



ANNUAL REPORT  
1992

State of New York  
Executive Department  
Mario M. Cuomo, Governor  
Richard H. Girgenti, Director of Criminal Justice  
and  
Commissioner  
Division of Criminal Justice Services  
John W. Herritage, Deputy Commissioner  
Bureau for Municipal Police

December 1992

144635

**U.S. Department of Justice  
National Institute of Justice**

This document has been reproduced exactly as received from the person or organization originating it. Points of view or opinions stated in this document are those of the authors and do not necessarily represent the official position or policies of the National Institute of Justice.

Permission to reproduce this copyrighted material in micro-  
film only has been granted by  
New York State Division of  
Criminal Justice Services

to the National Criminal Justice Reference Service (NCJRS).

Further reproduction outside of the NCJRS system requires permission of the copyright owner.

On August 3, 1988, Governor Mario Cuomo signed legislation which added section 846(h) to the State Executive Law. This section established the organizational framework for a new State Law Enforcement Accreditation Program and created a special Council within the State Division of Criminal Justice Services (DCJS) to oversee program activities.

Section 846(h) requires the Commissioner of DCJS to prepare an annual report on the "operation and results of the Accreditation Program. Such report shall identify those law enforcement agencies making application for accreditation, the agencies accredited, and the fiscal impact on the law enforcement agencies that have been accredited." The law further provides that the report shall be submitted to the Governor, the Temporary President of the Senate, and the Speaker of the Assembly on or before January 1 of each year. This is the fourth annual report that DCJS has prepared pursuant to Executive Law section 846(h).

#### Overview

The Accreditation Program completed its third full year of operation in 1992. During this time, 23 agencies submitted applications to participate.

The Accreditation Council adopted several major new policies which enhanced the credibility of the program and created a more comprehensive foundation for future operations. In addition, program staff at the Bureau for Municipal Police (BMP) developed

several new resource materials to help agencies implement applicable standards more efficiently. BMP also sponsored a major two day training conference to help agencies achieve and maintain accreditation status. More than 200 people, including officials from Canada and four states other than New York, attended the conference.

New York's efforts to develop a model accreditation program continued to receive widespread attention. The number of officials enrolled in the national network that BMP administers to facilitate the exchange of information on accreditation issues more than doubled during 1992. The International Association of Chiefs of Police also sought New York's assistance for a major study that the Association is conducting regarding the viability and impact of accreditation programming.

This report documents the principal activities and achievements of 1992. The report is divided into three main sections: Operations, Administration, and Prospects for the Future. The report also includes three appendices. The first identifies the agencies that are either accredited or are officially working toward accreditation. The second contains sample newspaper articles and other documents that endorsed the program during the preceding 12 months. The third appendix lists

the current members of the Accreditation Council. Additional information about all of the topics covered in this report can be obtained by contacting the Bureau for Municipal Police.

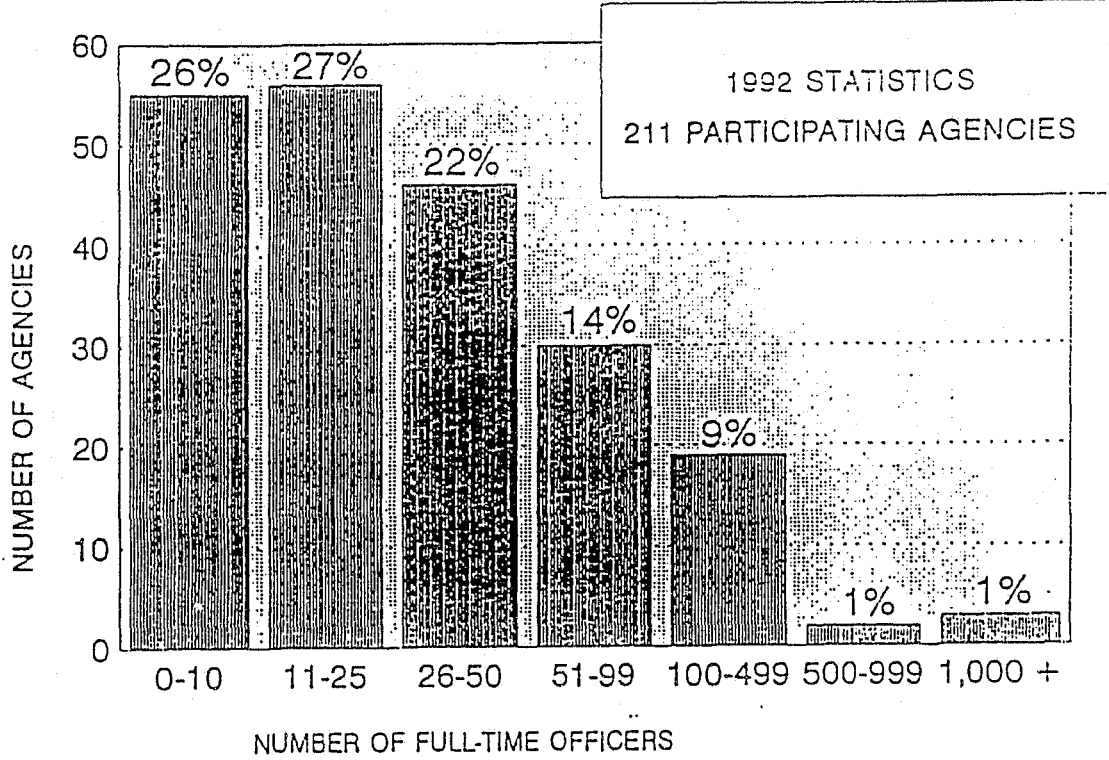
## I. OPERATION

### Agency Participation

Two hundred and one agencies were participating in the State Accreditation Program on December 31, 1991. During 1992, BMP received applications from 15 new agencies and 8 agencies that had been previously enrolled but whose accreditation had lapsed. Seven agencies let their accreditation lapse and have not yet reapplied. There were 211 agencies participating in the program as of December 1, 1992. This number represents 37% of the 564 agencies that are eligible to enroll. Several chief executive officers advised program staff that they had also hoped to apply during 1992 but were forced to cancel all non-essential activities because of severe budgetary cutbacks.

The table on the following page presents a breakdown of participating agencies by the number of full time officers that they employ. The smallest department has no full-time officers, while the largest employs more than 4,000 sworn personnel. A complete listing of participating agencies can be found in Appendix A.

# LAW ENFORCEMENT ACCREDITATION PROGRAM SIZES OF PARTICIPATING AGENCIES



Program officials made several presentations during the year to publicize the program and to answer any questions that law enforcement personnel might have. Three speakers collaborated on a presentation for a statewide gathering sponsored by the Police Conference of New York. DCJS Deputy Commissioner John W. Herritage provided detailed updates during his remarks at annual meetings of

the State Association of Chiefs of Police, the State Sheriffs' Association, and the State Association of Towns. Presentations by program staff included speeches at meetings of the State Law Enforcement Training Directors and the Greene County Police Officers' Association. Every law enforcement agency in New York was also invited to attend a comprehensive training conference that focused exclusively on the Accreditation Program. The conference will be described in more detail later in this report.

BMP promoted greater agency participation in other ways as well. These strategies included updating and distributing a brochure that provides an overview of the Accreditation Program, writing articles for publication in the Police Chief Executive, and sponsoring informational booths featuring the Accreditation Program at annual conferences sponsored by the the State Association of Chiefs of Police and the State Office of Rural Affairs. Program staff also manned a booth as part of Law Enforcement Training Week festivities at the Empire State Plaza in Albany. Three new displays were made during 1992 to enhance the quality of the exhibit that BMP uses at such events. The displays feature newspaper articles, proclamations, and excerpts from comments that law enforcement and other public officials have made regarding the value of the Accreditation Program.

Efforts to Facilitate the Accreditation Process

BMP staff work very closely with the program managers of participating agencies to help them complete the accreditation process in the most efficient manner possible. Individual assistance is essential because many of the standards are complicated and can be implemented in several ways depending upon local circumstances and available resources. More than 100 agencies received direct technical assistance during 1992. Program staff answered questions over the telephone, prepared written critiques of draft policies and procedures, and provided on-site consultations throughout the State.

Program staff also completed or upgraded a variety of resource materials that had been previously developed to assist program managers. One of these resources is a manual containing sample policies and procedures which can be used to implement all 169 standards. The first edition was prepared in 1989 just before the program became operational. A second edition, which only contains material prepared by accredited departments, was disseminated in 1991. Several managers subsequently requested that the manual be made available on diskettes so that secretaries could edit rather than retype those procedures that the managers wished to use. The manual contains more than 1,000 pages, and the conversion to WordPerfect was completed in 1992.



A second project that BMP completed during the last year focused on improving a software package that staff had designed to help agency managers monitor the development of new policies and procedures. The program tracks such variables as the date on which an officer is designated to develop a particular policy, the name of the officer, the date on which the draft policy is due, and whether or not the policy has been approved by the chief executive officer. The program can also perform a variety of sorting functions such as identifying all of the policies that have been assigned to a particular individual. Testing on the first version of this software was completed during the spring of 1991 and was disseminated to interested agencies the following August. BMP subsequently solicited comments from the agencies that requested the software and used the feedback as a basis for upgrading the package in 1992.

A third improvement in existing resources was made in a roster that lists the names and telephone numbers of all accreditation program managers. Participating agencies are listed alphabetically by county, and there is an addendum at the end of the roster which groups the departments by size. The roster enables managers to consult officials at other agencies of a comparable size to discuss common problems and ways of resolving them. BMP staff knew that much of the information contained in the 1991 roster was still valid but contacted approximately 60 departments during 1992 to determine if there had been any changes. Staff also used the calls

as an opportunity to learn how much progress the agency had made and to offer additional technical assistance where appropriate.

New resource materials that were developed during the year include a half-hour videotape that helps new agency managers learn about accreditation requirements and the ways in which they should fulfill their programmatic responsibilities. In addition, BMP began distributing quarterly updates to all participating agencies so that they could remain fully informed about any significant developments. The updates typically included the minutes of the most recent meeting of the Accreditation Council, copies of any policies that were adopted at that meeting, and announcements concerning upcoming events or the availability of new resource materials.

The biggest initiative that BMP undertook during 1992 to facilitate the accreditation process consisted of organizing a two day training conference in Binghamton to help agencies achieve and maintain accreditation status. One hundred twenty-two law enforcement agencies from throughout New York sent representatives to the conference.

Binghamton Mayor Juanita Crabb and representatives of the State Association of Chiefs of Police, the State Sheriffs' Association and Binghamton Police Department opened the conference by welcoming the 200 police officials who had registered for the

training. Richard Girgenti, the State Director of Criminal Justice and Commissioner of the Division of Criminal Justice Services presented the keynote address. In his remarks, Commissioner Girgenti cited the national attention that New York's accreditation initiative has received and noted that the program has left "an indelible mark on the profession of policing in the State".

The conference offered 19 different seminars on virtually all aspects of the accreditation process. Seminars were also offered on related topics of more generic interest such as time management and the best ways of writing new policies and procedures. Each of the seminars included presentations by agency officials who had direct personal experience in the topic being discussed. Several seminars were videotaped, and participating agencies can obtain copies at no charge through the Bureau for Municipal Police.

Each person who attended the conference received a registration packet that included a detailed evaluation form. One of the questions asked respondents to rate the value of the conference on a scale of 1 ("not beneficial") to 5 ("very beneficial"). Ninety-two percent rated the conference as a 4 or 5, and only one person rated it below a 3. It is also significant to note that while most respondents felt that the length of the conference was "about right", a substantial minority (24%) stated that the conference was "too short". No one indicated that the conference was too long. In addition, several people who attended

subsequently called or wrote BMP to compliment the speakers and staff. Ninety-three percent of the respondents indicated that they would definitely be interested in attending accreditation training conferences in the future.

#### Accredited Agencies and the Impact of Accreditation

Agencies that wish to be accredited must first implement a total of 169 standards in the categories of administration, training and operations. A specially trained assessment team then conducts an on-site visit to verify that all applicable standards have been met. The team's findings are ultimately presented to the Accreditation Council which has exclusive authority to grant or defer accreditation. This process is almost identical to that employed by other accrediting entities such as the American Correctional Association (for prisons), the Joint Commission on Accreditation of Hospitals, and the Middle Atlantic State Association of Colleges and Schools.

Thirteen agencies earned accreditation status during 1992. These agencies included the Village of Hamburg Police Department and the police departments serving the towns of Amherst, East Fishkill, East Hampton, Gates and Vestal. City agencies that were accredited during 1992 were the New York City Transit Police Department, the Syracuse Police Department, and the Hornell Police

Department. The Westchester County Department of Public Safety and the Sheriffs' Departments in Monroe, Oswego and Ulster Counties were accredited as well.

The newly accredited agencies ranged in size from 16 to 3,900 full-time officers. A total of 35 agencies are now accredited.

Two agencies failed their assessments during 1992 and have not yet been accredited. The failure of these agencies and the three that failed in 1991 underscore both the credibility and the integrity of the assessment process.

The State Director of Criminal Justice or Deputy Commissioner in charge of BMP presented the certificates of accreditation during public on-site ceremonies. A sample of the newspaper articles which appeared following the ceremonies are included with other press clippings in Appendix B.

Agencies that were accredited during 1992 reported an average cost of \$28,600 to comply with program requirements. As was the case in 1991, nearly all of the cost was related to the salaries and fringe benefits of the officers who were assigned to develop the necessary policies and procedures. Out-of-pocket expenses were incurred to print new manuals and to purchase such items as notebooks and file cabinets.

The cost of becoming accredited will be more than offset if the new policies and training practices enable participating agencies to avoid even one lawsuit. Since the program has only been operational for three years, it is still premature to draw and definitive conclusions about the way in which accreditation will impact the outcome of litigation statewide. Nevertheless, details of individual lawsuits have already come to the attention of program staff. In two separate instances, the chief executive officers of accredited agencies have stated that their participation in the Accreditation Program had a major impact in resolving suits that were filed against their departments.

The chiefs and sheriffs of the agencies that were accredited during 1992 were unanimous in their support for the program. The comments of Village of Hamburg Police Chief John Jablonski are typical: "The very task of accreditation encourages management to address issues which are essential to building and maintaining a top quality law enforcement agency. It formally establishes policies and regulations for inclusion in the manual and reduces the tendency to write policies and procedures only in response to an emergency crisis. Finally, we now have a consistency in command decisions and an overview of all policies and procedures with the department."

East Hampton Police Chief Thomas Scott similarly noted that he was "extremely pleased that the East Hampton Police Department has

successfully completed the accreditation process. East Hampton recognizes that it is a better agency for having gone through accreditation." An article in the New York Times which reported East Hampton's accreditation added that the program had given the department a "touch of class."

## II. ADMINISTRATION

### Activities of the Accreditation Council

The Accreditation Council consists of 17 law enforcement and community leaders whom the Governor has appointed to guide the Accreditation Program. Its members met four times during 1992 in accordance with the provisions of the enabling legislation. A complete list of current Council members is included in Appendix C.

The legislation assigns permanent seats on the Council to the Superintendent of State Police and to the Commissioner of Police of the City of New York. These positions are held by Thomas Constantine and Raymond Kelly respectively.

Governor Cuomo appointed eight officials to a second term on the Council during 1992. The reappointed members include Ithaca Police Chief Harlin McEwen (Chairman), Onondaga County Sheriff John Dillon, White Plains Commissioner of Public Safety John Dolce, Colonie Town Supervisor Frederick Field, Police Conference of New

York President Edward Guzdek, Warren County Sheriff Frederick Lamy, Sergeant Anthony Magonetto of the Troy Police Department, and Mr. Peter Wilson, an attorney with a private practice in New York City.

The Governor also appointed five new individuals to the Accreditation Council. The new members are Broome County Executive Timothy Grippen, Erie County Sheriff Thomas Higgins, Green Island Mayor John McNulty, Dr. Barbara Raffel Price of the John Jay College of Criminal Justice, and Ogden Police Chief Christian Schrank.

As previously noted, the Council accredited 13 agencies during 1992. The Council also monitored program activities through the review of quarterly written updates prepared by BMP staff, verbal briefings that the Program Director presented at the beginning of each meeting, and through periodic conversations that individual members had with the Deputy Commissioner in charge of the Bureau for Municipal Police. In addition, the Council reviewed staff research findings, various proposals that were submitted by participating agencies, and all other substantive documents that were prepared during the year.

The Council addressed a variety of programmatic issues as well. Minor changes were made in the standards and bylaws, but most of the Council's work focused on agency preparations for assessment, the assessment reporting and review process, and ways



of monitoring agency compliance with applicable standards following accreditation.

Agency preparations for assessment were impacted most directly by the adoption of two new policies. The first clarified questions that had arisen concerning the implementation of applicable standards prior to assessment. The second addressed agency use of mock assessments to identify possible gaps in compliance documentation.

With regard to the assessment itself, the Council first clarified the relationship that assessors should have with local union representatives. The Council also approved a new policy that imposes even greater rigor and objectivity on the way in which assessment reports should be written. The Council then directed program staff to draft a new sample assessment report to serve as a model for the team leaders. In addition, the Council twice modified the process that it uses to review assessment reports. The current process requires BMP to submit copies of each such report to the members of the Council at least 30 days prior to the meeting at which the agency's application for accreditation will be considered. The new procedure will give the Council more time to review the assessors' findings and to make any inquiries that may be appropriate prior to the meeting.

