess the traits and characteristics that reflect personal integrity and high ethical standards.

### 1000.3 RECRUITMENT

Best Practice MODIFIED NYSLEAP - 8.4 - 11.1, 11.1 (A), 11.1 (B) NYSLEAP- 8.5 - 11.1, 11.1 (A), 11.1 (B)

The Administration Lieutenant should employ a comprehensive recruitment and selection strategy to recruit candidates who qualify for the Civil Service exam and select employees from a qualified and diverse pool of candidates.

The strategy should include:

- (a) Identification of racially and culturally diverse target markets.
- (b) Use of marketing strategies to target diverse applicant pools.
- (c) Expanded use of technology and maintenance of a strong internet presence. This may include an interactive department website and the use of department-managed social networking sites, if resources permit.
- (d) Expanded outreach through partnerships with media, community groups, local colleges, universities and the military.
- (e) Employee referral and recruitment incentive programs.
- (f) Sharing of regional testing processes.

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### Recruitment and Selection

The Administration Lieutenant shall avoid advertising, recruiting and screening practices that tend to stereotype, focus on homogeneous applicant pools or screen applicants in a discriminatory manner.

All job announcements must include a description of the duties of the position.

The Department should strive to facilitate and expedite the screening and testing process, and should periodically inform each candidate of his/her status in the recruiting process.

#### **1000.4 SELECTION PROCESS**

**Best Practice** NYSLEAP - 8.4 - 12.1, 12.1 (A), 12.1 (C), 12.5 (A), 12.5 (F), 12.6, 50.6 NYSLEAP- 8.5 - 12.1, 12.1 (A), 12.1 (C), 12.5 (A), 12.5 (F), 12.6, 50.6

Upon the certification of a civil service list and following the laws and rules guiding selection from the list, the Department shall actively strive to identify the candidates who have in some manner distinguished themselves as being outstanding prospects. Minimally, the Department should employ a comprehensive screening, background investigation and selection process that assesses cognitive and physical abilities and includes review and verification of the following:

- (a) A comprehensive application for employment (including previous employment, references, current and prior addresses, education, military record)
- (b) Driving record
- (c) Reference checks
- (d) Employment eligibility, including U.S. Citizenship and Immigration Services Employment Eligibility Verification Form I-9 and acceptable identity and employment authorization documents. This required documentation should not be requested until a candidate is hired. This does not prohibit obtaining documents required for other purposes.
- (e) Information obtained from public internet sites
- (f) Financial history consistent with the Fair Credit Reporting Act (FCRA) (15 USC § 1681 et seq.)
- (g) Local, state and federal criminal history record checks
- (h) Polygraph examination (when legally permissible)
- (i) An impartial medical exam by a licensed physician or practitioner that meets the Municipal Police Training Council standards (may only be given after a conditional offer of employment)
- (j) A psychological examination administered by qualified professionals to ensure psychological fitness (may only be given after a conditional offer of employment)
- (k) Oral Review board or selection committee assessment based upon standardized questions with candidate's responses recorded on uniform reports

#### **1000.4.1 VETERAN PREFERENCE**

**State**

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The Department will provide veteran preference credits as required (Civil Service Law § 85).

#### 1000.5 BACKGROUND INVESTIGATION

**Best Practice** NYSLEAP - 8.4 - 12.5, 12.5 (B), 12.5 (C), 12.5 (D), 12.5 (E), 12.5 (F), 12.5 (G), 12.5 (H), 12.5 (I), 12.5 (J), 12.5 (K) NYSLEAP-8.5 - 12.5, 12.5 (B), 12.5 (C), 12.5 (D), 12.5 (E), 12.5 (F), 12.5 (G), 12.5 (H), 12.5 (I), 12.5 (J), 12.5 (K)

Every candidate shall undergo a thorough background investigation to verify his/her personal integrity and high ethical standards, and to identify any past behavior that may be indicative of the candidate's unsuitability to perform duties relevant to the operation of the Glenville Police Department.

Background investigators will be provided with instructions and checklists to ensure thorough, comprehensive and objective investigations of candidates. Elements of the background investigation will include verification of employment, education and residences; interviews with previous and current employers, family members, neighbors, social contacts, provided references, developed references and organizations; and review of credit history, military records, and other public records searches.

##### 1000.5.1 NOTICES

**Federal**

Background investigators shall ensure that investigations are conducted and notices provided in accordance with the requirements of the FCRA and the New York Fair Credit Reporting Act (15 USC § 1681d; General Business Law § 380-c).

##### 1000.5.2 STATE NOTICES

**State**

Every applicant disqualified due to facts discovered during the background investigation by the Glenville Police Department will be provided a written statement specifying the reasons for the disqualification and allowed an opportunity for rebuttal (Civil Service Law § 50).

Applicants who are or were subject to an extreme risk protection order (temporary or final) should be afforded an opportunity to explain the circumstances and provided with copies of records related to the order that are obtained by the Department (CPLR § 6346).

##### 1000.5.3 REVIEW OF SOCIAL MEDIA SITES

**Best Practice** **MODIFIED**

Due to the potential for accessing unsubstantiated, private or protected information, the Investigation Lieutenant should not require candidates to provide passwords, account information or access to password-protected social media accounts.

The Investigation Lieutenant should consider utilizing the services of an appropriately trained and experienced third party to conduct open source, Internet-based searches and/or review information from social media sites to ensure that:

- (a) The legal rights of candidates are protected.

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- (b) Material and information to be considered are verified, accurate and validated.
- (c) The Department fully complies with applicable privacy protections and local, state and federal law.

Regardless of whether a third party is used, the Investigation Lieutenant should ensure that potentially impermissible information is not available to any person involved in the candidate selection process.

### 1000.5.4 RECORDS RETENTION

#### **Best Practice**

The background report and all supporting documentation shall be maintained in accordance with the established records retention schedule.

