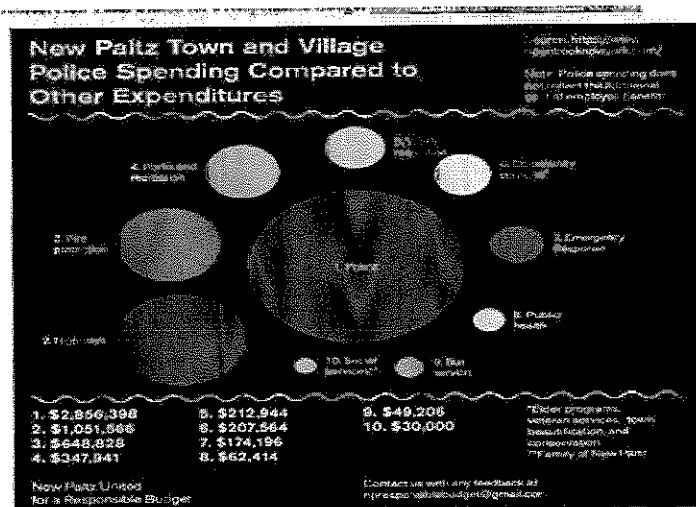


## Michael Sweeton

**From:** Roger Moss <[rmoss@warwickri.gov](mailto:rmoss@warwickri.gov)>  
**Sent:** Friday, January 22, 2021 1:26 PM  
**To:** Michael Sweeton  
**Cc:** Brian Gitt; Roz Gitt; Patricia McMillan; shawnee moore; ambal <[ambal@warwickri.gov](mailto:ambal@warwickri.gov)>  
**Subject:** 2020 or 2021 Budget for Warwick policing

Hello Mike-

I've been given this chart of police spending in New Paltz and I'd like to prepare an equivalent for Warwick. Would you have anything like this prepared already? If not, would you provide me access to the Town Budget and point me to the appropriate pages (or GL codes) containing the equivalent information for Warwick.



Thanks, Roger

From the 1619 Project - This caste system was maintained through wanton racial terrorism. And black veterans like Woodard, especially those with the audacity to wear their uniform, had since the Civil War been the target of a particular violence. This intensified during the two world wars because white people understood that once black men had gone abroad and experienced life outside the suffocating racial oppression of America, they were unlikely to quietly return to their subjugation at home. As Senator James K. Vardaman of Mississippi said on the Senate floor during World War I, black servicemen returning to the South would "inevitably lead to disaster." Giving a black man "military airs" and sending him to defend the flag would bring him "to the conclusion that his political rights must be respected."

Change ... on  
5/2/22  
TBD

## EO 203 memo regarding topics and meeting progress

### Support for this process

We support the administrators and participants in the EO 203 process. Our perspective is that of a concerned citizenry who wish to be active in our community. We hope the following suggestions and concerns will be received in the cooperative spirit in which they are offered.

**We request that this memo be shared with all members of the EO 203 committee.**

### Warwick 203 process

For a meeting to achieve its potential, meeting agendas need to be created and circulated to the participants and the community at least 72 hours prior to the event. This will give the committee participants, as well as residents, ample time to prepare. Are committee members currently included in contributing to agenda items? The agenda should also be posted on the Town website at that time. Asking the public to submit questions can be useful, but there is no substitute for contemporaneous public comment at each meeting. A fair time allotment might be 30 min. at minimum. Ample opportunity for real time public comment will help community members feel that this is an inclusive process. It will allow for a richness of perspective that may otherwise be excluded.

### Future pace of meetings

We believe that the upcoming meetings should proceed at a pace of about two meeting per month which would result in a total of approximately eight additional meetings. That could include several meetings for study of existing conditions of minority groups and their relationship to police locally as well as nationally.

### The Addition of Mental Health and Social Worker Positions

There is a growing recognition of the necessity of mental health and social worker positions to be essential components of our existing police departments. They will serve to add perspectives to the existing criminal justice function of the departments.

There are currently unfilled patrol positions in our police department. One possible approach to filling one of these positions is to hire mental health and/or social workers. The logistics of assuring a 24/7 presence of these workers also needs to be resolved, as well as the additional training of dispatchers. An alternative approach could involve **contracting** with three-part time certified time social workers located in Orange County. These positions would be budgeted so that one of the three would be available "on call" as needed. This of course would entail coordination and training of dispatch personnel to appropriately route calls.

### **Discussion of unconscious national racial bias in our society and at the EO 203 meeting**

We believe that people who are not members of a racial minority, by definition, cannot understand that experience fully. We saw a stark demonstration of this lack of understanding at the Nov. 16<sup>th</sup> meeting. Therefore, it seems that the EO 203 process can provide a much-needed public discussion of this topic. The hope is that such a discussion will serve to help majority populations understand what it is like to be in a minority position on a daily basis.