Efforts to enhance the credibility and integrity of the program following the granting of accreditation status included adopting a detailed new policy that outlines specific compliance requirements for accredited agencies. As part of the discussion that preceded the adoption of this policy, the Council specifically rejected a proposal to soften in-service training requirements for those agencies that were experiencing financial difficulties. The Council also reviewed 19 annual compliance surveys that were submitted by accredited agencies, established procedures for gathering information on instances of alleged non-compliance, and conducted inquiries into possible non-compliance at two accredited agencies.

Finally, the Council adopted a new policy which establishes the manner in which agencies will be reaccredited. The policy contains 17 parts and includes provisions for the imposition of several possible sanctions if the agency cannot document that it has complied with all applicable standards during the initial period of accreditation.

#### Program Management

Program personnel at BMP serve as the staff arm of the Accreditation Council. As such, they implement Council policies and are generally responsible for the daily administration of the accreditation initiative. Staff duties include processing

applications, developing and disseminating resource materials, providing technical assistance, maintaining records, and drafting reports for the Council's review. BMP personnel also recruit and train assessors, schedule assessments, monitor the impact of accreditation, and evaluate various program functions.

The most significant innovation that BMP introduced during 1992 in the area of program management concerned the development of a more comprehensive system to evaluate assessor performance. In 1990, program staff drafted questionnaires that are still being sent following each assessment to the assessors and to the chief or sheriff of the agency that was assessed. The questionnaires address several issues including the perceived fairness of the assessment and the ability of the assessors to work together as a team. The questionnaires help BMP to identify those assessors who are particularly good as well as those who might benefit from additional training. The process was expanded in 1992 so that it now includes individual debriefings by program staff and a more systematic review of the questionnaires that are returned. The refinements will help to ensure that only the best and most qualified individuals are selected for future assignments.

A second, more general project that BMP undertook to improve the quality of program management consisted of identifying and addressing staff training needs. Every person assigned to the Accreditation Unit received formal in-service training during 1992.

Topics covered by the training included total quality management, peak performance, civil liability, police management, developing and implementing program innovations, conflict resolution, the qualities of an exceptional assistant, and WordPerfect. In addition, the International Association of Law Enforcement Planners certified the Director of the Accreditation Program as an Advanced Police Planner.

#### Assessor Recruitment and Training

Program assessors conduct on-side visits to verify that participating agencies have successfully implemented all applicable standards prior to being awarded accreditation status. In order to ensure that the assessors are qualified, the Accreditation Council has determined that assessors must have spent a major portion of their careers working as sworn officers for a law enforcement agency. Assessors are also required to have at least five years of supervisory experience.

An Assessor Selection Committee reviews all applications that are submitted for this position. The Committee includes the Executive Director of the State Association of Chiefs of Police, the Executive Director of the State Sheriffs' Association, the Superintendent of the State Police, and the DCJS Deputy Commissioner in charge of BMP.

The Selection Committee had approved a total of 175 officers to be assessors by the end of 1991. The pool was deemed sufficient to meet projected program needs, so BMP no longer solicits applications. BMP did process all applications that it received, however, and the Selection Committee approved four of them. The program now has a total of 179 assessors.

Every assessor is required to attend a one day training course in order to become eligible for an assignment. Thirty-two assessors who have been approved have not yet received this training. BMP scheduled training workshops in Monroe and Westchester counties during 1992 but cancelled both of them because of insufficient enrollment. The workshops will be offered in other locations during 1993.

BMP introduced three new types of in-service training during 1992 to keep the assessors fully informed about significant program developments. First, all assessors now receive the same quarterly updates that program staff send to participating agencies. In addition, BMP produced a 15 minute videotape that summarizes the most important things that an assessor needs to keep in mind while reviewing agency documents. A copy of the tape is sent along with other site-specific briefing materials to each assessor who is selected for an assignment. The tape was considered to be an

important project for 1992 because a year or more frequently passes between the time that assessors complete their initial training and the time that they receive their first assignment.

The third type of in-service training that BMP provided during 1992 consisted of a special workshop that was offered at the statewide Accreditation Program training conference. Instructors used the opportunity to discuss common problems that assessors frequently encounter, and the assessors were given an opportunity to share both their experiences and their concerns. Forty-one assessors attended the workshop.

#### Program Recognition

The Accreditation Program continued to receive extensive recognition in 1992 for the impact that it is having in promoting professional law enforcement. In addition to many favorable newspaper articles that were published during the year about the program, Appendix B includes a copy of a letter that Governor Cuomo sent to the Executive Director of the State Association of Chiefs of Police. In the letter, the Governor states that he "will always consider (the Accreditation Program) one of the landmark achievements of my administration".

In November of 1991, the Council of State Governments announced that the Accreditation Program would be one of just eight

programs in the United States that the Council would honor with one of its 1992 "Innovation Awards". In order to be considered in the selection process, the program had to meet a set of criteria designed to ensure that it has dealt with a significant problem in an effective and innovative manner. BMP also had to demonstrate the program's potential to be transferred to other states. The award was officially presented in December of 1992 in Des Moines, Iowa at the Council's annual conference. DCJS Deputy Commissioner John Herritage accepted the award on behalf of New York State and the Accreditation Council.

BMP was unsuccessful in its efforts to win two additional awards for the Accreditation Program in 1992. In one instance, the competition was administered jointly by the Ford Foundation and Harvard University. More than 1,600 applications were submitted for review. The letter which advised BMP that the Accreditation Program had not been selected for an award included the following observation: "Although our reviewers responded quite favorably to your Preliminary Application, they felt more time and/or outcome information was needed before the innovation's effectiveness could be fully assessed. For this reason, our reviewers requested that we especially encourage you to reapply next year when your program will have had additional time to demonstrate its effectiveness. We will make certain that you are among the first to receive an application to the 1993 Awards Program when applications become available in October 1992".

The other award that BMP applied for on behalf of the Accreditation Program was offered by the National Association of Criminal Justice Planners. BMP was again encouraged to apply next year, but more importantly, the application received strong endorsements from both the New York State Association of Chiefs of Police and the Westchester County Chiefs of Police Association. Both endorsements are included in Appendix B and illustrate the support and confidence that the program has earned throughout New York.

#### National Law Enforcement Accreditation Network

Professional law enforcement associations in five states currently sponsor law enforcement accreditation programs. New York is the only State, however, that sponsors a program of this type, and officials throughout the country have expressed an interest in learning more about New York's experience. In 1991, BMP established a national network to facilitate the exchange of ideas on State accreditation issues.

Officials in 21 states and two Canadian provinces enrolled in the network during 1991. Members included several state chiefs' and sheriffs' associations, commissions on Peace Officer Standards and Training, and a variety of other criminal justice organizations. By the end of 1992, the number of network members



had more than doubled. The mailing list currently includes officials in 33 states, two Canadian provinces, and England.

The Bureau for Municipal Police produced two newsletters for the network during 1992 and processed requests for information from more than a dozen states. On a more personal level, the Deputy Commissioner in charge of BMP, the Program Director, and a retired chief of an accredited agency presented an overview of the Accreditation Program for the Massachusetts Chiefs of Police in Sommerville at their annual training conference. In addition, a senior official with the California Department of Justice Commission on Peace Officer Standards and Training visited Albany for three days in June so that he could see how the Accreditation Program functioned firsthand. Officials from Massachusetts, Connecticut, Rhode Island, Virginia and Canada sent representatives to the training conference in Binghamton.

Finally, the International Association of Chiefs of Police requested that the Chairman of the Accreditation Council meet with the Association's Ad Hoc Committee on Accreditation to discuss the nature and structure of New York's program. The chairman subsequently met with the members of the Committee in Virginia and will continue to assist them in their efforts to learn more about accreditation programming in general.

### III. PROSPECTS FOR THE FUTURE

The Accreditation Program continued to thrive during 1992. The number of participating agencies increased, the Accreditation Council significantly strengthened standard operating procedures, and resource materials were developed or improved to help agencies become accredited in a more efficient manner. BMP also sponsored a major training conference on accreditation that attracted officials from several states and Canada. In addition, the chief executive officers of all agencies accredited in 1992 have given the program an unqualified endorsement.

Major goals for 1993 include enhancing BMP's library of Accreditation Program training films. Other projects will focus on developing a special manual for agencies that wish to be reaccredited, conducting a special outreach to assist New York's smallest law enforcement agencies, and sponsoring a statewide conference that is even bigger and more productive than the one that was held in 1992. Staff will also complete work on a major research project that has been started to evaluate the program's impact on accredited agencies.

Much work thus remains to be accomplished. Adequate funding will be especially critical in the years ahead to ensure that BMP can schedule assessments for all of the agencies that request them.

The Accreditation Program is already having a significant positive impact on the quality of law enforcement, but New York has only had a preview of the program's overall potential.

\* \* \* \* \*

APPENDIX A.

ROSTER OF AGENCIES  
PARTICIPATING IN THE LAW  
ENFORCEMENT ACCREDITATION  
PROGRAM

December 10, 1992

POLICE DEPARTMENTS PARTICIPATING IN THE STATE LAW  
ENFORCEMENT ACCREDITATION PROGRAM

(A total of 211 agencies have submitted applications: 181 Police Departments, 28 Sheriffs' Departments, and two State law enforcement agencies. Agencies from 51 counties are currently participating.)

The 35 agencies preceded by an asterisk are currently accredited.

|                           | <u>Sworn Personnel</u> |                  | <u>Date</u>                 | <u>Date</u>       | <u>Date</u>                  |
|---------------------------|------------------------|------------------|-----------------------------|-------------------|------------------------------|
|                           | <u>Full-Time</u>       | <u>Part-Time</u> | <u>Application Received</u> | <u>Accredited</u> | <u>Accreditation Expires</u> |
| <b>ALBANY COUNTY</b>      |                        |                  |                             |                   |                              |
| Albany County S.D.        | 86                     | 0                | 02/06/90                    |                   |                              |
| *Bethlehem Town P.D.      | 33                     | 0                | *                           | 09/20/90          | 09/20/95                     |
| Colonie Town P.D.         | 111                    | 0                | 01/18/90                    |                   |                              |
| Green Island Vg. P.D.     | 9                      | 0                | 01/12/90                    |                   |                              |
| Watervliet City P.D.      | 25                     | 0                | 01/19/90                    |                   |                              |
| <b>ALLEGANY COUNTY</b>    |                        |                  |                             |                   |                              |
| Alfred Village P.D.       | 6                      | 3                | 01/02/90                    |                   |                              |
| *Wellsville Vg. P.D.      | 11                     | 8                | *                           | 12/05/91          | 12/05/96                     |
| <b>BROOME COUNTY</b>      |                        |                  |                             |                   |                              |
| Binghamton City P.D.      | 139                    | 0                | 05/14/90                    |                   |                              |
| *Endicott Village P.D.    | 38                     | 0                | *                           | 12/06/90          | 12/06/95                     |
| Johnson City P.D.         | 37                     | 19               | 01/02/90                    |                   |                              |
| Port Dickinson Vg. P.D.   | 3                      | 1                | 01/29/90                    |                   |                              |
| *Vestal Town P.D.         | 32                     | 2                | *                           | 03/12/92          | 03/12/97                     |
| <b>CATTARAUGUS COUNTY</b> |                        |                  |                             |                   |                              |
| Cattaraugus Co. S.D.      | 35                     | 24               | 04/21/92                    |                   |                              |
| <b>CAYUGA COUNTY</b>      |                        |                  |                             |                   |                              |
| Auburn City P.D.          | 62                     | 0                | 01/17/90                    |                   |                              |
| <b>CHAUTAUQUA COUNTY</b>  |                        |                  |                             |                   |                              |
| *Chautauqua County S.D.   | 75                     | 21               | *                           | 02/21/90          | 02/21/95                     |
| Dunkirk City P.D.         | 31                     | 0                | 03/02/90                    |                   |                              |
| Ellicott Town P.D.        | 11                     | 5                | 09/12/91                    |                   |                              |
| *Jamestown City P.D.      | 74                     | 0                | *                           | 09/20/90          | 09/20/95                     |
| Silver Creek Vg. P.D.     | 5                      | 15               | 12/26/89                    |                   |                              |
| Westfield Village P.D.    | 5                      | 10               | 01/08/90                    |                   |                              |
| <b>CHEMUNG COUNTY</b>     |                        |                  |                             |                   |                              |
| Elmira City P.D.          | 86                     | 0                | 12/26/89                    |                   |                              |
| Southport Town P.D.       | 1                      | 0                | 06/17/91                    |                   |                              |
| orseheads Vg. P.D.        | 10                     | 0                | 11/07/91                    |                   |                              |

|                                  | <u>Sworn Personnel</u> |                  | <u>Date</u>        | <u>Date</u>       | <u>Date</u>          |
|----------------------------------|------------------------|------------------|--------------------|-------------------|----------------------|
|                                  | <u>Full-Time</u>       | <u>Part-Time</u> | <u>Application</u> | <u>Accredited</u> | <u>Accreditation</u> |
|                                  |                        |                  | <u>Received</u>    |                   | <u>Expires</u>       |
| <b>CHENANGO COUNTY</b>           |                        |                  |                    |                   |                      |
| New Berlin Vg. P.D.              | 0                      | 3                | 07/05/91           |                   |                      |
| Afton Village P.D.               | 0                      | 5                | 10/28/91           |                   |                      |
| Chenango County S.D.             | 30                     | 0                | 10/15/92           |                   |                      |
| <b>COLUMBIA COUNTY</b>           |                        |                  |                    |                   |                      |
| Chatham Village P.D.             | 2                      | 17               | 01/22/91           |                   |                      |
| Columbia County S.D.             | 34                     | 21               | 05/29/92           |                   |                      |
| Hudson City P.D.                 | 23                     | 0                | 01/25/90           |                   |                      |
| Philmont Village P.D.            | 0                      | 8                | 06/07/91           |                   |                      |
| Stockport Town P.D.              | 0                      | 1                | 01/08/90           |                   |                      |
| <b>DUTCHESS COUNTY</b>           |                        |                  |                    |                   |                      |
| Dutchess County S.D.             | 105                    | 58               | 01/10/91           |                   |                      |
| *East Fishkill Tn. P.D.          | 18                     | 3                | 01/22/91           |                   |                      |
| Fishkill Village P.D.            | 0                      | 20               | 04/06/90           |                   |                      |
| Fishkill Town P.D.               | 0                      | 25               | 01/27/92           |                   |                      |
| Millbrook Village P.D.           | 0                      | 7                | 06/12/92           |                   |                      |
| Wappingers Falls<br>Village P.D. | 4                      | 15               | 11/25/92           |                   |                      |
| <b>ERIE COUNTY</b>               |                        |                  |                    |                   |                      |
| *Amherst Town P.D.               | 146                    | 0                | *                  | 03/12/92          | 03/12/97             |
| Buffalo City P.D.                | 1023                   | 0                | 02/05/90           |                   |                      |
| Cheektowaga Town P.D.            | 128                    | 0                | 12/18/89           |                   |                      |
| *Depew Village P.D.              | 31                     | 0                | *                  | 09/20/90          | 09/20/95             |
| Eden Town P.D.                   | 4                      | 4                | 12/18/89           |                   |                      |
| Erie County S.D.                 | 534                    | 81               | 09/30/92           |                   |                      |
| *Evans Town P.D.                 | 20                     | 4                | *                  | 12/05/91          | 12/05/96             |
| *Hamburg Town P.D.               | 65                     | 0                | *                  | 03/07/91          | 03/07/96             |
| *Hamburg Village P.D.            | 16                     | 0                | *                  | 03/12/92          | 03/12/97             |
| Lancaster Town P.D.              | 26                     | 0                | 02/14/90           |                   |                      |
| Lancaster Village P.D.           | 16                     | 0                | 03/27/91           |                   |                      |
| *Orchard Park Town P.D.          | 30                     | 0                | *                  | 06/07/91          | 06/07/96             |
| *Tonawanda City P.D.             | 33                     | 0                | *                  | 12/05/91          | 12/05/96             |
| Tonawanda Town P.D.              | 106                    | 0                | 11/14/90           |                   |                      |
| West Seneca Town P.D.            | 66                     | 0                | 11/14/90           |                   |                      |
| <b>FULTON COUNTY</b>             |                        |                  |                    |                   |                      |
| Gloversville City P.D.           | 36                     | 0                | 04/27/90           |                   |                      |
| <b>GENESEE COUNTY</b>            |                        |                  |                    |                   |                      |
| Batavia City P.D.                | 33                     | 0                | 06/21/90           |                   |                      |
| Le Roy Village P.D.              | 8                      | 1                | 06/05/91           |                   |                      |
| <b>GREENE COUNTY</b>             |                        |                  |                    |                   |                      |
| Catskill Village P.D.            | 15                     | 4                | 07/16/90           |                   |                      |
| Hunter Town P.D.                 | 1                      | 13               | 10/29/90           |                   |                      |