### 1000.5.4 DOCUMENTING AND REPORTING

#### **Best Practice**

The background investigator shall summarize the results of the background investigation in a report that includes sufficient information to allow the reviewing authority to decide whether to extend a conditional offer of employment. The report shall not include any information that is prohibited from use, including that from social media sites, in making employment decisions. The report and all supporting documentation shall be included in the candidate's background investigation file.

### 1000.6 DISQUALIFICATION GUIDELINES

#### **State**

As a general rule, performance indicators and candidate information and records shall be evaluated by considering the candidate as a whole, and taking into consideration the following:

- Age at the time the behavior occurred
- Passage of time
- Patterns of past behavior
- Severity of behavior
- Probable consequences if past behavior is repeated or made public
- Likelihood of recurrence
- Relevance of past behavior to public safety employment
- Aggravating and mitigating factors
- Other relevant considerations

A candidate's qualifications will be assessed on a case-by-case basis, using a totality-of-the-circumstances framework. State law provides for statutory minimal standards for disqualification as prescribed by Civil Service Law § 50.

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#### 1000.7 EMPLOYMENT STANDARDS

**State** NYSLEAP - 8.4 - 11.1 (C) NYSLEAP-8.5 - 11.1 (C)

All candidates shall meet the minimum standards required by state law. Candidates will be evaluated based on merit, ability, competence and experience, in accordance with the high standards of integrity and ethics valued by the Department and the community.

Validated, job-related and nondiscriminatory employment standards shall be established for each job classification and shall minimally identify the training, abilities, knowledge and skills required to perform the position's essential duties in a satisfactory manner. Each standard should include performance indicators for candidate evaluation. The Personnel Department should maintain validated standards for all positions.

##### 1000.7.1 STANDARDS FOR OFFICERS

**State** NYSLEAP - 8.4 - 12.1 (A), 12.1 (B), 12.1 (C), 12.5 (A), 12.1 NYSLEAP- 8.5 - 12.1 (A), 12.1 (B), 12.1 (C), 12.5 (A), 12.1

Candidates shall meet the following minimum standards:

- (a) Free of any felony convictions
- (b) Citizen of the United States or permanent resident alien eligible for and has applied for citizenship
- (c) At least 20 years of age and no more than 35 years of age with certain exceptions (Civil Service Law § 58)
- (d) Fingerprinted for local, state and national fingerprint check
- (e) Good moral character as determined by a thorough background investigation
- (f) High School graduate, passed the GED or obtained a two year, four year or advanced degree from an accredited or approved institution
- (g) Free from any physical, emotional or mental condition which might adversely affect the exercise of police powers
- (h) Candidates must also satisfy the Municipal Police Training Council (MPTC) selection requirements

In addition to the above minimum MPTC required standards, candidates should be subjected to additional evaluations including physical ability testing, drug screening, polygraph and/or pre-offer personality test.

#### 1000.8 PROBATIONARY PERIODS

**Best Practice**

The Administration Lieutenant should coordinate with the Glenville Personnel Department to identify positions subject to probationary periods and procedures for:

- (a) Appraising performance during probation.
- (b) Assessing the level of performance required to complete probation.
- (c) Extending probation.

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- (d) Documenting successful or unsuccessful completion of probation.

## Personnel Complaints

### 1010.1 PURPOSE AND SCOPE

State NYSLEAP - 8.4 - 25.1 NYSLEAP- 8.5 - 25.1

This policy provides guidelines for the reporting, investigation and disposition of complaints regarding the conduct of members of the Glenville Police Department. This policy shall not apply to any questioning, counseling, instruction, informal verbal admonishment or other routine or unplanned contact of a member in the normal course of duty, by a supervisor or any other member, nor shall this policy apply to a criminal investigation.

### 1010.2 POLICY

Best Practice NYSLEAP - 8.4 - 14.4, 25.1 NYSLEAP- 8.5 - 14.4, 25.1

The Glenville Police Department takes seriously all complaints regarding the service provided by the Department and the conduct of its members.

The Department will accept and address all complaints of misconduct in accordance with this policy and applicable federal, state and local law and municipal and county rules and the requirements of any collective bargaining agreements.

It is also the policy of this department to ensure that the community can report misconduct without concern for reprisal or retaliation.

### 1010.3 PERSONNEL COMPLAINTS

Best Practice NYSLEAP - 8.4 - 25.1 NYSLEAP- 8.5 - 25.1

Personnel complaints include any allegation of misconduct or improper job performance that, if true, would constitute a violation of department policy or federal, state or local law, policy or rule. Personnel complaints may be generated internally or by the public.

Inquiries about conduct or performance that, if true, would not violate department policy or federal, state or local law, policy or rule may be handled informally by a supervisor and shall not be considered a personnel complaint. Such inquiries generally include clarification regarding policy, procedures or the response to specific incidents by the Department.

#### 1010.3.1 COMPLAINT CLASSIFICATIONS

Best Practice NYSLEAP - 8.4 - 25.1 (A), 25.1 (C) NYSLEAP- 8.5 - 25.1 (A), 25.1 (C)

Personnel complaints shall be classified in one of the following categories:

**Informal** - A matter in which the Sergeant is satisfied that appropriate action has been taken by a supervisor of rank greater than the accused member.

**Formal** - A matter in which a supervisor determines that further action is warranted. Such complaints may be investigated by a supervisor of rank greater than the accused member or

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referred to the Investigations Lieutenant, depending on the seriousness and complexity of the investigation.

**Incomplete** - A matter in which the complaining party either refuses to cooperate or becomes unavailable after diligent follow-up investigation. At the discretion of the assigned supervisor or the Investigations Lieutenant, such matters may be further investigated depending on the seriousness of the complaint and the availability of sufficient information.

#### 1010.3.2 SOURCES OF COMPLAINTS

**Best Practice** NYSLEAP - 8.4 - 25.1 NYSLEAP - 8.5 - 25.1

The following applies to the source of complaints:

- (a) Individuals from the public may make complaints in any form, including in writing, by email, in person or by telephone.
- (b) Any department member becoming aware of alleged misconduct shall immediately notify a supervisor.
- (c) Supervisors shall initiate a complaint based upon observed misconduct or receipt from any source alleging misconduct that, if true, could result in disciplinary action.
- (d) Anonymous and third-party complaints should be accepted and investigated to the extent that sufficient information is provided.
- (e) Tort claims and lawsuits may generate a personnel complaint.