### **Creation of a volunteer panel for people to submit complaints regarding police**

It is in our human nature that vested parties cannot objectively review their own activities. This is especially true where a perceived abuse of justice may be involved. In some cases, a Warwick resident who has a serious concern about the police department and wishes to make a complaint may be unable to do so for a host of reasons. We propose that a group of residents, provide a non-threatening environment to review residents' concerns and/or complaints. The panel would then make recommendations before sharing the complaint with the appropriate parties for adjudication.

There would have to be an in-depth discussion with the town and police in setting up this panel to ensure that it would be considerate of all parties. Also, training for panel volunteers would have to be provided. We are aware there are many considerations regarding the establishment of this type of panel which will require not only research but legal advice on means and methods. This panel could be enacted for very little cost. We believe that this panel would help to serve the interests and needs of claimants, as well as those of our police and community.

### **Final report**

It is essential that a **draft** of the final **report** be presented to the committee and the Warwick community (posted on the Town website) 7 days prior to the public session. A significant time for public comment will be necessary at this meeting as well, so that all perspectives are presented. This will ensure that the Final Report will be a document that reflects an inclusive outcome.

Brian Gitt

Roz Gitt

Patricia McMillian

Roger Moss

## Michael Sweeton

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**From:** [REDACTED]  
**Sent:** Monday, November 16, 2020 10:32 AM  
**To:** Michael Sweeton  
**Subject:** E.O. 203 panel questions

Dear Mike,

Questions for E.O. 203 panel:

- How many meetings are planned? What is the topic and format of each? Who determines the topic and format of each?
- Can the topic and format be announced in advance, and at the beginning of each meeting?
- Questions from the public were solicited. When will they be read and answered? If this is not possible during the meeting because of time considerations, can they be published in the newspaper or on the town website?

I notice that in the police policy on “deconfliction planning,” history of mental illness is in same category as history of crimes, gang affiliation, and threatening actions: “Historical information about the subject of investigation (e.g., **history of weapon possession or use, known mental illness, known drug use, threats against police, gang affiliation, criminal history**)” — yet mental health experts agree that most people with mental illness are not violent and do not pose a threat to others, so I wonder if this should be reconsidered. This leads to two other questions:

- Why is no one from the O.C. Department of Mental Health or other mental health expert on this panel?
- Are police trained specifically in responding to people with mental health issues?
- Are mental health personnel and police trained in negotiation always on a mental health call?
- I understand that police may be especially challenged during domestic violence calls. Are any other agencies or experts in dealing with this available to accompany police on these calls?
- What kinds of de-escalation training do our police receive?
- Are there other ways of soliciting community input besides taking questions and holding a public hearing? A public hearing does not allow for any communication between citizens. Would it be possible to organize focus groups of citizens?

Thank you.

Mary Makofske

## Michael Sweeton

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**From:** tirrell [REDACTED]  
**Sent:** Sunday, November 8, 2020 7:32 PM  
**To:** Michael Sweeton  
**Subject:** RE: Executive Order 203 Meetings

Hello Supervisor Sweeton. Thank you for your response. I accessed the lengthy article in the Dispatch today on the October meeting on EO203 and found it informative.

I look forward to submitting some additional questions soon for your panel ahead of the meeting on November 16.

Thank you again for your response.

Cordially,

Joan Tirrell

On November 6, 2020 at 3:31 PM Michael Sweeton <msweeton@townofwarwick.org> wrote:

Hi. I hadn't responded to the email regarding names because that day the names were in the advertiser and they were introduced that evening. We did obviously have technical problems which were corrected somewhat during the discussion and there is a very thorough recount of that in this week's dispatch which you can read on their website. The next meeting of the panel has just been finalized with the panel members as November 16<sup>th</sup> at 6:30 and we will ensure that we have overcome the technical issue with a back up archiving as well.

As for qualifications the EO calls for stakeholders from the community- all of members are stakeholders of the community- several from the groups that led protests this summer, one who has spent 30 years or more working with the migrant community here in Warwick, several former police officers from the NYPD including one from the internal affairs division, one person representing our largest school district and one representing our business community. All expressed that our first meeting covering topics they themselves wanted discussed when I met them in a get acquainted session before hand. The next meeting will have specific topics raised by comments from the public and from the panel.

The general public will have another opportunity once a plan is created and prior to it being submitted to NYS as required.

I am sorry for not responding earlier but I did believe the information was published and would be seen then

Mike sweeton

**From:** tirrell [REDACTED]  
**Sent:** Friday, November 6, 2020 2:20 PM  
**To:** Michael Sweeton <msweeton@townofwarwick.org>  
**Subject:** Executive Order 203 Meetings

Dear Supervisor Sweeton: I have attempted to locate the archived video and meeting minutes of the October 26, 2020 meeting at Town of Warwick website, relating to the formation of a working group for the fulfillment of Executive Order 203. I observed the meeting in real time, and assumed that a video and meeting minutes would be posted for public access, as is generally the case with all meetings. Since the audio of the meeting was poor and the real time feed regularly cut in and out, it is most important that citizens have access to meeting minutes in order to gain a full understanding of what was discussed at the meeting.