|                                 | <u>Sworn Personnel</u> |                  | <u>Date</u>                 | <u>Date</u>       | <u>Date</u>                  |
|---------------------------------|------------------------|------------------|-----------------------------|-------------------|------------------------------|
|                                 | <u>Full-Time</u>       | <u>Part-Time</u> | <u>Application Received</u> | <u>Accredited</u> | <u>Accreditation Expires</u> |
| <b>HAMILTON COUNTY</b>          |                        |                  |                             |                   |                              |
| Inlet Town P.D.                 | 2                      | 3                | 08/19/91                    |                   |                              |
| <b>HERKIMER COUNTY</b>          |                        |                  |                             |                   |                              |
| Herkimer Village P.D.           | 20                     | 0                | 10/05/92                    |                   |                              |
| Ilion Village P.D.              | 16                     | 4                | 09/06/90                    |                   |                              |
| Little Falls City P.D.          | 13                     | 7                | 06/06/91                    |                   |                              |
| <b>LIVINGSTON COUNTY</b>        |                        |                  |                             |                   |                              |
| Dansville Village P.D.          | 8                      | 0                | 11/18/91                    |                   |                              |
| Geneseo Village P.D.            | 7                      | 2                | 01/25/90                    |                   |                              |
| Livingston County S.D.          | 45                     | 26               | 03/02/90                    |                   |                              |
| Mount Morris Vg. P.D.           | 4                      | 7                | 01/18/90                    |                   |                              |
| <b>MADISON COUNTY</b>           |                        |                  |                             |                   |                              |
| Canastota Vg. P. D.             | 6                      | 7                | 12/13/89                    |                   |                              |
| Madison County S.D.             | 16                     | 13               | 12/12/89                    |                   |                              |
| <b>MONROE COUNTY</b>            |                        |                  |                             |                   |                              |
| *Brighton Town P.D.             | 42                     | 0                | *                           | 09/05/91          | 09/05/96                     |
| Brockport Village P.D.          | 14                     | 3                | 08/21/90                    |                   |                              |
| . Rochester Vg. P.D.            | 11                     | 3                | 05/17/90                    |                   |                              |
| Fairport Village P.D.           | 10                     | 0                | 06/13/90                    |                   |                              |
| *Gates Town P.D.                | 32                     | 0                | *                           | 03/12/92          | 03/12/97                     |
| Greece Town P.D.                | 92                     | 0                | 10/29/90                    |                   |                              |
| *Irondequoit Town P.D.          | 53                     | 0                | *                           | 12/05/91          | 12/05/96                     |
| *Monroe County S.D.             | 244                    | 50               | *                           | 03/12/92          | 03/12/97                     |
| *Ogden Town P.D.                | 10                     | 1                | *                           | 09/05/91          | 09/05/96                     |
| *Rochester City P.D.            | 651                    | 0                | *                           | 02/21/90          | 02/21/95                     |
| Webster Tn. & Vg. P.D.          | 30                     | 0                | 10/11/90                    |                   |                              |
| Wheatland Town P.D.             | 4                      | 3                | 09/18/90                    |                   |                              |
| <b>MONTGOMERY COUNTY</b>        |                        |                  |                             |                   |                              |
| Amsterdam City P.D.             | 39                     | 0                | 12/29/89                    |                   |                              |
| St. Johnsville Vg. P.D.         | 3                      | 9                | 11/24/92                    |                   |                              |
| <b>NASSAU COUNTY</b>            |                        |                  |                             |                   |                              |
| Centre Island Vg. P.D.          | 5                      | 3                | 10/21/91                    |                   |                              |
| Freeport Village P.D.           | 90                     | 0                | 06/05/91                    |                   |                              |
| Great Neck Estates Village P.D. | 14                     | 0                | 01/12/90                    |                   |                              |
| Hempstead Village P.D.          | 98                     | 0                | 04/10/91                    |                   |                              |
| Laurel Hollow Vg. P.D.          | 8                      | 2                | 05/30/91                    |                   |                              |
| Long Beach City P.D.            | 78                     | 0                | 10/03/90                    |                   |                              |
| Lynnbrook Village P.D.          | 47                     | 0                | 10/18/91                    |                   |                              |
| Old Westbury Vg. P.D.           | 23                     | 0                | 08/24/92                    |                   |                              |
| St. Washington Vg. P.D.         | 56                     | 0                | 12/26/89                    |                   |                              |
| Rockville Center Village P.D.   | 54                     | 0                | 06/21/91                    |                   |                              |

|  | <u>Sworn Personnel</u> |                  | <u>Date</u>                 | <u>Date</u>       | <u>Date</u>                  |
|--|------------------------|------------------|-----------------------------|-------------------|------------------------------|
|  | <u>Full-Time</u>       | <u>Part-Time</u> | <u>Application Received</u> | <u>Accredited</u> | <u>Accreditation Expires</u> |

|                                    |       |    |          |          |          |
|------------------------------------|-------|----|----------|----------|----------|
| NEW YORK CITY                      |       |    |          |          |          |
| *Transit Authority P.D.            | 3,905 | 0  | *        | 09/17/92 | 09/17/97 |
| NEW YORK STATE                     |       |    |          |          |          |
| *State Police                      | 4,059 | 0  | *        | 02/21/90 | 02/21/95 |
| Capitol Police                     | 56    | 0  | 04/07/92 |          |          |
| NIAGARA COUNTY                     |       |    |          |          |          |
| Lockport City P.D.                 | 54    | 0  | 12/11/89 |          |          |
| Niagara County S.D.                | 134   | 4  | 09/28/92 |          |          |
| ONEIDA COUNTY                      |       |    |          |          |          |
| Clinton Village P.D.               | 0     | 11 | 01/11/90 |          |          |
| New Hartford Town and Village P.D. | 13    | 7  | 06/28/91 |          |          |
| New York Mills Village P.D.        | 2     | 6  | 10/11/90 |          |          |
| Oneida County S.D.                 | 102   | 2  | 01/22/90 |          |          |
| Rome City P.D.                     | 70    | 0  | 01/29/90 |          |          |
| Sherill City P.D.                  | 5     | 8  | 12/12/89 |          |          |
| Whitestown Town P.D.               | 5     | 3  | 01/22/90 |          |          |
| ONONDAGA COUNTY                    |       |    |          |          |          |
| Baldwinsville Vg. P.D.             | 13    | 1  | 11/14/90 |          |          |
| Clay Town P.D.                     | 19    | 10 | 07/01/91 |          |          |
| Dewitt Town P.D.                   | 33    | 0  | 01/12/90 |          |          |
| E. Syracuse Vg. P.D.               | 8     | 2  | 12/18/89 |          |          |
| Geddes Town P.D.                   | 14    | 0  | 01/11/90 |          |          |
| Liverpool Village P.D.             | 10    | 5  | 12/11/89 |          |          |
| N. Syracuse Vg. P.D.               | 12    | 7  | 10/15/91 |          |          |
| Onondaga County S.D.               | 506   | 0  | 12/16/91 |          |          |
| Solvay Village P.D.                | 13    | 2  | 03/09/90 |          |          |
| *Syracuse City P.D.                | 449   | 0  | *        | 09/17/92 | 09/17/97 |
| ONTARIO COUNTY                     |       |    |          |          |          |
| Ontario County S.D.                | 53    | 15 | 07/17/91 |          |          |
| ORANGE COUNTY                      |       |    |          |          |          |
| Chester Town P.D.                  | 0     | 15 | 09/07/90 |          |          |
| Cornwall Town P.D.                 | 13    | 5  | 12/18/89 |          |          |
| Maybrook Village P.D.              | 0     | 19 | 11/14/91 |          |          |
| Middletown City P.D.               | 57    | 0  | 04/06/90 |          |          |
| Monroe Village P.D.                | 14    | 0  | 09/19/91 |          |          |
| New Windsor Town P.D.              | 34    | 0  | 01/06/91 |          |          |
| Orange County S.D.                 | 93    | 11 | 05/28/91 |          |          |
| Tuxedo Town P.D.                   | 10    | 0  | 03/08/90 |          |          |
| Walden Village P.D.                | 9     | 8  | 06/14/90 |          |          |
| Woodbury Town P.D.                 | 11    | 4  | 01/26/90 |          |          |



|                            | <u>Sworn Personnel</u> |                  | <u>Date</u>                 | <u>Date</u>       | <u>Date</u>                  |
|----------------------------|------------------------|------------------|-----------------------------|-------------------|------------------------------|
|                            | <u>Full-Time</u>       | <u>Part-Time</u> | <u>Application Received</u> | <u>Accredited</u> | <u>Accreditation Expires</u> |
| ORLEANS COUNTY             |                        |                  |                             |                   |                              |
| Orleans County S.D.        | 28                     | 3                | 05/03/90                    |                   |                              |
| OSWEGO COUNTY              |                        |                  |                             |                   |                              |
| *Oswego County S.D.        | 57                     | 28               | 04/01/91                    |                   |                              |
| Oswego City P.D.           | 51                     | 0                | 07/19/90                    |                   |                              |
| Phoenix Village P.D.       | 1                      | 10               | 08/29/91                    |                   |                              |
| OTSEGO COUNTY              |                        |                  |                             |                   |                              |
| Cooperstown Vg. P.D.       | 6                      | 4                | 01/12/90                    |                   |                              |
| Oneonta City P.D.          | 28                     | 0                | 02/09/90                    |                   |                              |
| PUTNAM COUNTY              |                        |                  |                             |                   |                              |
| Carmel Town P.D.           | 37                     | 0                | 01/22/90                    |                   |                              |
| Kent Town P.D.             | 19                     | 2                | 03/26/90                    |                   |                              |
| Putnam County S.D.         | 65                     | 7                | 12/22/89                    |                   |                              |
| RENSSELAER COUNTY          |                        |                  |                             |                   |                              |
| E. Greenbush Tn. P.D.      | 16                     | 0                | 04/08/92                    |                   |                              |
| N. Greenbush Tn. P.D.      | 6                      | 5                | 10/23/92                    |                   |                              |
| Rensselaer City P.D.       | 26                     | 0                | 03/12/90                    |                   |                              |
| Schodack Town P.D.         | 7                      | 0                | 04/11/90                    |                   |                              |
| Troy City P.D.             | 128                    | 0                | 02/08/90                    |                   |                              |
| ROCKLAND COUNTY            |                        |                  |                             |                   |                              |
| Clarkstown Town P.D.       | 138                    | 0                | 05/10/91                    |                   |                              |
| Rockland County S.D.       | 54                     | 34               | 01/15/91                    |                   |                              |
| Spring Valley Vg. P.D.     | 54                     | 7                | 03/05/90                    |                   |                              |
| *Stony Point Town P.D.     | 28                     | 8                | *                           | 09/05/91          | 09/05/96                     |
| SAINT LAWRENCE COUNTY      |                        |                  |                             |                   |                              |
| Canton Village P.D.        | 11                     | 0                | 07/01/91                    |                   |                              |
| Ogdensburg City P.D.       | 25                     | 0                | 01/22/90                    |                   |                              |
| Potsdam Village P.D.       | 17                     | 0                | 05/29/92                    |                   |                              |
| *St. Lawrence Co. S.D.     | 34                     | 0                | *                           | 09/05/91          | 09/05/96                     |
| SARATOGA COUNTY            |                        |                  |                             |                   |                              |
| Saratoga County S.D.       | 82                     | 5                | 03/15/92                    |                   |                              |
| Saratoga Springs City P.D. | 60                     | 0                | 08/24/90                    |                   |                              |
| SCHENECTADY COUNTY         |                        |                  |                             |                   |                              |
| Glenville Town P.D.        | 20                     | 0                | 12/12/89                    |                   |                              |
| Niskayuna Town P.D.        | 24                     | 0                | 03/19/90                    |                   |                              |
| Rotterdam Town P.D.        | 41                     | 0                | 06/21/90                    |                   |                              |
| Schenectady City P.D.      | 147                    | 0                | 01/16/91                    |                   |                              |

|                                 | <u>Sworn Personnel</u> |                  | <u>Date</u>                 | <u>Date</u>       | <u>Date</u>                  |
|---------------------------------|------------------------|------------------|-----------------------------|-------------------|------------------------------|
|                                 | <u>Full-Time</u>       | <u>Part-Time</u> | <u>Application Received</u> | <u>Accredited</u> | <u>Accreditation Expires</u> |
| SCHOHARIE COUNTY                |                        |                  |                             |                   |                              |
| Cobleskill Vg. P.D.             | 8                      | 8                | 01/26/90                    |                   |                              |
| SENECA COUNTY                   |                        |                  |                             |                   |                              |
| Seneca County S.D.              | 25                     | 6                | 04/22/92                    |                   |                              |
| STEUBEN COUNTY                  |                        |                  |                             |                   |                              |
| Bath Village P.D.               | 10                     | 4                | 04/05/90                    |                   |                              |
| Corning City P.D.               | 29                     | 0                | 05/28/91                    |                   |                              |
| *Hornell City P.D.              | 20                     | 0                | 01/18/90                    |                   |                              |
| SUFFOLK COUNTY                  |                        |                  |                             |                   |                              |
| *East Hampton Tn. P.D.          | 48                     | 1                | *                           | 03/12/92          | 03/12/97                     |
| Head-of-the-Harbor Village P.D. | 2                      | 4                | 05/10/91                    |                   |                              |
| Quogue Village P.D.             | 12                     | 4                | 12/20/89                    |                   |                              |
| Sag Harbor Vg. P.D.             | 14                     | 0                | 12/29/89                    |                   |                              |
| Shelter Island Town P.D.        | 8                      | 4                | 02/14/90                    |                   |                              |
| Southampton Town P.D.           | 90                     | 42               | 01/04/90                    |                   |                              |
| Southampton Vg. P.D.            | 31                     | 5                | 12/18/89                    |                   |                              |
| Suffolk County P.D.             | 2,570                  | 0                | 01/29/90                    |                   |                              |
| Westhampton Beach Village P.D.  | 16                     | 11               | 12/14/89                    |                   |                              |
| SULLIVAN COUNTY                 |                        |                  |                             |                   |                              |
| Fallsburg Town P.D.             | 18                     | 1                | 11/23/90                    |                   |                              |
| Liberty Village P.D.            | 13                     | 2                | 01/02/90                    |                   |                              |
| Monticello Vg. P.D.             | 24                     | 0                | 06/29/90                    |                   |                              |
| TIOGA COUNTY                    |                        |                  |                             |                   |                              |
| Tioga County S.D.               | 34                     | 10               | 02/06/92                    |                   |                              |
| Waverly Village P.D.            | 15                     | 6                | 01/16/90                    |                   |                              |
| TOMPKINS COUNTY                 |                        |                  |                             |                   |                              |
| Groton Village P.D.             | 3                      | 9                | 07/01/92                    |                   |                              |
| ULSTER COUNTY                   |                        |                  |                             |                   |                              |
| Ellenville Vg. P.D.             | 11                     | 6                | 06/21/90                    |                   |                              |
| *Kingston City P.D.             | 72                     | 0                | *                           | 12/06/90          | 12/06/95                     |
| New Paltz Town and Village P.D. | 19                     | 8                | 12/11/89                    |                   |                              |
| *Ulster County S.D.             | 46                     | 6                | 04/24/91                    |                   |                              |
| WARREN COUNTY                   |                        |                  |                             |                   |                              |
| Glens Falls City P.D.           | 31                     | 0                | 08/06/91                    |                   |                              |
| *Warren County S.D.             | 64                     | 40               | *                           | 09/20/90          | 09/20/95                     |

|   | <u>Sworn Personnel</u> |                  | <u>Date</u>                 | <u>Date</u>       | <u>Date</u>                  |
|---|------------------------|------------------|-----------------------------|-------------------|------------------------------|
|   | <u>Full-Time</u>       | <u>Part-Time</u> | <u>Application Received</u> | <u>Accredited</u> | <u>Accreditation Expires</u> |
| <b>WASHINGTON COUNTY</b>                      |                        |                  |                             |                   |                              |
| Granville Vg. P.D.                            | 6                      | 3                | 06/25/90                    |                   |                              |
| Hudson Falls Vg. P.D.                         | 11                     | 3                | 12/13/89                    |                   |                              |
| <b>WAYNE COUNTY</b>                           |                        |                  |                             |                   |                              |
| Lyons Village P.D.                            | 9                      | 2                | 05/06/91                    |                   |                              |
| Newark Village P.D.                           | 19                     | 0                | 08/20/90                    |                   |                              |
| Palmyra Village P.D.                          | 5                      | 3                | 02/05/91                    |                   |                              |
| Wayne County S.D.                             | 47                     | 8                | 02/03/92                    |                   |                              |
| <b>WESTCHESTER COUNTY</b>                     |                        |                  |                             |                   |                              |
| Ardsville Village P.D.                        | 16                     | 0                | 12/07/90                    |                   |                              |
| Bedford Town P.D.                             | 38                     | 0                | 04/06/90                    |                   |                              |
| Bronxville Vg. P.D.                           | 23                     | 0                | 12/26/89                    |                   |                              |
| Eastchester Town P.D.                         | 52                     | 0                | 02/26/90                    |                   |                              |
| Elmsford Village P.D.                         | 18                     | 0                | 10/18/90                    |                   |                              |
| Greenburgh Town P.D.                          | 94                     | 0                | 12/02/90                    |                   |                              |
| Harrison Town P.D.                            | 65                     | 0                | 04/04/91                    |                   |                              |
| Irvington Village P.D.                        | 22                     | 0                | 10/10/91                    |                   |                              |
| Mamaroneck Town P.D.                          | 39                     | 0                | 03/31/92                    |                   |                              |
| Mount Kisco Vg. P.D.                          | 30                     | 0                | 01/08/90                    |                   |                              |
| Mt. Pleasant Tn. P.D.                         | 43                     | 0                | 11/21/90                    |                   |                              |
| Mount Vernon City P.D.                        | 179                    | 0                | 01/16/90                    |                   |                              |
| New Rochelle City P.D.                        | 192                    | 0                | 12/18/89                    |                   |                              |
| North Castle Town P.D.                        | 26                     | 0                | 01/29/90                    |                   |                              |
| Ossining Town P.D.                            | 13                     | 0                | 12/21/89                    |                   |                              |
| Ossining Village P.D.                         | 48                     | 0                | 04/06/90                    |                   |                              |
| Peekskill City P.D.                           | 52                     | 0                | 12/14/89                    |                   |                              |
| Port Chester Vg. P.D.                         | 59                     | 0                | 04/02/90                    |                   |                              |
| Rye City P.D.                                 | 36                     | 3                | 07/19/90                    |                   |                              |
| *Scarsdale Village P.D.                       | 42                     | 0                | *                           | 09/20/90          | 09/20/95                     |
| Tarrytown Village P.D.                        | 33                     | 0                | 09/25/92                    |                   |                              |
| Tuckahoe Village P. D.                        | 24                     | 0                | 09/25/90                    |                   |                              |
| *Westchester County Dept.<br>of Public Safety | 269                    | 0                | 01/12/90                    |                   |                              |
| *White Plains City P.D.                       | 202                    | 0                | *                           | 02/21/90          | 02/21/95                     |
| *Yorktown Town P. D.                          | 52                     | 0                | *                           | 09/05/91          | 09/05/96                     |
| <b>WYOMING COUNTY</b>                         |                        |                  |                             |                   |                              |
| Wyoming County S. D.                          | 25                     | 16               | 08/28/92                    |                   |                              |
| <b>YATES COUNTY</b>                           |                        |                  |                             |                   |                              |
| Yates County S.D.                             | 17                     | 8                | 02/03/92                    |                   |                              |

APPENDIX B.