#### 1010.4 AVAILABILITY AND ACCEPTANCE OF COMPLAINTS

**Best Practice**

##### 1010.4.1 COMPLAINT FORMS

**Best Practice**

Personnel complaint forms will be maintained in a clearly visible location in the public area of the police facility and be accessible through the department website. Forms may also be available at other Town facilities.

Personnel complaint forms in languages other than English may also be provided, as determined necessary or practicable.

##### 1010.4.2 ACCEPTANCE

**Best Practice**

All complaints will be courteously accepted by any department member and promptly given to the appropriate supervisor. Although written complaints are preferred, a complaint may also be filed orally, either in person or by telephone. Such complaints will be directed to a supervisor. If a supervisor is not immediately available to take an oral complaint, the receiving member shall obtain contact information sufficient for the supervisor to contact the complainant. The supervisor, upon contact with the complainant, shall complete and submit a complaint form as appropriate.

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Although not required, complainants should be encouraged to file complaints in person so that proper identification, signatures, photographs or physical evidence may be obtained as necessary.

#### 1010.5 DOCUMENTATION

**Best Practice** NYSLEAP - 8.4 - 25.1 (B) NYSLEAP- 8.5 - 25.1 (B)

Supervisors shall ensure that all formal and informal complaints are documented on a complaint form. The supervisor shall ensure that the nature of the complaint is defined as clearly as possible.

All complaints and inquiries should also be documented in a log that records and tracks complaints. The log shall include the nature of the complaint and the actions taken to address the complaint. On an annual basis, the Department should audit the log and send an audit report to the Chief of Police or the authorized designee.

#### 1010.6 ADMINISTRATIVE INVESTIGATIONS

**Best Practice**

Allegations of misconduct will be administratively investigated as follows.

##### 1010.6.1 SUPERVISOR RESPONSIBILITIES

**Best Practice** NYSLEAP - 8.4 - 25.1 (A), 25.1 (C) NYSLEAP- 8.5 - 25.1 (A), 25.1 (C)

In general, the primary responsibility for the investigation of a personnel complaint shall rest with the member's immediate supervisor, unless the supervisor is the complainant, or the supervisor is the ultimate decision-maker regarding disciplinary action or has any personal involvement regarding the alleged misconduct. The Chief of Police or the authorized designee may direct that another supervisor investigate any complaint.

A supervisor who becomes aware of alleged misconduct shall take reasonable steps to prevent aggravation of the situation.

The responsibilities of supervisors include, but are not limited to:

- (a) Ensuring that upon receiving or initiating any formal complaint, a complaint form is completed.
  1. The original complaint form will be directed to the Sergeant of the accused member, via the chain of command, who will take appropriate action and/or determine who will have responsibility for the investigation.
  2. In circumstances where the integrity of the investigation could be jeopardized by reducing the complaint to writing or where the confidentiality of a complainant is at issue, a supervisor shall orally report the matter to the member's Lieutenant or the Chief of Police, who will initiate appropriate action.
- (b) Responding to all complaints in a courteous and professional manner.
- (c) Resolving those personnel complaints that can be resolved immediately.

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1. Follow-up contact with the complainant should be made within 24 hours of the Department receiving the complaint.
  2. If the matter is resolved and no further action is required, the supervisor will note the resolution on a complaint form and forward the form to the Sergeant.
- (d) Ensuring that upon receipt of a complaint involving allegations of a potentially serious nature, the Sergeant and Chief of Police are notified via the chain of command as soon as practicable.
- (e) Promptly contacting the Personnel Department and the Sergeant for direction regarding the supervisor's role in addressing a complaint that relates to sexual, racial, ethnic or other forms of prohibited harassment or discrimination.
- (f) Forwarding unresolved personnel complaints to the Sergeant, who will determine whether to contact the complainant or assign the complaint for investigation.
- (g) Informing the complainant of the investigator's name and the complaint number within three days after assignment.
- (h) Investigating a complaint as follows:
1. Making reasonable efforts to obtain names, addresses and telephone numbers of witnesses.
  2. When appropriate, ensuring immediate medical attention is provided and photographs of alleged injuries and accessible uninjured areas are taken.
- (i) Ensuring that the procedural rights of the accused member are followed.
- (j) Ensuring interviews of the complainant are generally conducted during reasonable hours.

### 1010.6.2 NOTICE OF CHARGES

**State** **MODIFIED**

Any charges brought against an employee shall be in writing and brought within sixty days after the time when the facts upon which such charges are based are known( Town Law § 155).

### 1010.6.3 ADMINISTRATIVE INVESTIGATION FORMAT

**Best Practice**

Formal investigations of personnel complaints shall be thorough, complete and essentially follow this format:

**Introduction** - Include the identity of the members, the identity of the assigned investigators, the initial date and source of the complaint.

**Synopsis** - Provide a brief summary of the facts giving rise to the investigation.

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**Summary** - List the allegations separately, including applicable policy sections, with a brief summary of the evidence relevant to each allegation. A separate recommended finding should be provided for each allegation.

**Evidence** - Each allegation should be set forth with the details of the evidence applicable to each allegation provided, including comprehensive summaries of member and witness statements. Other evidence related to each allegation should also be detailed in this section.

**Conclusion** - A recommendation regarding further action or disposition should be provided.

**Exhibits** - A separate list of exhibits (e.g., recordings, photos, documents) should be attached to the report.

### 1010.6.4 DISPOSITIONS

**Best Practice**

Each personnel complaint shall be classified with one of the following dispositions:

**Unfounded** - When the investigation discloses that the alleged acts did not occur or did not involve department members. Complaints that are determined to be frivolous will fall within the classification of unfounded.