NEWSPAPER ARTICLES AND OTHER  
DOCUMENTS ENDORSING THE LAW  
ENFORCEMENT ACCREDITATION  
PROGRAM

# INNOVATIONS WINNERS

This month *State Government News* pays homage to the winners of the 1992 Innovations Awards, selected from hundreds of nominations across the country. Each year, the awards go to eight state programs recognized by The Council of State Governments for their innovative, effective approach to solving major state problems and for the ease by which other states can adapt these solutions.

**A** New York program has the state's finest taking a new look at themselves and how they enforce the law.

The nation's first state-run accreditation program for police and sheriffs' departments also has captured another set of eyes — the public's. And those eyes, law enforcement officials say, look to accredited agencies with more confidence.

Boosting its public image has been the biggest benefit for the Brighton Police Department, Capt. Tom Voelkl says. The 42-officer department was accredited through the free, voluntary New York State Law Enforcement Accreditation Program in September.

Voelkl likens accreditation to that for schools and hospitals. "This is a way for agencies to demonstrate that they meet professional standards," he says. "You've been given a seal of approval."

The program also aims to ensure proper training and increase effectiveness and cooperation among agencies.

Such standardization is important to a state with 597 law enforcement agencies, 77 percent of them with 50 or fewer officers, says John Herritage, deputy commissioner of the New York State Division of Criminal Justice Services, which administers the program.

Dozens of agencies have welcomed the program. As of Oct. 24, 197 agencies from 50 of the state's 62 counties had signed up for accreditation since the state

have law enforcement accreditation programs. They are administered by law enforcement associations rather than the state.

At least 20 states and Canada have contacted New York for information about its plan.

Michigan has studied New York's program for several years. "I think it represents an excellent program," says John H. Ball, Royal Oak director of public safety.

New York has budgeted \$200,000 this fiscal year for its program, which employs four. The state started researching accreditation in 1986 at the direction of Gov. Mario Cuomo. The state sheriffs' association, which then conducted an accreditation program, helped form the current one.

New York found that a lot of agencies lacked policies and procedures. Written policies and procedures promote professionalism and can help an agency defend

began taking applications in December 1989. Thirty-six had been accredited. The state hopes to have all of its law enforcement agencies accredited in three to five years.

To get accreditation, an agency must comply with 168 standards for administration, operations and training. The standards cover such areas as officer evaluations, organizational charts, mission statements, in-service training and use of force. The state supplies guidelines and model policies and procedures. It also provides technical assistance and consultation.

Many of the smaller agencies might not think they

have the resources to gain accreditation, Herritage says, but "we want to help them along the way."

When an agency believes it has complied, a team of three assessors reviews the policies and procedures

and interviews officers to gauge their knowledge. A 17-member council appointed by the governor rules on accreditation, which is valid for five years.

There is an international organization in Virginia that accredits law enforcement agencies, but New York chose to run its own program geared toward state laws and regulations, Herritage says. Some New York agencies seek international, as well as state, accreditation, he says.

At least two other states, Washington and Colorado,

Also, agencies commonly have to work on in-service training. The standards require each officer to train 21 hours annually. That's one area the Brighton department adjusted. "It keeps us on our toes as far as seeing that our people are better trained," Voelkl says.

Officer Debra Clementi, assigned to Brighton's road patrol, says the written policies and procedures don't leave much to be questioned. "It's right there in writing for you."

The Brighton department worked for more than a year to comply with the accreditation standards. "It's not a rubber stamp," Voelkl says. "It was a lot of work, but it was a valuable, valid exercise."

**Contact:** John W. Herritage, Deputy Commissioner, New York State Division of Criminal Justice Services, Bureau for Municipal Police, Executive Park Tower, Stuyvesant Plaza, Albany, NY 12203, (518) 457-6101. □

INNOVATIONS  
NEW YORK

# Wellsville police makes commitment to excellence

By KATHRYN ROSS  
Staff writer

WELLSVILLE — The Village of Wellsville Police Department is the smallest of the few police departments in the state to be given a strong recommendation for accreditation from the New York State Law Enforcement Accreditation Program.

At the next meeting of the Wellsville village board, Police Chief John Hohensee hopes to announce that the village police department has been awarded accreditation by the state Accreditation Council. Following a successful evaluation, the department was recommended for accreditation.

"That is expected to be formally awarded Dec. 5," Hohensee said. Hohensee and the police department have been working on the project for the last year.

"Basically we've been working on it since I started here a year ago. It's a very involved procedure. While large departments can designate one officer to work on accreditation, we've had to work on

it whenever we could while fulfilling our other duties," he said.

Accreditation is a program that began in New York in 1989 as a voluntary process in which an agency's policies, procedures and operations are evaluated and compared with professional standards as established by an independent group of renowned police practitioners, Hohensee explained.

Accreditation status is awarded to only those agencies that demonstrate full compliance with all of the 168 standards set down in the state's Law Enforcement Accreditation Standards Manual, he said.

"To date, only 37 of 564 eligible New York state law enforcement agencies have been awarded accreditation status, with only one agency, Ogden, similar in size to the Wellsville department," Hohensee said.

The standards outlined in the state manual deal with internal administration, personnel, use of force, internal affairs, and public relations. It also sets standards for training, patrols, traffic matters, criminal investigations, communi-

cations, prisoner transport, and records control.

As a result of the accreditation work, the Wellsville police force now has a comprehensive policies and procedures manual. The local manual also includes a drug testing policy and a policy on sexual misconduct and harassment.

"There's no policy in the accreditation manual concerning drug testing, but it's a problem that isn't going to go away and we saw a need for it," Hohensee said. The local manual also has a section concerning sexual harassment.

"Long before Anita Hill appeared on the scene we saw the need to include these policies in the department's manual," Hohensee said.

The benefits of accreditation may involve lower liability costs for the department. "That's one of the gray areas at this time," Hohensee said. In some states, police departments have received a 10 percent reduction in municipal liability insurance.

"Less tangible are the benefits the department will receive from having a more professional stan-

dard in place in reduced civil liability exposure," he said.

"There is less of a chance that the department can be successfully sued."

But another important benefit of accreditation is the recognition of accredited agencies as professional police practitioners, he said.

While the accreditation process took a year, Hohensee said it would not have been possible without the cooperation of the entire staff.

"All levels of the department provided input relative to each particular area of their expertise, and they were each charged with the responsibility for submitting rough drafts of proposed policies."

The rough drafts were analyzed by the chief, a sergeant, and one officer who represented the union before a final copy was prepared.

"The willingness of the officers here to accept necessary change, demonstrates their commitment to police professionalism and providing the best possible police services to the residents of Wellsville," Hohensee said.



Photo by KATHRYN ROSS

Wellsville Chief of Police John Hohensee looks at one of the many policies the department has developed as part of the program to achieve accreditation from the state Law Enforcement Accreditation Program.

# Wellsville police honored by state

*New York Accreditation Commission awards department with stamp of approval*

By BUCKY GLEASON

□ *The Times Herald*

WELLSVILLE — The Wellsville Police Department officially donned the newest addition to their uniform Monday night as part of an accreditation ceremony in the Municipal Building.

Official accreditation badges were given out to the 11 full-time members of the force, the second smallest department to be awarded the honor in the state. John Herritage, commissioner of the New York State Division of Criminal Justice Services, formally acknowledged the achievement in a crowded trustees room before the Wellsville village board meeting.

"All of you should be very proud of your department for achieving accreditation," Mr. Herritage said. "I congratulate all the fine men and women of the Wellsville Police Department."

Wellsville police is one of just 41 departments to receive accreditation by the state since the program began in 1989. About 200 of the 564 eligible departments statewide have attempted to be accredited.

The department was officially

accredited in December but didn't receive its honorary badge until Monday. The accreditation term will run until December 1996, when the force will be reevaluated.

The accreditation is essentially based on how well each department keeps its house in order. The Accreditation Commission established 169 standards of operations that police agencies must meet to receive the honor.

Wellsville Police Chief John Hohensee, who took over in November 1990, said the support he has received from the force has been impeccable. The hiring of Mr. Hohensee to head the force was put under fire by several members of the community.

"It's a dramatic achievement," Mr. Hohensee said. "I've worked at two police departments (Kenmore and Lockport), both much larger, and neither is accredited. I'll take my praise, but it really goes to the men. This was a total team effort."

Mr. Hohensee said a 10-percent break on liability insurance premiums might also be another plus to being an accredited agency. There

is no present deduction on the fee, but several agencies are working to include it in the package.

Accreditation Department Director Dennis McCarty was quick to point that although Ogden's police department is smaller than Wellsville's, it received much of its support from the Rochester Police Department when it received accreditation. Wellsville relied on a solo effort.

"They're small, they did it alone and I can't say enough about the amount of work they have done in so little time," Mr. McCarty said. "It's an honor for the chief, an honor for the community and all of you should be commended."

Wellsville Mayor Robert Gardner, who will officially retire from his post March 17, also commended the department's work.

"I am happy as I leave my political life, I'm leaving a secure community," Mr. Gardner said. "We are very fortunate in Wellsville to have community support and the Wellsville Police Department. I would put the Wellsville Police Department against any other in the state."

# Police department receives accreditation

By BECKY SUTTON  
Staff writer

WELLSVILLE -- Friends and relatives of Wellsville policemen packed the village hall last night to watch them receive one of the highest accreditations to be offered to police officers in New York State. The police department also handed out its annual report which shows the increasing need for police services within Wellsville.

In the police department's annual report, Wellsville Police Chief John Hohensee noted "The department has experienced an unprecedented increase in calls for service during 1991."

The report notes the number of cases investigated by Wellsville police in 1991 were up 63.3 percent over the previous year and calls for service were up 14.7 percent.

John Heritage, deputy commissioner of the state Department of Criminal Justice System, presented a plaque to Wellsville Police Chief John Hohensee in accomplishment, and also to Sergeant William Nash for his efforts in doing the "legwork" for the program.

"This was one of the first zones I have ever commanded," Heritage



## Police

Continued from Page 1

you deserve all the accolades," Hohensee said to his officers.

"I think this is the most distinguished group that has gathered in this hall for a long time," said Wellsville Village Mayor Robert Gardner. "It is good to see so many people here this evening. Many of you have participated in some way to the professional standing of the Wellsville Police Department.

"I am happy that I leave the political life knowing that I am leaving such a secure community. I am sure we could put our police department up against any other in the state," Gardner said.

told the group, which made him pleased to be able to award the Wellsville police the honor.

Heritage noted there is only one department smaller than Wellsville to receive honor. That department is in a suburb of Rochester.

Heritage said there are 100 standards that police departments have to achieve to be accredited.

"Become accredited is a real milestone," said Dennis McCarty of the Division of Criminal Justice Services. He said of 564 police departments in New York state that are eligible, only 202 have attempted to obtain accreditation and only 41 have been accredited.

"The Wellsville Police Department has done so much in a short period of time," McCarty said.

Wellsville's 11 full-time police officers, as well as two dispatchers and part-time officers, were given badges that will be worn regularly on their uniform to note their achievement.

While Hohensee accepted the plaque, he said, "This department is the best. You guys really work hard, and this is a collective effort."

"This is a proud moment in our history, and each and every one

Wellsville Police Chief John Hohensee, at left, and Wellsville Police Sergeant William Nash accept congratulations from Dennis McCarty of the New York state Division of Criminal Justice Services for becoming one of only 41 accredited police agencies in New York state.

Photo by BECKY SUTTON

Turn to POLICE Page 5



# Monroe County Legislature

## CERTIFICATE OF ACHIEVEMENT

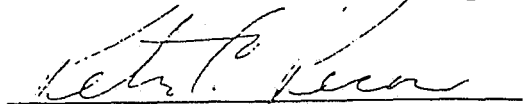
- WHEREAS, the Irondequoit Police Department received New York State Law Enforcement Accreditation on December 5, 1991; and
- WHEREAS, the New York State Law Enforcement Accreditation Program is under the direction of the New York State Division of Criminal Justice Services and the Bureau of Municipal Police; and
- WHEREAS, the program ensures that a department has professional standards, administrative and operational effectiveness, assured recruitment selections and promotional success, understanding of policies and procedures, less vulnerability to civil lawsuits, greater public confidence, and a recognition of professional competence; and
- WHEREAS, for a police agency to qualify for state accreditation, 169 separate standards must be met before becoming eligible for review; and
- WHEREAS, it is a long and arduous process to meet the standards established for police accreditation in New York State that involves teamwork and commitment on behalf of the entire department.
- NOW, THEREFORE, WE, PETER C. PECOR, Legislator - 16th District, and ARNOLD J. ECKERT, Legislator - 17th District, on behalf of the Monroe County Legislature, do hereby present this Certificate of Achievement to the

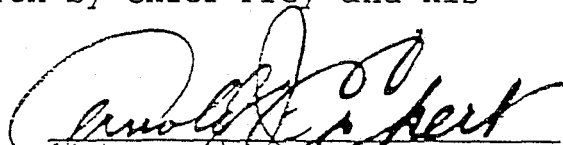
IRONDEQUOIT POLICE DEPARTMENT

AND

CHIEF WILLIAM H. FREY

in recognition of having received this outstanding honor and in deep appreciation of all the effort put forth by Chief Frey and his department to achieve this goal.

  
Peter C. Pecor  
Legislator - 16th District

  
Arnold J. Eckert  
Legislator - 17th District

## Evans PD Gets Accreditation

The State of New York Division of Criminal Justice Services has officially recognized and accredited the professional performance and conduct of the Town of Evans Police Department.

Evans Police Chief Robert Ferguson and the 25 part- and full-time officers of the department met and surpassed the stringent requirements of 167 state standards and were acknowledged for their prodigious efforts of the past several years. It is an exacting format that saw 194 applications from agencies throughout the state in the past two years. According to information from Dennis McCarthy, program director, "Out of those, 14 have been accredited, seven from Western New York." Evans is one of the seven which includes Hamburg, Depew, Tonawanda, Orchard Park and the Erie County Sheriff's Department.

A concerted effort to meet the state's goals and objectives was executed over the past year or so, but had played a part of expected police training, performance and record keeping over the past 10 years, said Ferguson. Ferguson was appointed 10 years ago, having ranked first on the county's police chief exam.

Ferguson credited all of his officers, his predecessor, Chief William Joyce, as having set the groundwork in the establishment of standards in police procedures before his death 11 years ago at age 47.

However, Detective Lieutenant Norman Boergers, stated the department's directions over the past few years was definitely a result of Ferguson's own personal commitment, integrity and dedication in the development of the department. "Once you know him, you understand his expectations and they become your own," said Boergers.

Each member of the department must demonstrate a knowledge of department policies and procedures and the personal ability to meet each standard. All participate in required training, either on the job or when off

duty. In some cases, training is conducted by officers in the ranks who have achieved certification in specialized areas of law enforcement.

Training covers a full spectrum of job standards from patrols, arrests, records management, securing and documenting evidence, accident investigation to budget and administrative management. It includes development of community programs like Officer Friendly, The Drug Awareness Resistance Education Program, Neighborhood Watch and the Marine Unit.

"The department has its objectives and goals, but we look at them for every citizen that we serve. We are here to serve the public. Our primary object is the investigation and reduction of criminal activities," said Ferguson.

For a week in September, 1991, state auditors conducted an examination to determine how well the department complied with state requirements. Each shift was scrutinized. Auditors spoke with each lieutenant on duty, rode on patrols and questioned at least one officer per shift in their examination of policies and procedures.

What they found, said Boergers, was a police force who had organized, developed and refined their department's professional standards "by themselves as time and money afforded," without benefit of a coordinating accreditation officer found in other more affluent communities.

Supervisor Paul Garvin may have summed up the appreciation of area residents. "We have one of the finest departments in the county. It's quite an accomplishment and took many long months of hard work and dedication," he said during a recent town meeting.

The Buffalo News/Wednesday, March 4 1992

### Evans Police Department gets state accreditation

The 22-member Evans Police Department has been awarded a certificate of accreditation by the state Division of Criminal Justice Services.

John W. Herritage, the division's deputy commissioner, will present the certificate to Evans Police Chief Robert N. Ferguson in a ceremony in Angola Town Hall at 7:30 p.m. today.

The accreditation program, administered by the division's Bureau for Municipal Police, recognizes that the department meets professional standards for officer training, administration and operations.

Buffalo News, March 5, 1992

## Evans approves hiring of outside counsel

The board also praised the 22-member town Police Department which received an accreditation certificate from the state Division of Criminal Justice Services. Lt. Detective Norman Boergers also was honored as the program manager who made sure the department met the 15 requirements to become accredited.

# Police department gets state accreditation

By Barbara Ennos

The Irondequoit Police Department has recently joined only 200 other police agencies statewide in receiving the honor of becoming an accredited police agency.

"I am extremely proud of our department and the arduous task that we went through to become one of the few agencies in New York state to be accredited," Chief William Frey said last week.

"This is good for the department, for the town of Irondequoit, and I believe it is good for morale of the men and women in this department," he added.

John W. Herritage, deputy commissioner of the New York State Division of Criminal Justice Services, said in a letter to Frey that accreditation represents a major accomplishment for the chief and the officers who serve under his command.

"You can be very proud of this achievement and I congratulate you for reaching this professional milestone," Herritage wrote.

Locally, the IPD joins Brighton,

Ogden, Rochester, and the Monroe County sheriff's department in attaining accreditation.

In 1988, New York state developed and adopted the New York State Law Enforcement Accreditation program.

This program is under the direction of the NYS Division of Criminal Justice Services (DCJS) and the Bureau of Municipal Police (BMP). It is open to all police agencies in New York state regardless of size.

The program ensures specific benefits including professional standards, administrative and operational effectiveness, assurance of recruitment selections and promotional process. It also ensures understanding of policies and procedures, and creates less vulnerability to civil lawsuits, greater public confidence, and recognition of professional competence, Frey said.

He added that there are 169 standards that have to be met before a police agency can become eligible for review and statewide accreditation.

In 1989, the IPD made formal application to the NYS Division of Criminal Justice Service, Law Enforcement Accreditation Council, to

become an accredited agency.

"As the department's rules and regulations, policies and procedures were more than 10 years old, it was an appropriate time to consolidate the accreditation standards with new and revised rules and regulations," Frey said.

"This concerted effort took more than one and a half years of total commitment," he said. "Countless hours were devoted entirely to this process."

Capt. Richard Longdue served as project manager and Sgt. Jim Maley assisted in the process of drafting, wording, and computer input.

Two part-time seasonal employees, college students Kim Kirchner and Mary Carroll, assisted in packaging the finished standards.

Frey said the department also received some help from Lt. John Girvin of the Rochester Police Department, who assisted during the entire process.

In September, the department believed all standards were met and the process was ready for review. Frey then requested a state assessment re-

view.

For two days during November, an assessment team of three police professionals assessed the IPD to ensure that all standards were in compliance, Frey said.

While at the department, the assessors asked random questions of officers, testing their knowledge of the rules and regulations, Frey said.

"The assessment team passed this department with flying colors and had high praise for our department," he said.

The assessment report was sent to the New York State Accreditation Council in December. It was at this meeting that the IPD was officially accredited.

At the town's next board meeting, Tuesday, Jan. 21, Herritage will award the IPD the official certificate.

"We were professional before," Frey said. "This is only going to support the department and continue to make us better."

"We went the extra step and took the extra time to meet those standards," he added. "I think we can be proud."

# Irondequoit cops receive accreditation

By Trif Alatzas

Our Towns

IRONDEQUOIT — Irondequoit Police officers promise you this: They're even better than they were before.

Irondequoit Police were accredited by the state's Law Enforcement Accreditation program last month. The honor makes Irondequoit one of only 41 law-enforcement agencies in New York — out of more than 200 statewide — to win accreditation since the program was proposed by Gov. Mario Cuomo in 1986.

That puts the Irondequoit Police in an exclusive club. Just five departments in Monroe County have earned the distinction and seven more are working toward it.

It isn't easy to achieve.

Irondequoit Police brass spent almost two years tailoring their rules and regulations to comply with state standards. From explicit job descriptions to the color of the socks worn by each police officer, officials worked the guidelines to better define their department.

"This is one way of enhancing and maintaining the professionalism of the department," said John Herritage, deputy commissioner for the division of criminal justice services in Albany. "It's just another way for law-enforcement agencies to look at themselves and see if they can be a little bit better."

Irondequoit Police officers wanted that distinction.

Mission statements, goals, job descriptions and a variety of other factors are included in the accreditation plan. The program also is specifically designed to highlight the department's professional standards, lessen the vulnerability to civil lawsuits and increase public confidence in the police department.

It's not as if the Irondequoit Police Department didn't have these kinds of rules and guidelines on their books already. Chief William H. Frey said that while his department was good before, it's even better now.

"It means our officers are certified to do their job and shows you've met the professional standards set by the state," Frey said.

Under the lead of Capt. Robert Longdue, who handled the accreditation application, each department policy, procedure and philosophy was scrutinized to see if it met the state's requirements. State officials require a department to meet 169 separate standards to be accredited.

Irondequoit Police officials last updated their policies and procedures in 1981. Under the state's plan, they'll have to update their current regulations every five years. But Longdue said the department will have to make policy changes when it moves to the town's new public safety building later

"Anytime anything changes, the whole order has to change," Longdue said. "We'll have to revamp the plan to the layout of the new building."

"We have to meet what they ask for; it's not just a paper tiger — we had to show them everything we're doing."

Police professionals from around the state are sent in to assess each department's policies and procedures. Three state assessors came to Irondequoit in November. After various document checks and random interviews with police officers, the group made a recommendation to the state to accredit the Irondequoit Police Department.

Irondequoit got the nod in December.

Frey said the department has its work cut out for it in the future.

"And it's up to me and my staff to make it work," he said. "If we thought getting accredited was tough, keeping up the standards is going to be even tougher."

---

## New York's Accreditation Program Cited for Innovation

The Council of State Governments selected New York's Law Enforcement Accreditation Program to be highlighted in the 1992 *Innovations* publication series. The council will provide national recognition of the program during its awards ceremony in December 1992.

The Innovations Transfer Program is designed to encourage state officials to exchange information on exemplary and successful efforts. In order to be considered, a state's program must deal with a significant problem in an effective and innovative manner and have the potential to be transferred to other states.

For more information on the Innovations Transfer Program, contact Keon Chi, The Council of State Governments, P.O. Box 11910, Lexington, KY 40578-1910; 606/231-1834.

## Items of Interest

### *New York's Accreditation Program*

The New York State Law Enforcement Accreditation Program has been fully operational for just over two years, with more than 200 law enforcement agencies either earning or working toward accreditation by the end of 1991. The Council of State Governments recently selected New York's accreditation program to be one of just eight programs nationwide to be featured in the council's 1992 *Innovations* publication series. The program has also become the focal point of a national network established to facilitate the exchange of information on state accreditation issues.

Many other states and professional law enforcement associations are currently exploring the feasibility of sponsoring similar initiatives. IACP members interested in the New York program should contact John W. Herritage, Deputy Commissioner, Law Enforcement Accreditation, State of New York, Division of Criminal Justice Services, Executive Park Tower, Stuyvesant Plaza, Albany, NY 12203-3764; 518/485-1415.

The Buffalo News/Tuesday, March 3, 1992

## BRIEFLY

### **Tonawanda police receive accreditation from state**

The City of Tonawanda Police Department is scheduled to become one of a handful of police agencies in Erie County to receive accreditation from the state Division of Criminal Justice Services during a ceremony tonight in City Hall.

The distinction means the department has met 169 standards set by the Division of Criminal Justice Services in basic areas of policing that address officer training, and administration and operation of police departments. The de-

partment also had to pass a rigorous three-day, on-site inspection.

Only 41 police agencies statewide have been accredited, since Gov. Cuomo signed legislation in 1988 giving the agency the authority to devise such a program, said John W. Herritage, deputy commissioner of the Division of Criminal Justice Services.

Tonawanda Police Chief Edward Ringler said receiving the accreditation offers peace of mind and is confirmation that his department has been on the right track in basic areas of policing.



**POLICE DEPARTMENT ACCREDITED:** Tonawanda Police Chief Edward Ringler, second from right, and Capt. Mark Winters, right, receive a certificate showing that the department has been accredited under the state Law Enforcement Accreditation Program. Pres-

enting the certificate are from left, Dennis McCarty, director of the program, and John W. Herritage, deputy commissioner of the Division of Criminal Justice Services. (NEWS photo by Dave Bugbee)

## Tonawanda police earn accreditation from state

By VICTORIA KEARNS  
Staff Writer

The Tonawanda Police Department was honored at Tuesday's Common Council meeting for achieving accreditation under the State Law Enforcement Accreditation Program.

Deputy Commissioner of the Division of Criminal Justice Services, John W. Herritage, presented the certificate of accreditation to Chief Edward Ringler. He congratulated Chief Ringler and his 30-man department. "Our program provides a mechanism whereby the activities of local police agencies can be systematically measured and evaluated."

He said the requirements for accreditation are "on the cutting edge of law enforcement today, and rigorous."

"I don't have to tell you the importance of a

professional police force, in this age of insurance suits," he said.

Chief Ringler noted that although the procedure was tough, "the process to reach that goal gave the department the ideal platform and impetus to review its policies and procedures and to insure that they adhered to accepted management principals."

Capt. Mark Winters, who was the "man behind the scenes" in the program, said, "the program gave the department a chance to update and review its procedures and policies." He was presented a separate award by Mr. Herritage for his efforts coordinating the program.

The accreditation program began in December, 1989, and since then 41 law enforcement agencies in the state have been accredited.

## Two Police Departments Receive Certificate of Accreditation From New York State

Albany, NY- The Yorktown Police Department and Stony Point Police Department were among the first law enforcement agencies in New York State to be certified under the State Law Enforcement Accreditation Program according to Richard H. Girgenti, Director of Criminal Justice and Commissioner of the Division of Criminal Justice Services.

"Governor Cuomo first proposed the accreditation program in his 1986 State-of-the-State message," Mr. Girgenti said. "The Governor believes accreditation enhances the professionalism and effectiveness of police departments and increases the public's pride and trust in their local police agencies."

Mr. Girgenti presented a certificate of accreditation to Chief James Morgan during a ceremony held October 16, 1991 at the Yorktown Police Department. In accepting the certificate, Chief Morgan said, "There are many benefits, both tangible and intangible, the most significant being the recognition by accepted experts and leading authorities in the field of law enforcement as having met an extensive and demanding set of established standards in the three key categories of administration, training, and operations."

The Chief went on to say that he expected there would be reductions in the liability insurance premiums paid by the town, as well as diminished vulnerability to civil lawsuits and their related costly settlements.

Chief Morgan also said that a major benefit to the department was the application process itself, which caused an intensive self-examination of the rules, regulations, policies, training practices, general orders, and operational procedures that were being applied on a daily basis. The Chief said, "We literally had to examine everything we did to insure that it met the State's established standards, and also to see if there were procedures we should be doing but weren't."

By achieving accredited status, Chief Morgan concluded, "We can now be sure that the goals, policies, and operational practices of the Yorktown Police Department not only service the needs of our community, but that we meet the rigorous standards established by the New York State Accreditation Program."

Chief Morgan's office, which employs 52 full-time sworn officers, was accredited through September 5, 1996.

John Herritage, Deputy Commissioner of the Division of Criminal Justice Services, presented a certificate of accreditation to Chief Stephen Scurti during a ceremony held October 2, 1991.

In accepting the certificate, Chief Scurti said, "It is a feeling of great pride to have successfully completed the accreditation process, I wish to commend the officers who worked on the day to day implementation of the program, as well as all members of the department for contributing to this milestone in our history. I feel that accreditation is the way of the future for law enforcement and I encourage all police agencies to participate in this exciting and rewarding program."

Chief Scurti's office, which employs 28 full-time sworn officers, was accredited through September 5, 1996.

While 196 law enforcement agencies in 50 counties are participating in this initiative, only 39 are currently accredited. There are 19 law enforcement agencies in Westchester County and 3 in Rockland County working toward accreditation.

The benefits of accreditation include independent confirmation that agency practices are consistent with rigorous professional standards; enhanced administrative and operational effectiveness; assurance that recruitment, selection and promotion processes are fair and equitable; greater understanding of agency policies by sworn personnel, plus diminished vulnerability to civil lawsuits and costly settlements.

# Town Cop Kudos

The East Hampton Town Police Department last week joined an elite group of New York State police forces whose policies and procedures are officially deemed to meet rigorous new standards. The department received accreditation by the State Law Enforcement Accreditation Council at a ceremony in Albany last Thursday. The town's is now the only state-accredited police force on Long Island.

Only about one in 15 of the state's 600 police forces have been accredited under the four-year-old program. Gov. Mario Cuomo established it after police throughout the state requested a system to assess their procedures, said Colleen Roche, a spokeswoman for the State Division of Criminal Justice Services.

The 17-member accreditation council, appointed by the Governor, oversees the review of each department's procedures. The process is voluntary, Ms. Roche noted.

## Insurance Benefits

To be accredited, a department must conform to 169 separate standards of performance in all areas of law enforcement, from the use of force to training, administration, and investigative techniques. It must not only demonstrate that adequate procedures are on the books, but that personnel understand and conform to them.

The benefits of accreditation for a department, beyond knowing its procedures are state-of-the-art, include a diminished vulnerability to civil lawsuits, Ms. Roche said, which, she added, may translate into lower liability insurance premiums.

"It's a feather in our cap," said Capt. William Segelken, head of the detective division of the Town Police and the department's "accreditation manager." "It shows we do things in a professional manner."

The town force is ahead of the game if the state someday decides to require all police departments to meet the standards, as Chief Thomas Scott expects.

## Grueling Review

Captain Segelken worked part-time on the project for about two and a half years, then devoted three months of full-time work before the review by the council early last month.

To prepare for the review, the department needed to establish a file for each required standard, 169 in all, showing evidence of that standard's use over time. It was a long procedure, nearly three years altogether, said Captain Segelken.

The department had to make only

a few changes and modifications to its ~~equipment and procedures.~~ Chief Scott noted. For example, it had to buy a bank of bus-depot-style lockers to hold evidence. "We did a lot of work on our property procedures over the last two years, to make sure evidence is always secured," Captain Segelken said.

Overall, the force spent no more than \$2,500 getting ready for the review, Chief Scott estimated.

The biggest bill was for a new procedure manual, which, with printing, binding, and other costs, may have run the force about \$1,000, the Chief noted. That money was well-spent, according to the three-man assessment team's post-review report.

"The assessment team . . . recommends that [the state] consider the East Hampton Police Department's "Policies and Procedures Manual," as well as its computer system, for use as a model for police departments applying for accreditation in the future," wrote Lieut. Robert A. Arruda of the Yorktown Police Department, who headed the assessment team.

## Use Of Force

Two town officers were certified last year as "general category" instructors, which is expected to save the department money in the long run. The state mandates 21 hours of in-service training per officer each year. Captain Segelken explained, and certified instructors from outside the department must be paid. Now, the force can do its own training.

General-category instructors are certified to teach a wide range of subjects.

The department also reviewed and updated its use-of-force procedures. Captain Segelken said. There has always been a review process for incidents involving "use of deadly force," he said; now, there are standards covering any use of force.

## Three-Day Review

During its three-day review, the assessment team buttonholed officers at random, grilling them about department procedures, according to the post-review report. They reviewed all the files, and approved 146 of the 169 required standards on the first read.

Twenty-two others were approved after Captain Segelken added a document or clarified a phrase, the report states. One standard, involving the use of lie-detector equipment, did not apply.

Accreditation is valid for five years. Accredited agencies must submit annual reports showing that they still comply with the standards.

DWIGHT CASS





# New York State Association of Chiefs of Police, Inc.

Executive Offices: 1232 Western Avenue — Albany, New York 12203 • (518) 439-1491 • FAX (518) 439-7895

## Officers (1992)

MARCH 25, 1992

President  
Thomas L. Scott  
East Hampton

Immediate Past President  
Leigh F. Hunt  
Syracuse

1st Vice President  
Mark L. Whitman  
Hornell

2nd Vice President  
Alfred T. DeCarlo  
Rotterdam

3rd Vice President  
Louis S. D'A'iso  
Arcsley

Executive Director  
Joseph S. Dominelli

Counsel  
Francis B. Looney

## Board of Governors

Past President  
Anthony M. Mosca  
Hawthorne

Zone 1  
Kenneth J. Greguski  
Amityville

Zone 2  
Ernest J. Cipullo  
Garden City

Zone 3  
Patrick J. Devlin  
New York

Zone 4  
Joseph Del Bianco  
Mamaroneck

Zone 5  
Richard Douglass  
Cornwall-on-Hudson

Zone 6

Zone 7  
Rocco C. Fermano  
Solvay

Zone 8  
Harlin R. McEwen  
Ithaca

Zone 9  
Christian L. Schrank  
Brockport

Zone 10  
John I. Jablonski  
Hamburg

Retired Member Rep.  
Herman J. Garrow  
Canaan

MR. ROBERT MACCARONE, DIRECTOR  
WESTCHESTER COUNTY OFFICE OF CRIMINAL JUSTICE PLANNING  
112 EAST POST ROAD  
WHITE PLAINS, NEW YORK 10601

DEAR MR. MACCARONE:

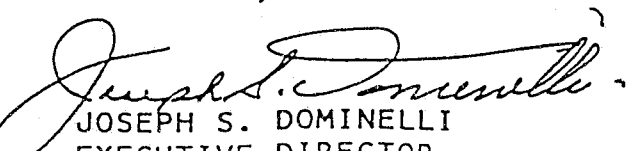
I AM WRITING TO SUPPORT THE NOMINATION OF THE NEW YORK STATE LAW ENFORCEMENT ACCREDITATION PROGRAM FOR THE CHARLES D. WELLER AWARD FOR EXCELLENCE IN CRIMINAL JUSTICE PLANNING. YOU MAY WISH TO NOTE THAT I AM A FORMER PRESIDENT OF THE INTERNATIONAL ASSOCIATION OF CHIEFS OF POLICE AND HAVE BEEN EXECUTIVE DIRECTOR OF THE NEW YORK STATE ASSOCIATION OF CHIEFS OF POLICE FOR NEARLY TWENTY YEARS. I AM THUS FAMILIAR WITH MOST OF THE PROGRAMS THAT HAVE BEEN DESIGNED RECENTLY TO PROMOTE POLICE PROFESSIONALISM. I CAN HONESTLY SAY THAT THE NEW YORK STATE ACCREDITATION PROGRAM STANDS OUT AS ONE OF THE VERY BEST.