**Exonerated** - When the investigation discloses that the alleged act occurred but that the act was justified, lawful and/or proper.

**Not sustained** - When the investigation discloses that there is insufficient evidence to sustain the complaint or fully exonerate the member.

**Sustained** - When the investigation discloses sufficient evidence to establish that the act occurred and that it constituted misconduct.

If an investigation discloses misconduct or improper job performance that was not alleged in the original complaint, the investigator shall take appropriate action with regard to any additional allegations.

### 1010.6.5 COMPLETION OF INVESTIGATIONS

**Best Practice**

Every investigator or supervisor assigned to investigate a personnel complaint or other alleged misconduct shall proceed with due diligence in an effort to complete the investigation within one year from the date of discovery by an individual authorized to initiate an investigation.

### 1010.6.6 ADMINISTRATIVE INVESTIGATION PROCEDURES OTHER EMPLOYEES

**Best Practice** NYSLEAP - 8.4 - 50.6 NYSLEAP - 8.5 - 50.6

Whether conducted by a supervisor or a member of the Investigations Lieutenant, the following applies to employees:

- (a) Interviews of an accused employee shall be conducted during reasonable hours and preferably when the employee is on-duty. If the employee is off-duty, he/she shall be compensated.

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- (b) Unless waived by the employee, interviews of an accused employee shall be at the Glennville Police Department or other reasonable and appropriate place.
- (c) No more than two interviewers should ask questions of an accused employee.
- (d) Prior to any interview, an employee should be informed of the nature of the investigation.
- (e) All interviews should be for a reasonable period and the employee's personal needs should be accommodated.
- (f) No employee should be subjected to offensive or threatening language, nor shall any promises, rewards or other inducements be used to obtain answers. Any employee refusing to answer questions directly related to the investigation may be ordered to answer questions administratively and may be subject to discipline for failing to do so.
- (g) The interviewer should record all interviews of employees and witnesses. The employee may also record the interview. If the employee has been previously interviewed, a copy of that recorded interview should be provided to the employee prior to any subsequent interview.
- (h) All employees subjected to interviews that could result in discipline have the right to have an uninvolved representative present during the interview. However, in order to maintain the integrity of each individual's statement, involved employees shall not consult or meet with a representative or attorney collectively or in groups prior to being interviewed.
- (i) All employees shall provide complete and truthful responses to questions posed during interviews.
- (j) No employee may be compelled to submit to a psychological stress evaluator examination, nor shall any refusal to submit to such examination be mentioned in any investigation (Labor Law § 735).

#### 1010.6.7 NOTICE TO COMPLAINANT OF INVESTIGATION STATUS

##### Best Practice

The member conducting the investigation should provide the complainant with periodic updates on the status of the investigation, as appropriate.

#### 1010.7 ADMINISTRATIVE SEARCHES

##### Best Practice

Assigned lockers, storage spaces and other areas, including desks, offices and vehicles, may be searched as part of an administrative investigation upon a reasonable suspicion of misconduct.

Such areas may also be searched any time by a supervisor for non-investigative purposes, such as obtaining a needed report, radio or other document or equipment.

#### 1010.8 ADMINISTRATIVE LEAVE

State NYSLEAP - 6.4 - 14.4 (B), 14.4 NYSLEAP- 6.5 - 14.4 (B), 14.4

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### Personnel Complaints

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When a complaint of misconduct is of a serious nature, or when circumstances indicate that allowing the accused to continue to work would adversely affect the mission of the Department, the Chief of Police or the authorized designee may temporarily assign an accused employee to administrative leave. Any employee placed on administrative leave:

- (a) May be required to relinquish any department badge, identification, assigned weapons and any other department equipment.
- (b) Shall be required to continue to comply with all policies and lawful orders of a supervisor.
- (c) May be temporarily reassigned to a different shift, generally a normal business-hours shift, during the investigation. The employee may be required to remain available for contact at all times during such shift, and will report as ordered.
- (d) May be on leave without pay pending the hearing of charges (Town Law § 155).

#### 1010.9 CRIMINAL INVESTIGATION

**Best Practice** NYSLEAP - 8.4 - 25.1 (E), 14.4 NYSLEAP- 8.5 - 25.1 (E), 14.4

Where a member is accused of potential criminal conduct, a separate supervisor or investigator shall be assigned to investigate the criminal allegations apart from any administrative investigation. Any separate administrative investigation may parallel a criminal investigation.

The Chief of Police shall be notified as soon as practicable when a member is accused of criminal conduct. The Chief of Police may request a criminal investigation by an outside law enforcement agency.

A member accused of criminal conduct shall be provided with all rights afforded to a civilian. The member should not be administratively ordered to provide any information in the criminal investigation.

The Glenville Police Department may release information concerning the arrest or detention of any member, including an officer, that has not led to a conviction. No disciplinary action should be taken until an independent administrative investigation is conducted.

#### 1010.10 POST-ADMINISTRATIVE INVESTIGATION PROCEDURES

**Best Practice** NYSLEAP - 8.4 - 14.4 NYSLEAP- 8.5 - 14.4

Upon completion of a formal investigation, an investigation report should be forwarded to the Chief of Police through the chain of command. Each level of command should review the report and include their comments in writing before forwarding the report. The Chief of Police may accept or modify any classification or recommendation for disciplinary action.

##### 1010.10.1 LIEUTENANT RESPONSIBILITIES

**Best Practice** NYSLEAP - 8.4 - 14.4 (C), 14.4 NYSLEAP- 8.5 - 14.4 (C), 14.4

# Glenville Police Department

## Policy Manual

### Personnel Complaints

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Upon receipt of any completed personnel investigation, the Lieutenant of the involved member shall review the entire investigative file, the member's personnel file and any other relevant materials.

The Lieutenant may make recommendations regarding the disposition of any allegations and the amount of discipline, if any, to be imposed.

Prior to forwarding recommendations to the Chief of Police, the Lieutenant may return the entire investigation to the assigned investigator or supervisor for further investigation or action.