PROGRAM PLANNERS FACED AN ENORMOUS CHALLENGE WHEN THEY FIRST BEGAN MEETING TO DISCUSS THIS INITIATIVE. THEY WANTED TO DEVELOP A COMPREHENSIVE STRATEGY FOR IMPROVING THE QUALITY OF LAW ENFORCEMENT SERVICES, BUT THEIR APPROACH HAD TO BE BOTH REALISTIC AND INEXPENSIVE TO IMPLEMENT BECAUSE MOST POLICE AGENCIES IN NEW YORK HAVE VERY LIMITED RESOURCES. THE PLANNING PROCESS TOOK THREE YEARS OF VERY HARD WORK TO COMPLETE.

THE ACCREDITATION PROGRAM IS ONE OF THE MOST SUCCESSFUL INITIATIVES THAT NEW YORK HAS EVER SPONSORED TO ASSIST THE LAW ENFORCEMENT COMMUNITY. THE CHIEF EXECUTIVE OFFICERS OF AGENCIES THAT HAVE ALREADY BEEN ACCREDITED HAVE UNANIMOUSLY RECOMMENDED THE PROGRAM TO THEIR PEERS WHO ARE NOT YET PARTICIPATING.

I STRONGLY BELIEVE THAT THE PROGRAM MERITS SERIOUS CONSIDERATION FOR THE CHARLES D. WELLER AWARD. PLEASE FEEL FREE TO CALL ME AT (518) 355-3371 IF YOU HAVE ANY QUESTIONS.

SINCERELY,

  
JOSEPH S. DOMINELLI  
EXECUTIVE DIRECTOR

# Westchester County Chiefs of Police Association

## EXECUTIVE OFFICERS

President, Chief James Weaver  
Tarrytown  
1st Vice President, Chief Louis D'Aliso  
Ardsley  
2nd Vice President, Chief James Maner  
Eastchester  
Secretary, Chief Walter Crawford  
Tuckahoe  
Treasurer, Chief Kevin Costello (Ret.)  
Dobbs Ferry  
Attorney, John McGcey, Esc.



## BOARD OF GOVERNORS

### 1 YEAR

Chief Joseph DeBianco  
Mamaroneck  
Comm. John Deice  
White Plains  
Chief William Canes  
Putnam Valley  
Chief James Kresser  
Cossing Town  
Chief Carl Verrastro  
Port Chester

### 2 YEARS

Comm. Robert Olson  
Yonkers  
Chief Frank Gencaia (Ret.)  
Rye Brook  
Chief James Bradley  
White Plains  
Chief David Marden  
Bedford  
Chief Ronald Trainnam  
Barncliff Manor

April 21, 1992

Mr. Robert Maccarone, Director  
Westchester County Office of  
Criminal Justice Planning  
112 East Post Road  
White Plains, NY 10601

Dear Mr. Maccarone:

It has come to the attention of the Westchester County Chiefs of Police Association that your office is seeking nominations for the Charles D. Weller Award for Excellence in Criminal Justice Planning. We are also aware that the New York State Law Enforcement Accreditation Program has been one of the nominees for that award.

At the April meeting of our Association our membership unanimously voted to support the New York State Law Enforcement Accreditation Program for the above-mentioned award.

The accreditation program has been a forerunner in its efforts to professionalize law enforcement in the State of New York and will, no doubt, be emulated across the country.

The program is most worthy of recognition.

Sincerely,

Chief James Weaver  
President

/cg

# POLICE EARN ACCREDITATION

**T**he Irondequoit Police Department received New York State Accreditation from the New York State Division of Criminal Justice Service, Bureau of Municipal Police on December 5, 1991.

N.Y.S. Accreditation means that the Police Department has met all of the 169 standards that have been set forth by the D.C.J.S. Law Enforcement Accreditation Council. The 169 standards were designed to incorporate key provisions of N.Y.S. Laws, Rules and Regulations and requirements set forth by the Municipal Police Training Council.

The accreditation standards ensure that the accredited agency practices are consistent with vigorous professional standards. The accreditation goals increase the effectiveness and efficiency of law enforcement agencies in the delivery of services utilizing existing personnel, equipment and facilities. Further, the standards and goals promote coordination among law enforcement agencies, ensure appropriate training of law enforcement personnel, and promote public confidence.

The concentrated effort by the Police Department took over 1-1/2 years of total commitment to meet all the standards. An assessment team of three police professionals assessed the department over a three day period in November 1991. They made their recommendation to the N.Y.S. Accreditation Council, stating that the Irondequoit Police Department was in compliance with all standards. The Council then made the favorable award.

The Irondequoit Police Department is the 41st agency to be accredited in New York State. 200 agencies, of over 500 in New York State, are in the process of working toward accreditation.

The Police Department consists of 56 officers when at full strength, in addition to 12 full-time and 3 part-time civilians. The road patrol drives over 500,000 miles per year and is on the road 24 hours a day, seven days a week, with 14 marked and fully equipped police vehicles.



*The three Irondequoit Police Officers responsible for the New York State Accreditation Program (left to right) Captain Robert Longdue, Chief William Frey, Sergeant James Maley.*

# GATES NEWS CHILI

An Independent Newspaper Devoted to the Best Interests of Westside Communities

Volume 34, Number 13

Thirty-five Cents

April 1, 1992

## Gates Police Department Receives Accreditation

By Mike Murphy  
Gates-Chili News

The New York State Law Enforcement Accreditation Council unanimously voted to accredit the Gates Police Department on March 12.

The accreditation program is designed to establish written standards for law enforcement agencies, and provides stringent means to insure that those standards have been met in the agency.

Gates Police Chief Thomas Roche said

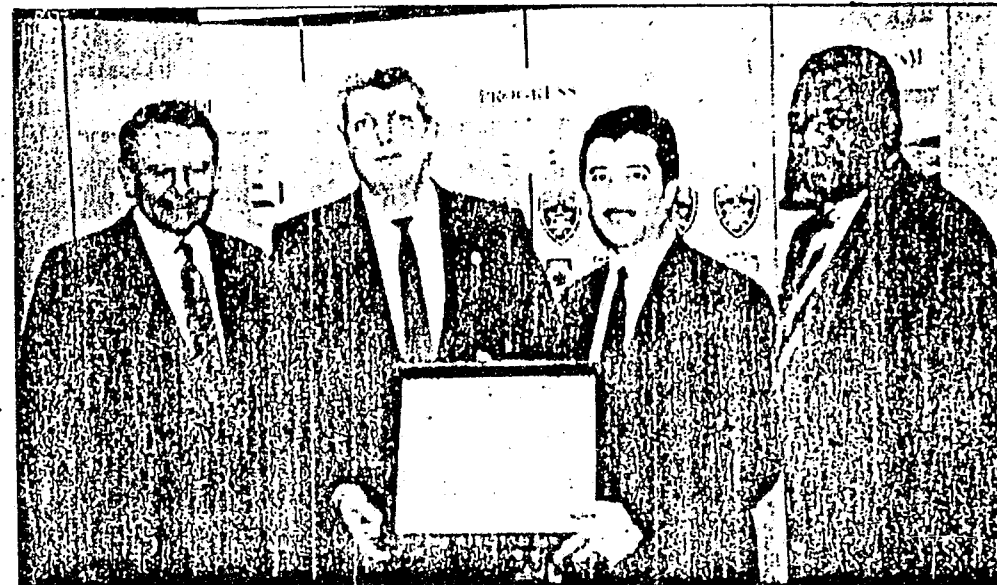
the department must meet 169 standards.

"Accreditation is another way we can reassure the public we serve that our policies and procedures are in accordance with appropriate standards," he said.

The state sends inspectors every five years to make sure those standards are in compliance, Lieutenant Allyn Hammel, who is the accreditation manager for the department, said.

"I think the department is better for

Continued on page 3



From left: Chief Harlin R. McEwen, Lt. Allyn S. Hammel, Richard Girgenti, director of Criminal Justice, and John W. Herritage, deputy director.

## Gates Police Department Receives Accreditation

From page 1

having gone through this process," he said.

A presentation from Deputy

Commissioner John W. Herritage, New York State Division of Criminal Justice Services, will be made to the town board in the near future, Roche said.

# The Editorial Page

## Gates Police Department Deserves Thanks

By now, I am certain that you have heard the New York State Law Enforcement Accreditation Council has unanimously voted to accredit the Gates Police Department as of March 12. Many of you may not know that this accreditation process began more than two years ago and involved countless hours of research and record keeping. Each member of our dedicated police department deserves our thanks for their efforts, with special emphasis on the work of Lieutenant Allyn Hammel, accreditation manager.

To become accredited, the Gates Police Department had to have in place policies and procedures which effectively implemented 169 different applicable program standards. The standards were divided into three broad categories but there were considerable sub classifications. Administration dealt with purpose and organization, internal administration, personnel, use of force, internal affairs and public relations. Training included basic, in service,

## Gates At A Glance

by Ralph Esposito

---

supervisory and records. Finally, operations focused on patrol, traffic, criminal investigations, communications, unusual occurrences, records and prisoner transport.

As an example, one of the areas in the basic training section refers to the basic level of expertise required for a police officer. All of the Gates Police Department has completed a minimum of 400 hours, broken down as follows: administrative procedures (10), administration of justice (10), basic law (65), police procedures (134), police proficiency areas (104), community relations (37) and supervised field training (40). This is only one of 169 standards, but it shows the amount of detail required.

All in all, it was a good job that was done by a good department.

# Newly Accredited Town Of East Hampton Police Department



From Left to Right: Accreditation Counsel Chairman Harlin McEwen, East Hampton Town Police Captain William Segelken, East Hampton Town Police Chief, Thomas L. Scott, DCJS Director Richard H. Girgenti, BMP Deputy Commissioner John W. Herritage and East Hampton Town Police Captain Todd Sarris.

Police Chief Executive, April, 1992, p. 3.

## East Hampton Police Win Accreditation

By John McDonald

STAFF WRITER

The East Hampton Town Police Department has become the first police agency on Long Island to receive accreditation under a 2-year-old state-run program aiming to professionalize law enforcement units.

"This is an important step for the whole profession," said Gerald Lynch, president of John Jay College for Criminal Justice, and a member of the state's accreditation panel. "Every other profession in the country polices itself, doctors and lawyers for instance. This is an attempt to set up internal controls and standards that the [law enforcement] profession itself thinks is important."

East Hampton Town Police Chief Thomas Scott said that his force of 45 full-time sworn officers met 168 of the 169 standards evaluated by the state accreditation team. The polygraph standard was waived because the town does not have one. Scott said that in addition to the professional recognition that accreditation provides, he expects it will result in the town receiving a 10 percent discount on police liability insurance.

John Heritage, who coordinates the accreditation program for the State Division of Criminal Justice said the program, begun in late 1989, is similar in nature to the accreditation process used for hospitals, prisons and colleges. Of the 564 police agencies eligible for accreditation, he said, 46 have won accreditation and 148 others are seeking accreditation.

Among those seeking accreditation are a wide range of metropolitan forces ranging from the tiny Head of the Harbor Police Department to the Suffolk County Police Department and the New York City Transit Authority Police Department. Before the state awards accreditation to a police agency, the department must demonstrate that it has policies and practices that are up to state standards and that the members of the force have been trained and understand those practices and policies.

For East Hampton, the process has taken about 18 months, Scott said. "We had to get our rules and policies rewritten and get them out so that our people understood them," he explained. He said that in order to win accreditation, many policies were put into writing for the first time and others had to be formalized.

In early February, Scott said, "They came out and spent three days here. They brought three assessors and went through the paperwork and conducted interviews. They did 43 interviews to make sure the officers understand our policies and procedures."

When the New York State Law Enforcement Accreditation Council, made up of 17 members appointed by Gov. Mario Cuomo, met last month, they awarded accreditation to East Hampton, Gates Police Department, Vestal Police Department and the Village of Hamburg Police Department. They also reaccredited the Monroe County Sheriff's Department. A ceremony is scheduled for May 1 to formally award the accreditations.

Scott, who serves as president of the New York State Police Chiefs Association, and is chairman of the Municipal Police Training Council said, "everybody agrees that accreditation is something they would all like to obtain. But some of the chiefs don't even have a secretary available for typing up the policies."

Heritage said the 2-year-old program "has been moving along quite well. We are pleased with the number of agencies that have applied." He added that the accreditation is expected to help departments defend against lawsuits by providing recognized standards for consideration by the court.



Acting Chief Wayne Hague and Justice Department representative Dennis McCarty display the plaque declaring the Vestal Police Department as being NYS certified.



Sergeant Richard Westfall receives a commendation for his work in getting the department ready for certification.

## Vestal Police Department receives accreditation

By Maryse Quinn

Albany's Law Enforcement Accreditation Program has discovered what Vestal residents knew all along—the Vestal Police Department is one of the best in the state.

Dennis McCarty, of the state Bureau for Municipal Police, presented Acting Chief Wayne Hague with the accreditation certificate at the April 22nd meeting of the Vestal Town Board. McCarty complimented the department on passing the 167 standards that must be met for accreditation. In New York State, fewer than 50 other departments, out of a possible 564, have earned the certificate, he said.

"The fact that the [police] department is accredited is to the benefit of the community," McCarty said.

"All sworn and civilian personnel should be extremely proud of this accreditation," Hague added.

In this new program, state and local law enforcement officials had direct say in what standards should be met in police departments, McCarty said. The program has won awards for its innovation.

As departments are accredited, rules will be standardized, liability will be reduced, and departments will find it easier to work together, he said.

Getting Vestal accredited is the result of more than two years of work, Hague said. When Kenneth Stica became chief a year and a half ago, qualifying for accreditation was one of his top priorities.

To receive accreditation, a police department must have policy and procedure dealing with 169 criteria set by the program. The criteria cover everything from the pursuit of suspects to collecting bail money to keeping records, and so on.

Much of the policy-writing work was done by Officer Richard Westfall, Hague said. Westfall compiled the policies after consulting with fellow officers. Westfall received a certificate of merit at the April 22nd meeting for

his work on bringing the department up to standards.

Once the policy was set, it was reviewed by the department and other consultants, and the state's Department of Criminal Justice was contacted. The Justice Department then sent three accreditors to observe the police personnel.

The accreditors reviewed the policy, then spoke with many of the police and civilian staff members at the station. The accreditors rode in cars with officers, and "interviewed just about everyone," Hague said.

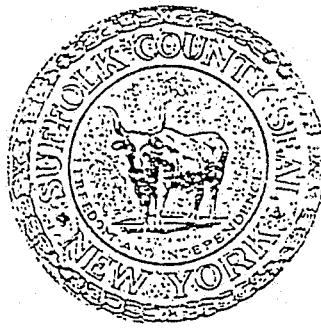
"I know it's no easy task, and we're proud of our police force and the work they do for us," said Councilwoman Sandra Tillotson.

### Vestal police win state accreditation

The Vestal Police Department has been accredited by the state, an achievement among New York police agencies, a state law enforcement official said.

Dennis W. McCarty, director of the state's law enforcement accreditation program, said Vestal is one of 44 municipal police departments of 564 eligible police agencies to be accredited.

Endicott police and sheriff's departments in Broome, Chenango, Cortland, Otsego, Tioga and Tompkins counties are the only other state-accredited Southern Tier police agencies.



# Proclamation

**Whereas:**

*the County of Suffolk is proud to recognize those outstanding organizations who have rendered significant contributions for the enhancement of our region and the betterment of our residents; and*

*WHEREAS: on the first day of May, nineteen hundred and ninety-two, the State of New York will issue an Accreditation Certificate to the Town of East Hampton Police Department; and*

*WHEREAS: in nineteen hundred and eighty-nine, the State of New York instituted Accreditation Program for Police and Sheriff's Agencies in New York State; and*

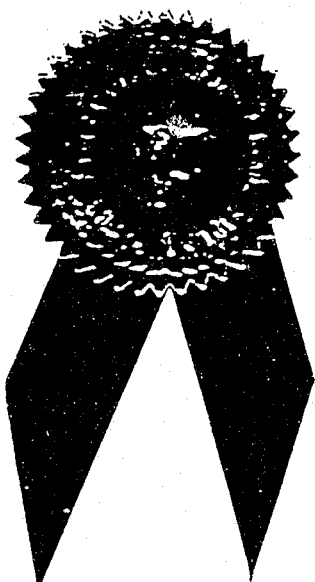
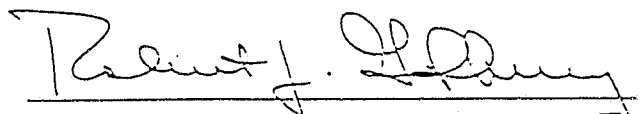
*WHEREAS: on the twelfth day of March, nineteen hundred and ninety-two, the Accreditation Council voted unanimously to accredit the East Hampton Police Department. The Town of East Hampton Police Department consists of forty-five full-time sworn officers who are committed to implementing the program standards.*

*NOW, THEREFORE, I, Robert J. Gaffney, as County Executive of the County of Suffolk, do hereby congratulate*

## THE EAST HAMPTON POLICE DEPARTMENT

*on the occasion of its Accreditation and on behalf of the 1.4 million residents of the County of Suffolk, I commend the East Hampton Police Department for its dedication and outstanding service.*

*IN WITNESS WHEREOF, I have hereunto set my hand and caused the seal of the County of Suffolk to be affixed this first day of May, in the year nineteen hundred and ninety-two.*

  
  
Robert J. Gaffney, County Executive  
County of Suffolk, New York



## GATES BOARD MEETS

The Gates Town Board will consider a variety of topics at its meeting tonight. Read about it tomorrow on 3B.