When forwarding any written recommendation to the Chief of Police, the Lieutenant shall include all relevant materials supporting the recommendation. Actual copies of a member's existing personnel file need not be provided and may be incorporated by reference.

#### 1010.10.2 CHIEF OF POLICE RESPONSIBILITIES

**Best Practice** **MODIFIED** **NYSLEAP - 8.4 - 14.4 (C), 14.4** **NYSLEAP - 8.5 - 14.4 (C), 14.4**

Upon receipt of any written recommendation for disciplinary action, the Chief of Police shall review the recommendation and all accompanying materials. The Chief of Police may modify any recommendation and/or may return the file to the Lieutenant for further investigation or action.

Once the Chief of Police is satisfied that no further investigation or action is required by staff, the Chief of Police shall determine the amount of discipline, if any, that should be imposed. In the event disciplinary action is proposed, the Chief of Police shall provide the member with a written notice of discipline and the following:

- (a) An opportunity to respond orally or in writing to the Chief of Police within five days of receiving the notice.
  - 1. Upon a showing of good cause by the member, the Chief of Police may grant a reasonable extension of time for the member to respond.
  - 2. If the member elects to respond orally, the presentation shall be recorded by the Department. Upon request, the member shall be provided with a copy of the recording.

Once the member has completed his/her response, or if the member has elected to waive any such response, the Chief of Police shall consider all information received in regard to the recommended discipline. The Chief of Police shall render a timely written decision to the member and specify the grounds and reasons for discipline and the effective date of the discipline. Once the Chief of Police has issued a written decision, the discipline shall become effective.

#### 1010.10.3 HEARING BY TOWN BOARD

**State**

A hearing shall be conducted by the Town Board or as prescribed by the rules and regulations of the Town Board as provided in Town Law § 155.

## *Personnel Complaints*

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The employee shall be entitled to five days' notice of the hearing and have an opportunity to be heard in his/her defense. The employee has the right to a public hearing and to be represented by counsel (Town Law § 155).

### **1010.10.4 NOTICE OF FINAL DISPOSITION TO THE COMPLAINANT**

**State**

The Chief of Police or the authorized designee should ensure that the complainant is notified of the disposition (i.e., sustained, not sustained, exonerated, unfounded) of the complaint.

### **1010.11 PRE-DISCIPLINE EMPLOYEE RESPONSE**

**Best Practice**

The pre-discipline process is intended to provide the accused employee with an opportunity to present a written or oral response to the Chief of Police after having had an opportunity to review the supporting materials and prior to imposition of any recommended discipline. The employee shall consider the following:

- (a) The response is not intended to be an adversarial or formal hearing.
- (b) Although the employee may be represented by an uninvolved representative or legal counsel, the response is not designed to accommodate the presentation of testimony or witnesses.
- (c) The employee may suggest that further investigation could be conducted or the employee may offer any additional information or mitigating factors for the Chief of Police to consider.
- (d) In the event that the Chief of Police elects to conduct further investigation, the employee shall be provided with the results prior to the imposition of any discipline.
- (e) The employee may thereafter have the opportunity to further respond orally or in writing to the Chief of Police on the limited issues of information raised in any subsequent materials.

### **1010.12 RESIGNATIONS/RETIREMENTS PRIOR TO DISCIPLINE**

**Best Practice**

In the event that a member tenders a written resignation or notice of retirement prior to the imposition of discipline, it shall be noted in the file. The tender of a resignation or retirement by itself shall not serve as grounds for the termination of any pending investigation or discipline.

### **1010.13 POST-DISCIPLINE APPEAL RIGHTS**

**State**

Non-probationary employees have the right to appeal a reprimand, withholding of salary, extra hours, suspension without pay or termination of employment. The employee has the right to appeal using the procedures established by Town Law § 155.

*Personnel Complaints*

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**1010.14 PROBATIONARY EMPLOYEES AND OTHER MEMBERS**

**Best Practice**

At-will and probationary employees and members other than non-probationary employees may be disciplined and/or released from employment without adherence to any of the procedures set out in this policy, and without notice or cause at any time. These individuals are not entitled to any rights under this policy. However, any of these individuals released for misconduct should be afforded an opportunity solely to clear their names through a liberty interest hearing, which shall be limited to a single appearance before the Chief of Police or the authorized designee.

In cases where an individual has been absent for more than a week or when additional time to review the individual is considered to be appropriate, the probationary period may be extended at the discretion of the Chief of Police.

**1010.15 RETENTION OF PERSONNEL INVESTIGATION FILES**

**State** NYSLEAP - 8.4 - 14.4 (A), 14.4, 25.1 NYSLEAP - 8.5 - 14.4 (A), 14.4, 25.1

All personnel complaints shall be maintained in accordance with the established records retention schedule and as described in the Personnel Records Policy.

## Performance History Audits

### 1028.1 PURPOSE AND SCOPE

Best Practice NYSLEAP - 8.4 - 13.1 NYSLEAP- 8.5 - 13.1

This policy provides guidance for the use of performance history audits. Performance history audits can help identify commendable performance as well as provide early recognition of training needs and other potential issues. This policy addresses the responsibilities, performance indicators and components of the audit, and handling of collected data.

### 1028.2 POLICY

Best Practice NYSLEAP - 8.4 - 13.1 NYSLEAP- 8.5 - 13.1

The Glenville Police Department collects data to assist supervisors with evaluating the performance of their employees. While it is understood that the statistical compilation of data may be helpful to supervisors, the Department recognizes that it cannot account for, and must carefully balance such data with, the many variables in law enforcement, such as:

- Ability to detect crime.
- Work ethic.
- Assignment and shift.
- Physical abilities (ability to perform the job-related physical tasks).
- Randomness of events.