# SUBURBS/WEST

MONDAY, MAY 4, 1992

Democrat and Chronicle

## Police department to receive state accreditation tonight

By Sean McNamara

Democrat and Chronicle

Gates police will become the sixth Monroe County Police Agency to receive accreditation from the State Division of Criminal Justice Services at a ceremony tonight.

"It's a way to let the public know that not only is what we are doing right, but that we meet a certain standard," said Chief Thomas Roche.

The police department has been working for more than a year for the accreditation,

Roche said.

A team of evaluators spent several days in Gates and found that the department met all 169 standards necessary for accreditation. Each of those standards is backed up by a general order, which gives specific instructions on procedures, conduct and decision making, said Lt. Al Hammel.

The evaluation team selected officers during their visit and quizzed them on the department's regulations, Hammel said.

Roche said the intense accreditation process was a good experience.

"It forced us to evaluate each and every

procedure and update several that hadn't been looked at in a while," he said.

"We felt the general orders we had were adequate, but these are more adequate."

Roche said that while the accreditation is more of an internal accomplishment, "the public gets reassurance, from an outside source, that our policies and procedures meet certain standards."

While the Gates Police Department will receive its initial accreditation today, it has to review each of the 169 standards every three years.

Accreditation must be renewed every

five years.

The Monroe County Sheriff's Office and the Rochester, Brighton, Irondequoit and Ogden police departments are the other Monroe County law-enforcement agencies that have been accredited by the state.

Hammel said all of the other county departments are currently in the accreditation process.

State officials will present the department its formal accreditation at a ceremony at tonight's Town Board meeting, scheduled for 8 p.m. at the Town Hall, 1605 Buffalo Road.

Democrat and Chronicle

May 20, 1992

### State law group accredits Monroe sheriff department

The Monroe County sheriff's office has been awarded accreditation by the New York State Law Enforcement Association Program.

A certificate of accreditation, which is valid through March 1997, was given to Sheriff Andrew P. Meloni. Forty-four law-enforcement agencies in the state are accredited. The program is aimed at guaranteeing that local law-enforcement agencies meet standards for training, administration and operations, according to a statement from officials.



STATE OF NEW YORK  
EXECUTIVE CHAMBER  
ALBANY 12224

MARIO M. CUOMO  
GOVERNOR

May 16, 1992

Dear Joe:

To you, to Chief Tom Scott, your President and to all of the officers, members and supporters of the New York State Association of Chiefs of Police, I extend my heartiest congratulations and best wishes on the occasion of the dedication of your magnificent new headquarters building.

This edifice is a tangible accomplishment for which you and the association deserve recognition and praise. But the New York Chiefs have built an even more enduring record of accomplishments in which you may justly take great pride. That includes many important legislative enactments that have improved law enforcement and public safety in the State of New York. Foremost of those is our award-winning, nationally acclaimed Law Enforcement Agency Accreditation Program -- a program that you and all of the association's members championed and won. I will always consider that one of the landmark achievements of my administration.

As you take up residence in your new facility, leave space on the walls for the trophies to come. I am certain that there will be many of them.

Sincerely,

A handwritten signature in black ink, appearing to read "Mario M. Cuomo". The signature is fluid and cursive, with a long, sweeping underline that extends to the right.

Chief Joseph S. Dominelli  
Executive Director  
New York State Association  
of Chiefs' of Police, Inc.  
2697 Hamburg Street  
Schenectady, New York 12303

# Chatham village cops working to receive state accreditation

CHATHAM — The village police department has spent the past year working on a process for state accreditation, according to Chief Kevin Boehme.

If it wins accreditation, Chatham — with two full-time and 10 part-time officers — will be one of the smallest police departments in the state to become accredited, Boehme said.

Currently, the state has about 200 police departments. Only 44 are accredited, according to the state Bureau of Municipal Police.

A year ago, the Chatham Police Department and the village signed an agreement with the state to go through the strictly voluntary accreditation process. Although every police officer in the state must be certified, few departments are accredited.

Accreditation brings police departments into conformance with standards set by the state Department of Criminal Justice Services, Bureau of Municipal Police.

Most police departments already meet the state standards, said Boehme, but don't have written policy for every standard, something required for accreditation.

According to Boehme, the force has to meet 169 standards under three categories — administrative policy and procedure; operational policy and

procedure; and training police and procedure. These range from wearing uniforms to methods for handling incidents like domestic violence, barricaded individuals, traffic accidents, major and minor incidents, who's in charge of what, how to handle, how to report, internal affairs, using and handling informants, how to process crime scenes, what equipment is available, proper radio procedure, proper roadblocks, and the list goes on.

Constitutional and civil rights, proper response to different types of calls, processing evidence, how to deal with injured prisoners, using force, physical and psychological requirements for officers, firearms training, in-service training and dealing with the press and public are other topics.

The state provides these guidelines and each individual police department must make sure it has written policies and procedures that comply.

When the department believes it has all its paperwork in order, it will contact the state, which will send someone to make a spot check, said Boehme. After the check, the department will meet with state assessors to review all procedures and policies.

Assessors are law enforcement officer from across the state who are

certified by the bureau as accreditation assessors.

The assessors review the department's policies and determine if and how each standard is being met in the day-to-day operation. Methods of compliance used by the assessors include written directives, written documentation, interviews and observation.

According to Boehme, most of the work involved for the village force is in preparing written policy.

"The actual procedure we currently use is not much different from the state's standards...we won't have to change much at all," he said.

Boehme said the department's bid for accreditation is in the best interest of it and the community.

"It will increase morale within the department and professionalize the job," said Boehme.

Boehme acknowledged that "in the long run, the department may benefit from reduced insurance premiums." According to the state Bureau of Municipal Police, accreditation also gives a police department "independent confirmation that individual police practices are consistent with rigorous professional standards established by the state and assures that recruitment, selection and promotion practices are fair and equitable."

Apparently, Boehme's assessment of moral boosting is accurate since the hours of work that have gone into formulating policy and procedure have cost the village nothing. Officers John Belardo, Michael Ciuris, Cpl. Michael Collier and Boehme have done all the work on their own time, at home and after hours in the station.

In fact, the whole procedure will cost the village nothing.

Boehme estimates there's about three months more work to be done before the state can come in and review the department. A Columbia-Greene Community College intern is computerizing the 169 plus written policies for the department.

What will happen if the department does not pass the accreditation review?

"We'll try again," said Boehme.

# L.I. Police Get Touch Of Class

By  
Tom

By THOMAS CLAVIN

**A** STATEWIDE program to improve the professionalism of law-enforcement agencies is beginning to have an effect on Long Island.

The Town of East Hampton Police Department is the first in the region to be accredited by Albany. However, budget problems are thwarting efforts by the Nassau and Suffolk County Police Departments.

The Legislature enacted the accreditation program in 1988, and all 564 law-enforcement agencies are eligible.

The Commissioner of Criminal Justice Services, Richard H. Girgenti, said Gov. Mario M. Cuomo proposed the program to upgrade and streamline police standards. Mr. Girgenti said events like the Los Angeles riots had shown that having law-enforcement agencies meet the standards was especially necessary.

"Everybody connected to law enforcement does some soul-searching after something like the Rodney King incident," Mr. Girgenti said. "Could the same thing happen in New York? Yes, of course. It can happen anywhere."

"This program is an effort to get our police departments up to the highest level of performance, so that the type of thing we saw in Los Angeles will be less likely to occur here."

## 17 Applications From L.I.

There are 169 standards to meet, including developing a mission statement, working on high-speed chases and having officers receive more than 20 hours of in-service training.

Although the program is voluntary, 297 agencies in 51 counties have applied to participate, with 46 being

The state is urging professionalism.

accredited. On Long Island, nine Nassau agencies and eight in Suffolk have applied.

East Hampton was accredited in March. Chief Thomas Scott said: "We got involved as soon as the program was initiated. Every member of the force realizes the value of becoming more professional, and this includes our civilian employees. We are proud of being first on Long Island. But more important, implementing the standards means we're a better police force."

The Nassau and Suffolk departments have sought accreditation. But, Lieut. Kevin Fallon of Suffolk said: "We've had to put it on the back burner. We supported the program from the beginning and we were moving forward when we got hit with cuts. There's no way of telling when we'll receive accreditation, because we don't know when or if the money will be available."

"Suffolk was further along than we were, and we never really got off the ground," Capt. Palmer Tagle of Nassau said. "We just don't have the funds."

## 'Those Resources Are Luxuries'

According to Captain Tagle, the training, testing and other upgrading to meet the standards requires extra spending. "Those resources are luxuries now, given our budget," he said. "We have well over 1,000 officers. We can't afford to provide more training. The accreditation program, like many other things we'd like to do, has to be postponed because our budget barely covers the day-to-day operations."

The deputy commissioner of Criminal Justice Services, John Heritage, agreed that money was a factor. He said the Legislature, when it approved the program, did not provide additional money, but required that the program be started with existing personnel and resources. He also pointed out that geography was a factor.

"A sheriff's department in Jefferson County, which might have only a few people, is more likely to complete the program quicker than the law-enforcement agencies on Long Island that employ hundreds or thousands of police," Mr. Heritage said. "Eighty percent of the 564 law-enforcement agencies in the state have less than 50 people. We realize the larger departments will take longer because of the proportionately bigger bite of their budgets."

## Possible Insurance Benefit

One potential financial benefit, he said, is that accreditation makes an agency less vulnerable to litigation. "We've seen insurance companies offering discounts to accredited police departments," Mr. Heritage said. "Being accredited doesn't necessarily reduce the risk of being sued. But accreditation means you've increased your professional standing and you are then better able to defend yourself in a lawsuit."

Chief Scott said accreditation had a practical advantage. Given the seasonal workload increase in the town, when the population can more than triple in the summer, having better standards will help, and he does not regret having the department, which includes 45 full-time officers, lose some of its rural character.

## Accreditation Program Receives National Acclaim

The New York State Law Enforcement Accreditation Program is receiving national attention and acclaim as more and more states look to New York for guidance in their efforts to launch comparable initiatives. According to John W. Herritage, Deputy Commissioner of the Division of Criminal Justice Services in charge of the Bureau for Municipal Police (BMP), New York was the first state in the country to provide a mechanism for state and local law enforcement agencies to meet rigorous, professional standards through accreditation. In the two-and-a-half years that the program has been operational, 43 agencies have earned accreditation status, while another 167 have begun working toward that goal.

Interest in New York's initiative began even before the program became fully operational. In 1989, BMP received inquiries about the program from 14 states, and two officials from the province of

Quebec visited Albany to learn more about the planning process first hand. Since then, representatives from the Kentucky Association of Chief of Police have also met with program staff in Albany, and Michael DiMiceli of the California Department of Justice visited Albany in mid-June on a similar fact-finding mission. Mr. DiMiceli said that New York's program is the best that he has seen and has already recommended that California use it as a model.

Planners from other states have also requested program officials to make presentations at their professional conferences so that a wider audience can hear about the benefits of accreditation. In 1991, the Michigan Association of Chiefs of Police invited Mr. Herritage to discuss accreditation at their annual training conference in Lansing. In April of 1992, Mr. Herritage, Bethlehem Police Chief Paul Currie (retired), and Program Director Dennis McCarty

addressed approximately 100 Massachusetts chiefs of police at their biannual conference in Somerville, Mass. Paul Doherty, the Executive Director of the Massachusetts Association of Chiefs of Police, has indicated that he would like to see an accreditation program similar to New York's implemented in Massachusetts.

New York's accreditation experience has had a positive impact on the quality of local law enforcement services. The Council of State Governments has selected the Accreditation Program to receive a 1992 Innovations Award -- one of only 8 programs nationwide afforded this honor. The award honors the Accreditation Program for enhancing the quality of police services and it also recognizes that the program has vast potential for implementation in other states. Nearly 300 entries from around the country competed for this distinguished prize.

Deputy Commissioner Herritage

has announced that BMP will continue to assist other states in their attempts to establish accreditation programs. Much of the Bureau's efforts will be channelled through the National Law Enforcement Accreditation Network. BMP established the network in September of 1991 at the suggestion of the Colorado Association of Chiefs of Police to facilitate the exchange of information on state accreditation issues. BMP prepared and distributed the first network newsletter earlier this year. The newsletter included status reports from several state accreditation planning committees as well as practical tips that planners can use to develop their programs more efficiently. Officials in 27 states and two Canadian provinces enrolled in the network during its first six months of operation.

It appears almost certain that several additional states will sponsor accreditation programs of their own within the next few years.

Richard H. Girenti, Commissioner of the Division of Criminal Justice Services, believes that New York's law enforcement community can be very proud of what it has accomplished and that the program will become even better in the years ahead.

The following police departments in New York State have been accredited: Amherst, Bethlehem, Brighton, Depew, East Hampton, Endicott, Evans, Gates, the Town of Hamburg, the Village of Hamburg, Irondequoit, Jamestown, Kingston, Ogden, Orchard Park, Rochester, Scarsdale, Stony Point, the City of Tonawanda, Vestal, Wellsville, White Plains and Yorktown. The New York State Police are also accredited as well as the sheriff's departments serving the following counties: Broome, Chautauqua, Chemung, Chenango, Cortland, Erie, Greene, Monroe, Niagara, Onondaga, Otsego, St. Lawrence, Saratoga, Tioga, Tompkins, Ulster, Warren, Wayne and Wyoming.

THE TIMES UNION

Albany, N.Y., Thursday, July 2, 1992

### Respect the police

To the Editor:

I take offense at Dardis McNamee's attack on the Bethlehem Police Department in her essay, which appeared in your paper on June 21. I am proud to be a resident of Bethlehem and very proud of our dedicated, professional police force. Their professionalism is evidenced by the fact that Bethlehem was the first police department in the Capital Region to receive New York state accreditation. This honor is only awarded after a review of police department programs, training, etc. by a state Accreditation Review Board results in an exemplary rating. Personally, I have found the individual officers of the



Bethlehem Police Department to be courteous, professional and effective when I have had contact with them.

Police officers exercise a certain amount of authority in the line of duty. Ms. McNamee should understand that this is necessary for both their well-being and the well-being of the people they serve. One can imagine the disastrous results should officers be obliged to debate with suspects whether or not the suspects should comply with police orders every time they make an arrest.

Please, Ms. McNamee, no matter which community you are driving through, show respect for the police officer's authority. They deserve as much, as they risk their lives protecting you and me.

GEORGE M. KAUFMAN  
Glensmont

# Police Department evaluates all operations

By CHERYL KRASNA  
Metro Staff Reporter

Regulations for patrol cars, uniforms and hundreds of other aspects of law enforcement are under scrutiny now that the Cheektowaga Police Department is undergoing a lengthy process to become accredited in New York State.

Department officials are updating old regulations and in many cases writing new ones to conform with guidelines established by the New York State Bureau of Municipal Police. More than 200 standards must be met before an agency can become accredited in the Empire State.

More than 900 standards are set at the national level.

Prior to the visit from a team of state assessors, made up of administrators from state police departments, Cheektowaga will make sure it can provide documentation for all accreditation standards. For example, assessors must be certain that the records management system includes provisions for review for completeness and accuracy, filing, security and records retrieval.

All areas of the department's operations will be evaluated, including training, administration, policies, investigation pro-

cedures and many more. In fact, no aspect of the department is insignificant, as Officer Thomas Dryja -- assigned in October the task of coordinating Cheektowaga's accreditation effort -- learned.

"You'd think car classes would be difficult to map out, but uniforms were the toughest. I saved them for last," Dryja said. Designing a maternity uniform was one of the more difficult tasks. Three women currently serve in Cheektowaga.

"It's not as easy as it sounds," Dryja said. "They wear jeans, so you have to come up with holsters for them."

Another aspect was designing how

and where uniform decorations, such as rank insignia, name tags and award buttons, should be worn.

"Years ago, most of the police officers came out of the military. Now that's not the case," explained Sgt. John Glasco, who coordinates department training and helped with accreditation research.

"Most guys, including myself, don't have military background. They don't know how to wear the military brass on their collars. We have to teach the men things we took for granted years ago," he said.

Police Dept. See page 4

## Police Dept.

Continued from front page

All of the department's new and expanded policies and regulations will be bound in booklet form, and reviewed by the chief, his administration, supervisors and eventually every patrol officer. Department members will be tested on their knowledge of the guidelines by state assessors.

Having police officers know all the details about departmental operations, while being necessary for accreditation, will help them and the community, officials agreed.

"Every police officer will be much better trained," explained Administrative Commander Capt. John Howlett. "Everyone in the department will be up to speed, and I'll get fewer calls from people complaining about the conduct of one of our officers."

Residents will not notice a dramatic change in Cheektowaga's police force and, in fact, are seeing changes already, Dryja said. Community policing efforts, such as foot and bicycle patrols, and definitive patrol districts are already operating to make the men and women in blue more visible.

Dryja, who Howlett said has done "an absolutely incredible job," used information he accumulated during his 15 years on the midnight shift to help determine which policies worked and which policies needed improvement, he explained.

"Not everyone will like all of the policies," he admitted. "And you know you've written a good policy when you don't like it."

Department officials hope to have the accreditation process completed by the end of the year.

## Warren County

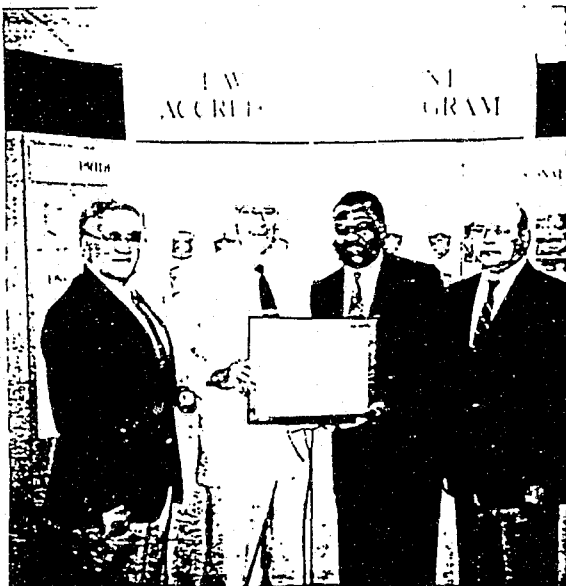
# *Sheriff Lamy Appointed to NYS Law Enforcement Accreditation Council*



Governor Mario Cuomo has appointed Warren county Sheriff Fred Lamy, left, to the New York State Law Enforcement Accreditation Council.

The New York State Law Enforcement Accreditation Program was established on August 3, 1988 by legislative act. The legislation created a 17 member Accreditation Council within the State Division of Criminal Justice Services and made the council responsible for guiding program operations.

Sheriff Lamy is extremely qualified for this appointment. Not only is his department one of the 39 agencies currently accredited, he was actively involved in the New York State Sheriffs' Association's Accreditation Program, which was one of the first regionalized law enforcement programs of excellence in the country.



## St. Lawrence County

# *Sheriff's Department Accredited*

The St. Lawrence County Sheriff's Department has been reaccredited by the New York State Law Enforcement Accreditation Program. Deputy Commissioner John Heritage, center, of the Division of Criminal Justice Services presents a plaque signifying the accomplishment to Sheriff Keith Knowlton. Undersheriff Gary Jarvis, left, and Sergeant Lee Thivierge proudly look on.

## Police accreditation seminar draws 200

More than 200 Northeast region police officers attended a two-day seminar on the state's police agency accreditation program that ended Thursday at Holiday Inn in Binghamton.

More than 200 agencies have asked to participate in the program that sets standards for law enforcement agencies. Vestal and Endicott police departments and the Broome County Sheriff's Department are among 42 police agencies accredited.

State Criminal Justice Director Richard H. Girgenti said, "The accreditation program provides police administrators with a proven way of ensuring that agency policies and procedures are consistent with modern professional standards."

4B MID-HUDSON

POUGHKEEPSIE JOURNAL  
THURSDAY, OCTOBER 22, 1992

# Police department accredited by state

## Only 40 forces in New York meet list of standards

By Alison Skratt  
Poughkeepsie Journal

The East Fishkill Police Department announced Wednesday that it has been accredited by the state — a standardized recognition that has been bestowed upon fewer than 10 percent of the law enforcement agencies in New York.

East Fishkill is also the first municipal police department in Dutchess County to measure up under the state Division of Criminal Justice Service's 169 standards designed to ensure efficient and ef-

### East Fishkill

fective rules and regulations.

"This was basically the last thing that Andy Criscolo completed before his retirement and I think what it does is tell the community that former Chief Criscolo left us with a well-running, professional organization that pretty much all of the town residents can be proud of," Police Chief Brian Nichols said.

Among other things, the accreditation — in concept, much like the review universities undergo — ensures uniform policies for things as diverse as citizen complaints, fire-arm training, road-block proce-

## Ceremony set

The public is invited to attend the East Fishkill Police Department's official accreditation ceremony Wednesday at 3 p.m. at police headquarters on Route 52. An open house will follow

dures and record keeping.

Only 40 of the 589 police departments in the state have been accredited by DCJS, said spokeswoman Colleen Roche. However, 172 departments are pending final approval, leaving two-thirds of the state's departments out of the process, she said.

Town of Fishkill Police Chief Donald Williams, who chairs the Dutchess County Association of Chiefs of Police, said a half-dozen departments in Dutchess County are working toward accreditation.

The only Dutchess County agency — aside from East Fishkill — to have the recognition is the New York state police.

Apart from setting the department's new rules and regulations a step above most, the new designation may also open the door to more state and federal grants and a lower liability insurance rating, Nichols said.

A full-time detective and secretary spent three months compiling the necessary paperwork to achieve the accreditation.



# Town police gain stamp from NYS justice unit

By Melina Makris  
Staff writer

**EAST FISHKILL** — The town police department is running a pretty-tight ship these days, a fact that was proven by its accreditation by the state Department of Criminal Justice Services (DCJS).

Accreditation is achieved when an agency meets all 169 standards set forth by the DCJS. The standards cover "any function" or policy of the department, according to East Fishkill Chief Brian Nichols.

"It covers high-speed pursuit, off-duty conduct, everything from soup to nuts," Nichols said.

If the agency fails to meet even one of the standards, they will be rejected. The accreditation is good for five years and Nichols said the DCJS will not automatically re-accredit a department if it's "slacking off."

After a department applies for accreditation, the DCJS sends an assessment team of officers from other accredited agencies throughout the state. The team spends three days at the department, evaluating all its policies and procedures.

"They really nit-pick you," Nichols said.

East Fishkill is the 44th law enforcement agency in the state to be accredited, according to Nichols. It is also the first in Dutchess County to receive the stamp of approval from DCJS. The Dutchess County Sheriff's Department

and the Fishkill police department are currently working towards accreditation.

The accreditation process began in February for East Fishkill. Nichols said that the process takes longer for a department that is more "in depth," such as a sheriff's department. He added that Detective Marc Alberti and a secretary worked full time on the accreditation process since February.

"He did a tremendous job," Nicholas said of Alberti.

Nichols said that the accreditation process was the last accomplishment of former Chief Andrew Criscolo, who retired last month.

"He left the department in real good

shape," Nichols said. "The people from DCJS don't take accrediting an agency lightly. It's not easy."

Town Supervisor Sam Patton recognized the department's achievement at a board meeting last week.

"It reflects highly to the credit of the police department. It's a mark of honor and distinction for the department. Andrew Criscolo and Brian Nichols," Patton said.

An accreditation ceremony will take place at the police headquarters at the intersection of routes 52 and 376 at 3 p.m. on Wednesday, Oct. 28. The public is invited to attend and an open house will follow the ceremony.

## Ceremony marks accreditation by state of police department

**HOPEWELL JUNCTION** — Local officials met last week to mark the East Fishkill Police Department's formal accreditation by state authorities.

The East Fishkill Police Department was the first municipal police agency in the county to meet the high state standards.

Dennis McCarty, director of the New York State Law Enforcement Accreditation Program, presented the certificate to Police Chief Brian Nichols in a ceremony attended by dozens of local and county officials.

"Successful completion of the program clearly demonstrates Chief Nichols' commitment to providing his community with the best possible law enforcement services," McCarty said.

East Fishkill is one of 41 departments statewide to measure up under the state Division of Criminal Justice Services' 169 standards.

---

### East Fishkill

---

Among other things, the accreditation — in concept, much like the review universities, hospitals and prisons undergo — ensures uniform policies for things as diverse as citizen complaints, firearm training, road-block procedures and recordkeeping.

Four other Dutchess County police departments are in the process of trying to obtain accreditation.

# Accreditation to better HPD: Eisley

By PAMELA EVERTS

**HUDSON** — Increasing the efficiency of the Hudson Police Department, promoting and increasing cooperation with other agencies, ensuring appropriate training of personnel, and promoting public confidence in the force are expected goals of a long and rigorous program city police officers are participating in.

In nine months, Police Chief Edward Eisley said he hopes to have the department accredited by the state of New York.

"Doing this forces you to analyze your department, to address how you are delivering service to the community," Eisley said. "This is something I'm happy to say this agency is embracing with a great deal of enthusiasm."

Explaining the program, Eisley said New York is the only state in the country which has put together a formal accreditation program for law enforcement agencies to voluntarily participate in.

Seventeen members of an accreditation council, appointed by the govern-

nor, set standards and policy. The state Division of Criminal Justice Services and the Bureau of Municipal Police oversee the daily program and are responsible for research and development.

There are six steps to the program, said Eisley. They are the application to the program; policy development, during which "you basically review the way you do things and identify the areas you need updated;" assessment, when state officials request to see the department's written policies on a

number of standards, review them and decide whether they are indicative of a good, solid program; the assessors' report to the council, after officials actually come into the field "and see if you're doing exactly what you say you're doing;" the award ceremony, when accreditation actually is awarded; and monitoring compliance, making sure the department maintains its standards.

Presently in the policy development stage, the city police department must tailor its operations to fit the state's 169 standards, falling into three categories of administration, training and operation, Eisley said.

"The process is very detailed, very involved," he said. "You have to be up to snuff on everything."

"A lot of people would say, this sounds like a lot of work, why bother?" said Eisley. "But there are a lot of benefits to the program."

Among those benefits is the fact that "you'll provide independent confirmation this agency's practices and policies are consistent with a rigorous set of professional standards," Eisley said.

Additionally, being accredited will automatically diminish the department's exposure and liability to civil lawsuits, will increase administrative and operational effectiveness, and will ensure the recruitment, selection and promotion processes within the department are fair and equitable, he said.

Department personnel will have an enhanced understanding of policy and procedure "and will be able to better understand what's expected of them," he said.

"If we send police officers out with no direction and they mess up, it's not their fault, it's the fault of the administration," the chief said.

Complying with state standards also will establish public confidence in the agency, he said.

So intent is Eisley on getting the public's input on police department operations that he is calling upon certain segments of the community to review.

Please turn to back page

Continued from page A-1

and help formulate policy.

For example, he already received input from the local crime victims board on the police department's treatment of crime victims. He may get other groups' feedback on policies like the use of physical force or vehicle pursuit he said.

"I want them (the public) to clearly understand what we're doing," said Eisley. "I think public education and understanding of policy and procedures can go a long way to offsetting mistrust and confusion."

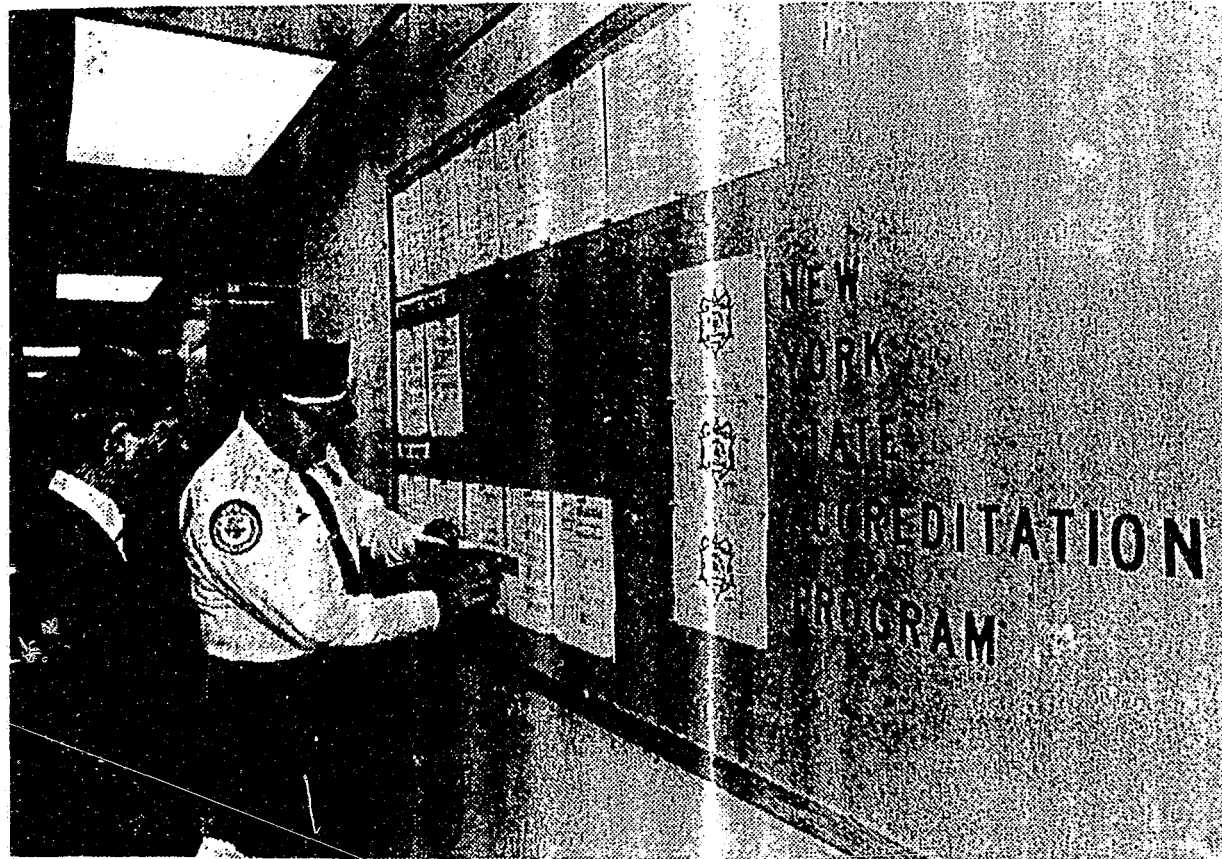
"Most police agencies would view public participation as a threat," he said. "I invite public participation because I know from experience it will

eliminate far greater problems than it will create."

Pointing out part of the objectives is to instill public confidence in the agency, Eisley asked how better to do that "than make them a part of what we're doing?"

"It's an exciting time, a golden opportunity for this department to do it right thing," the chief said of the accreditation process.

"We have young, knowledgeable and aggressive police officers here and great base to build on," said Eisley. "I want the public to know and understand this. I want them to feel it and live it — and they'll do it through the accreditation process."



**MAKING PROGRESS** — Hudson Police Chief Edward Eisley marks off completed policies needed to reach state accreditation on a bulletin board in the police station, while Administrative Sgt. James O'Neill looks on. The board is being used as a tool to educate and focus police officers on the program. (Staff photo by Robert Ragani)

# Healing wounds

## Herkimer policemen trying to go about business 'as usual'

**Moving forward:** An outside expert is called in to assess problems and find solutions.

By MARY L.S. CLYNE  
Observer-Dispatch

HERKIMER — Years ago, belonging to the Herkimer Police Department was the dream of every young law enforcement officer in the area, some of its long-time members say.

That's not so now, but it will be true again, Sgt. William Penree said. He's been a Herkimer cop for almost two decades, and in the past 10 years saw the department slip from being an effective and progressive police force to being one riddled with internal strife and burdened by revelations of corruption that put one patrolman behind bars and have placed another under felony indictment.

This past Monday, Police Chief Gregg DeLuca resigned after more than two months of speculation, rumor and innuendo following the indictment of patrolman and police benevolent association president Samuel Conde on five felony and two misdemeanor charges, and it was like the dropping of the other shoe.

Now, members of the department, the mayor and a law enforcement coordination manager for the United States Attorney's office in Syracuse say, it's time for Herkimer to get about the business of repairing the department's image and morale.

The healing has already begun, Mayor Mary-Carol Aiello



DeLUCA

said last night, citing the performance of the department during Monday evening's blackout. "It was a perfect example of the men standing shoulder to shoulder and doing their job together."

Acting Chief Robert Vandawalker, in that position since DeLuca took a leave of absence at the end of August when Conde was indicted, said the department has come "a long way" since then.

In recent years bitterly factionalized, the department suffered from low morale and loss of the community's confidence, but that is changing. "There used not to be communication among the men, but now they're finding common cause," he said.

One of the most useful tools the department will work with is a program under which the department will seek accreditation by the state Bureau of Municipal Police, assisted by Peter Laun of the federal Justice Department, who will help the department formulate new policies and procedures that will bring it into compliance with statewide standards.

Laun, whose office is in Syracuse, and who was asked to assist the village by Aiello, said he will work closely with the department to help it come up to state standards. The accreditation program is voluntary and will cost the village nothing.

The accreditation process will help the department assess its strengths and weaknesses and bring itself up to recognized standards of police work.

Laun said he hadn't completed an assessment of the department yet, and is not ready to make recommendations, but that its leaders "understand the need for standards and have already begun self-evaluation."

The process could take as long as a year.

**APPENDIX C.**

**MEMBERS OF THE NEW YORK STATE  
LAW ENFORCEMENT ACCREDITATION  
COUNCIL**

MEMBERS OF THE NEW YORK STATE  
LAW ENFORCEMENT ACCREDITATION COUNCIL

(December 1992)

Chief Harlin R. McEwen, Chairman  
Ithaca Police Department

Superintendent Thomas Constantine  
New York State Police

Lieutenant David Krieg  
Chautauqua County Office  
of the Sheriff

Sheriff John Dillon  
Onondaga County

Sheriff Frederick Lamy  
Warren County

Commissioner John Dolce  
White Plains Department of Public  
Safety

Sergeant Anthony Magnosto  
Troy Police Department

Hon. Frederick Field  
Supervisor, Town of Colonie

Hon. John J. McNulty  
Mayor, Village of Green Island

Hon. Timothy Grippen  
Broome County Executive

Mr. Richard Olson  
Executive Director, NYS  
Senate Judiciary Committee

Mr. Edward Guzdek  
President  
Police Conference of New York

Dr. Barbara Raffel Price  
John Jay College of Criminal  
Justice

Sheriff Thomas Higgins  
Erie County

Chief Christian Schrank  
Brockport Police Department

Commissioner Raymond Kelly  
New York City Police Department

Mr. Peter Wilson, Esq.  
New York City