### 1028.3 RESPONSIBILITIES

Best Practice MODIFIED NYSLEAP - 8.4 - 13.1, 25.1 NYSLEAP- 8.5 - 13.1, 25.1

The Administration Lieutenant and the Investigations Lieutenant are responsible for collecting performance indicators and other relevant data. The data will be compiled to generate quarterly performance history audit reports that will be provided to the appropriate Lieutenant. The Lieutenant will utilize confidential methods to compile and track information regarding performance indicators for each officer during each quarter in order to prepare the report. Though generated quarterly, each report should contain data from a one-year time period.

If necessary, the Lieutenant should forward a copy of each performance history audit report to the Town Attorney for review and retention as attorney work product and confidential personnel information.

### 1028.4 COMPONENTS OF PERFORMANCE HISTORY AUDITS

Best Practice NYSLEAP - 8.4 - 13.1 NYSLEAP- 8.5 - 13.1

Performance history audits should include the following components:

- Performance indicators

## Performance History Audits

- Data analysis
- Employee review
- Follow-up monitoring

### 1028.4.1 PERFORMANCE INDICATORS

Best Practice **MODIFIED** NYSLEAP - 8.4 - 13.1 NYSLEAP - 8.5 - 13.1

Performance indicators represent the categories of employee performance activity that the Chief of Police has determined may be relevant data for the generation and analysis of performance history audits. These indicators may include, but are not limited to, the frequency and/or number of:

- (a) Use of force incidents.
- (b) Involvement and conduct during vehicle pursuits.
- (c) Personnel complaints, including the findings.
- (d) Commendations, compliments and awards from the Department and the public.
- (e) Claims and civil suits related to the employee's actions or alleged actions.
- (f) Personnel investigations.
- (g) District Attorney case rejections and the reasons.
- (h) Intentional or accidental firearm discharges (regardless of injury).
- (i) Vehicle accidents.
- (j) Missed court appearances.
- (k) Documented counseling.
- (l) Sick leave usage.

### 1028.4.2 DATA ANALYSIS

Best Practice **MODIFIED** NYSLEAP - 8.4 - 13.1, 25.1 NYSLEAP - 8.5 - 13.1, 25.1

The Lieutenant will review each performance history audit report and determine whether it should be provided to the officer's immediate supervisor for further consideration.

### 1028.4.3 EMPLOYEE REVIEW

Best Practice NYSLEAP - 8.4 - 13.1 NYSLEAP - 8.5 - 13.1

Upon receipt of a performance history audit report, the supervisor will carefully review the report with the officer to assess any potential trends or other issues that may warrant informal counseling, additional training or a recommendation for other action, including discipline. The officer shall date and sign the report and should be provided with a copy of the report upon request.

If a supervisor determines that an officer's performance warrants action beyond informal counseling, the supervisor shall advise the Lieutenant of such recommendation. If the Lieutenant

# Glenville Police Department

## Policy Manual

### *Performance History Audits*

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concurs with the recommendation of the supervisor, he/she shall take steps to initiate the appropriate action.

If discipline or other adverse action is initiated against an officer as a result of a performance history audit, the officer shall be entitled to all rights and processes set forth in the Personnel Complaints Policy.

#### 1028.4.4 FOLLOW-UP MONITORING

**Best Practice** NYSLEAP - 8.4 - 13.1 NYSLEAP- 8.5 - 13.1

Depending upon the results of each performance history audit, a determination should be made by the Administration Lieutenant, after discussion with the officer's immediate supervisor, about the need, type and duration of any follow-up. Performance indicators and data analysis will generally provide the basis upon which such decisions should be made.

#### 1028.5 CONFIDENTIALITY OF DATA

**Best Practice** NYSLEAP - 8.4 - 8.7, 13.1 NYSLEAP- 8.5 - 8.7, 13.1

Information, data and copies of material compiled to develop performance history audit reports shall be considered confidential as part of the employee's personnel file and will not be subject to discovery or release except as provided by law. Access to performance history audit reports will be governed under the same process as access to an officer's personnel file, as outlined in the Personnel Records Policy.

Access to the underlying data will be governed by the process for access to the original records (such as police reports).

#### 1028.6 RETENTION

**Best Practice** NYSLEAP - 8.4 - 8.5, 13.1, 25.1 NYSLEAP- 8.5 - 8.5, 13.1, 25.1

Performance history audit reports and associated records shall be retained in accordance with the established records retention schedule.

## Speech, Expression and Social Networking

### 1029.1 PURPOSE AND SCOPE

**Best Practice** NYSLEAP - 8.4 - 14.1, 28.4 (B) NYSLEAP- 8.5 - 14.1, 28.4 (B)

This policy is intended to address issues associated with the use of social networking sites, and provides guidelines for the regulation and balancing of member speech and expression with the needs of the Glenville Police Department.

This policy applies to all forms of communication including, but not limited to, film, video, print media, public or private speech and use of all Internet services, including the Web, email, file transfer, remote computer access, news services, social networking, social media, instant messaging, blogs, forums, video and other file-sharing sites.

Nothing in this policy is intended to prohibit or infringe upon any communication, speech or expression that is protected under law. This includes speech and expression protected under state or federal constitutions as well as labor or other applicable laws. For example, this policy does not limit a member from speaking as a private citizen, including acting as an authorized member of a recognized bargaining unit or an employee group, about matters of public concern, such as misconduct or corruption.

Members are encouraged to consult with their supervisors regarding any questions arising from the application or potential application of this policy.

### 1029.2 POLICY

**Federal** NYSLEAP - 8.4 - 14.1 NYSLEAP- 8.5 - 14.1

Members of public entities occupy a trusted position in the community, and thus, their statements have the potential to contravene the policies and performance of the Glenville Police Department. Due to the nature of the work and influence associated with the law enforcement profession, it is necessary that members of this department be subject to certain reasonable limitations on their speech and expression. To achieve its mission and efficiently provide service to the public, the Department will carefully balance the individual member's rights against the needs and interests of the Department when exercising a reasonable degree of control over its members' speech and expression.

### 1029.3 SAFETY

**Best Practice** NYSLEAP - 8.4 - 14.1 NYSLEAP- 8.5 - 14.1

Members should carefully consider the implications of their speech or any other form of expression when using the Internet. Speech and expression that may negatively affect the safety of Glenville Police Department members, such as posting personal information in a public forum or posting a photograph taken with a GPS-enabled camera, can result in compromising a member's home address or family ties. Members should therefore not disseminate or post any information on any forum or medium that could reasonably be anticipated to compromise the safety of any member,

# Glenville Police Department

## Policy Manual

### *Speech, Expression and Social Networking*

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a member's family or associates. Examples of the type of information that could reasonably be expected to compromise safety include:

- Disclosing a photograph and name or address of an officer who is working undercover.
- Disclosing the address of a fellow department member.
- Otherwise disclosing where another officer can be located off-duty.

#### **1029.4 PROHIBITED SPEECH, EXPRESSION AND CONDUCT**

**Best Practice** NYSLEAP - 8.4 - 14.1, 28.4 (B) NYSLEAP- 8.5 - 14.1, 28.4 (B)

To meet the safety, performance and public-trust needs of the Glenville Police Department, the following are prohibited unless the speech is otherwise protected (for example, a member speaking as a private citizen, including acting as an authorized member of a recognized bargaining unit or an employee group, on a matter of public concern):

- (a) Speech or expression made pursuant to an official duty that tends to compromise or damage the mission, function, reputation or professionalism of the Department or its members.
- (b) Speech or expression that, while not made pursuant to an official duty, is significantly linked to, or related to, the Department and tends to compromise or damage the mission, function, reputation or professionalism of the Department or its members. Examples may include:
  1. Statements that indicate disregard for the law or the state or U.S. Constitutions.
  2. Expression that demonstrates support for criminal activity.
  3. Participation in sexually explicit photographs or videos for compensation or distribution.
- (c) Speech or expression that could reasonably be foreseen as having a negative impact on the credibility of the member as a witness. For example, posting to a website statements or expressions that glorifies or endorses dishonesty, unlawful discrimination or illegal behavior.
- (d) Speech or expression of any form that could reasonably be foreseen as having a negative impact on the safety of the members of the Department (e.g., a statement on a blog that provides specific details as to how and when prisoner transportations are made could reasonably be foreseen as potentially jeopardizing employees by informing criminals of details that could facilitate an escape or attempted escape).
- (e) Speech or expression that is contrary to the canons of the Law Enforcement Code of Ethics as adopted by the Department.
- (f) Use or disclosure, through whatever means, of any information, photograph, video or other recording obtained or accessible as a result of employment or appointment with the Department for financial or personal gain, or any disclosure of such materials without the express authorization of the Chief of Police or the authorized designee.
- (g) Posting, transmitting or disseminating any photographs, video or audio recordings, likenesses or images of department logos, emblems, uniforms, badges, patches,

# Glennville Police Department

## Policy Manual

### Speech, Expression and Social Networking

marked vehicles, equipment or other material that specifically identifies the Glennville Police Department on any personal or social networking or other website or web page, without the express authorization of the Chief of Police.

Members must take reasonable and prompt action to remove any content, including content posted by others, that is in violation of this policy from any web page or website maintained by the employee (e.g., social or personal website).

#### 1029.4.1 UNAUTHORIZED ENDORSEMENTS AND ADVERTISEMENTS

Federal **MODIFIED** NYSLEAP - 8.4 - 14.1, 28.4 (B) NYSLEAP- 8.5 - 14.1, 28.4 (B)

- (a) Endorse, support, oppose or contradict any political campaign or initiative.
- (b) Endorse, support, oppose or contradict any social issue, cause or religion.
- (c) Endorse, support or oppose any product, service, company or other commercial entity.
- (d) Appear in any commercial, social or nonprofit publication or any motion picture, film, video or public broadcast or on any website.

Additionally, when it can reasonably be construed that an employee, acting in his/her individual capacity or through an outside group or organization, including as an authorized member of a recognized bargaining unit or an employee group, is affiliated with this department, the member shall give a specific disclaiming statement that any such speech or expression is not representative of the Glennville Police Department.

Members retain their rights to vote as they choose, to support candidates of their choice and to express their opinions as private citizens, including as authorized members of recognized bargaining units or employee groups, on political subjects and candidates at all times while off-duty. However, members may not use their official authority or influence to interfere with or affect the result of elections or nominations for office. Members are also prohibited from directly or indirectly using their official authority to coerce, command or advise another employee to pay, lend or contribute anything of value to a party, committee, organization, agency or person for political purposes (5 USC § 1502).

#### 1029.5 PRIVACY EXPECTATION

Best Practice NYSLEAP - 8.4 - 14.1 NYSLEAP- 8.5 - 14.1

Members forfeit any expectation of privacy with regard to emails, texts or anything published or maintained through file-sharing software or any Internet site (e.g., Facebook, MySpace) that is accessed, transmitted, received or reviewed on any department technology system (see the Information Technology Use Policy for additional guidance).

#### 1029.6 CONSIDERATIONS

Best Practice NYSLEAP - 8.4 - 14.1 NYSLEAP- 8.5 - 14.1

In determining whether to grant authorization of any speech or conduct that is prohibited under this policy, the factors that the Chief of Police or the authorized designee should consider include:

# Glenville Police Department

## Policy Manual

### *Speech, Expression and Social Networking*

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- (a) Whether the speech or conduct would negatively affect the efficiency of delivering public services.
- (b) Whether the speech or conduct would be contrary to the good order of the Department or the efficiency or morale of its members.
- (c) Whether the speech or conduct would reflect unfavorably upon the Department.
- (d) Whether the speech or conduct would negatively affect the member's appearance of impartiality in the performance of his/her duties.
- (e) Whether similar speech or conduct has been previously authorized.
- (f) Whether the speech or conduct may be protected and outweighs any interest of the Department.

#### **1029.7 TRAINING**

**Best Practice** NYSLEAP - 8.4 - 14.1 NYSLEAP - 8.5 - 14.1

Subject to available resources, the Department should provide training regarding the limitations on speech, expression and use of social networking to all members of the Department.

# Exhibit 4: Demographics

## QuickFacts

### Glenville town, Schenectady County, New York

QuickFacts provides statistics for all states and counties, and for cities and towns with a **population of 5,000 or more**.

#### Table

All Topics	Glenville town, Schenectady County, New York
<b>Population estimates, July 1, 2019, (V2019)</b>	<b>29,271</b>
<b>PEOPLE</b>	
<b>Population</b>	
<b>Population estimates, July 1, 2019, (V2019)</b>	<b>29,271</b>
Population estimates base, April 1, 2010, (V2019)	29,490
Population, percent change - April 1, 2010 (estimates base) to July 1, 2019, (V2019)	-0.7%
Population, Census, April 1, 2010	29,480
<b>Age and Sex</b>	
Persons under 5 years, percent	▲ 4.6%
Persons under 18 years, percent	▲ 22.2%
Persons 65 years and over, percent	▲ 20.8%
Female persons, percent	▲ 52.7%
<b>Race and Hispanic Origin</b>	
White alone, percent	▲ 95.0%
Black or African American alone, percent (a)	▲ 1.4%
American Indian and Alaska Native alone, percent (a)	▲ 0.1%
Asian alone, percent (a)	▲ 1.1%
Native Hawaiian and Other Pacific Islander alone, percent (a)	▲ 0.0%
Two or More Races, percent	▲ 2.3%
Hispanic or Latino, percent (b)	▲ 4.1%
White alone, not Hispanic or Latino, percent	▲ 91.4%
<b>Population Characteristics</b>	
Veterans, 2015-2019	1,956
Foreign born persons, percent, 2015-2019	3.7%
<b>Housing</b>	
Housing units, July 1, 2019, (V2019)	X
Owner-occupied housing unit rate, 2015-2019	75.9%
Median value of owner-occupied housing units, 2015-2019	\$189,400
Median selected monthly owner costs -with a mortgage, 2015-2019	\$1,615
Median selected monthly owner costs -without a mortgage, 2015-2019	\$659
Median gross rent, 2015-2019	\$1,045
Building permits, 2019	X
<b>Families &amp; Living Arrangements</b>	
Households, 2015-2019	10,606
Persons per household, 2015-2019	2.71
Living in same house 1 year ago, percent of persons age 1 year+, 2015-2019	90.8%
Language other than English spoken at home, percent of persons age 5 years+, 2015-2019	5.7%
<b>Computer and Internet Use</b>	
Households with a computer, percent, 2015-2019	92.3%
Households with a broadband Internet subscription, percent, 2015-2019	87.9%
<b>Education</b>	
High school graduate or higher, percent of persons age 25 years+, 2015-2019	95.2%
Bachelor's degree or higher, percent of persons age 25 years+, 2015-2019	39.9%
<b>Health</b>	
With a disability, under age 65 years, percent, 2015-2019	7.8%
Persons without health insurance, under age 65 years, percent	▲ 2.9%
<b>Economy</b>	
In civilian labor force, total, percent of population age 16 years+, 2015-2019	63.8%
In civilian labor force, female, percent of population age 16 years+, 2015-2019	61.7%
Total accommodation and food services sales, 2012 (\$1,000) (c)	21,258
Total health care and social assistance receipts/revenue, 2012 (\$1,000) (c)	52,228



DP05

ACS DEMOGRAPHIC AND HOUSING ESTIMATES

2013-2017 American Community Survey 5-Year Estimates

Supporting documentation on code lists, subject definitions, data accuracy, and statistical testing can be found on the American Community Survey website in the Technical Documentation section.

Sample size and data quality measures (including coverage rates, allocation rates, and response rates) can be found on the American Community Survey website in the Methodology section.

Although the American Community Survey (ACS) produces population, demographic and housing unit estimates, it is the Census Bureau's Population Estimates Program that produces and disseminates the official estimates of the population for the nation, states, counties, cities, and towns and estimates of housing units for states and counties.

Subject	Glenville town, Schenectady County, New York			
	Estimate	Margin of Error	Percent	Percent Margin of Error
<b>SEX AND AGE</b>				
Total population	29,506	+/-37	29,506	(X)
Male	13,546	+/-437	45.9%	+/-1.5
Female	15,960	+/-439	54.1%	+/-1.5
Sex ratio (males per 100 females)	84.9	+/-5.1	(X)	(X)
Under 5 years	1,646	+/-285	5.6%	+/-1.0
5 to 9 years	1,963	+/-284	6.7%	+/-1.0
10 to 14 years	1,857	+/-295	6.3%	+/-1.0
15 to 19 years	1,393	+/-231	4.7%	+/-0.8
20 to 24 years	1,736	+/-302	5.9%	+/-1.0
25 to 34 years	3,503	+/-373	11.9%	+/-1.3
35 to 44 years	3,182	+/-346	10.8%	+/-1.2
45 to 54 years	4,082	+/-339	13.8%	+/-1.2
55 to 59 years	2,514	+/-298	8.5%	+/-1.0
60 to 64 years	2,039	+/-230	6.9%	+/-0.8
65 to 74 years	3,074	+/-273	10.4%	+/-0.9
75 to 84 years	1,603	+/-227	5.4%	+/-0.8
85 years and over	914	+/-196	3.1%	+/-0.7
Median age (years)	42.8	+/-1.9	(X)	(X)
Under 18 years	6,310	+/-356	21.4%	+/-1.2
16 years and over	23,729	+/-346	80.4%	+/-1.2
18 years and over	23,196	+/-352	78.6%	+/-1.2
21 years and over	22,137	+/-361	75.0%	+/-1.2
62 years and over	6,745	+/-407	22.9%	+/-1.4
65 years and over	5,591	+/-356	18.9%	+/-1.2
18 years and over	23,196	+/-352	23,196	(X)
Male	10,478	+/-385	45.2%	+/-1.4
Female	12,718	+/-357	54.8%	+/-1.4
Sex ratio (males per 100 females)	82.4	+/-4.7	(X)	(X)