Additionally, it seems of the utmost importance to the integrity of the work of the panel that the names and qualifications of all individuals whom you have chosen to sit on the panel that will evaluate law enforcement policies and practices and assist you in the crafting of the final report, be made public as soon as possible. My husband, Clement Ceccarelli, made a request that you supply this information well before the meeting. His request, as far as we could discern from the crude audio of the meeting, was not addressed during the meeting. Please provide those names and backgrounds now.

Additionally, I would appreciate that the Town website provide an update on when the next meeting(s) of this panel is/are scheduled. There is nothing listed on the website at this time.

Furthermore, I request that when the future meetings are posted, that they are titled to reflect the specific nature of the proceeding by referencing Executive Order 203, rather than the obscure title of Community Meeting.

I look forward to your reply and I thank you for your attention.

Cordially,

[REDACTED]

**Michael Sweeton**

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**From:** tirrell [REDACTED]  
**Sent:** Friday, November 6, 2020 2:20 PM  
**To:** Michael Sweeton  
**Subject:** Executive Order 203 Meetings

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Furthermore, I request that when the future meetings are posted, that they are titled to reflect the specific nature of the proceeding by referencing Executive Order 203, rather than the obscure title of Community Meeting.

I look forward to your reply and I thank you for your attention.

Cordially,

Joan Tirrell

Joan Tirrell

**Michael Sweeton**

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**From:** tirrell [REDACTED]  
**Sent:** Monday, October 26, 2020 7:20 PM  
**To:** Michael Sweeton  
**Subject:** our previous email question to you on EO203

My husband, Clement Ceccarelli emailed you over week ago asking for a list of the names and qualifications of all those whom you have chosen to serve on the Executive Order 203 police review panel. As of tonight's meeting, he has not received that information, nor any response from you.

I am expecting that all of the individuals chosen to serve on the panel will be introduced by name and their backgrounds provided during tonight's meeting. I have not yet heard this information provided. I expect that since my husband emailed you with his request well in advance of tonight's meeting, that his questions will be answered tonight.

Thank you very much.

Joan Tirrell



## Michael Sweeton

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**From:** Jamie Munkatchy <[REDACTED]>  
**Sent:** Tuesday, October 27, 2020 9:20 AM  
**To:** Michael Sweeton  
**Subject:** Community Panel Discussion about Racial Bias and Executive Order 203

Mr Sweeton

I attended the panel last night via Facebook. The live feed was not sufficient. The audio and video cut out every 1-3 minutes during the 90 minute meeting. When will a recording of the video be available?

### My questions for the next panel discussion:

- How do each of the committee members and the chief of police define color blindness? How do each of the committee members reconcile the idea of color blindness with the statistics about racial disparities in our criminal justice system?
- Where can the public access records of police misconduct for officers in our area? This past summer NYS repealed section 50a that hid misconduct records from the public.
- Where can the public access information about use of force by our officers? How many of our officers have been injured or killed in the line of duty? How many of the public have been injured or killed by our officers?
- Yesterday you mentioned the average or starting average salary for an officer is \$120K combined salary and benefits. What is the breakdown? How much of the \$120K is salary and how much is benefit?
- Will the committee be providing the public with the notes and/or meeting minutes of all non-public meetings within four days of the meeting so there is process transparency
- The stated purpose of EO 203 is to address systemic racial bias in all police departments in NY State. It was stated yesterday that a 3 part series is being offered and that part 2 is about bias in policing. Where can the public access the curriculum for this training?
- Where are the committee member names and credentials published?

Thank you for your service

Jamie Munkatchy

--  
Jamie is an MFA master teacher. [Check out the brilliance of MFA here.](#)

Jamie teaches @ The James Baldwin School  
[A NYC Outward Bound School](#)

## Michael Sweeton

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**From:** [REDACTED]  
**Sent:** Tuesday, October 27, 2020 9:04 AM  
**To:** Michael Sweeton; mayor@villageofwarwick.org  
**Cc:** Brian N Gitt  
**Subject:** A few thoughts about last night

Last night we got a good start on the EO 203 process. As you know there is much more to do.

There were some technical issues regarding sound/video which might have been the band with at the meeting hall. I will check with friends who attended and ask their opinion on how their reception was. I don't know about how other people were able to view and hear but, we had difficulty. There were freezes for five or 15 seconds in the video and sound every several minutes so that portions of statements by the committee members were missing. Most of that occurred during the first 60% of the meeting, less so later. Also, I believe it is important for live community input at the meeting in real time. The written questions, although important are not enough. We have to see how we can have direct citizen input.

Also, as I expressed yesterday in my email about Lexipol, I think we should delve into Lexipol in great detail. I and others have questions about their history. Who are the members of the LLC what is their mission statement? How do municipalities who have contracted with them for years view their relationship? Also, how long are municipalities continuing their service with Lexipol? Perhaps we could setup a research subcommittee to help with that process. This would help relieve police and town staff of some of the time consuming research required and also move the process along.

Can you send me or, post on the town web site their proposal and or contract between the town and Lexipol. From what I have read online thus far, I do want to know more about them and their current and past relationships with their clients.

I do understand the desire of small municipalities to use a service such as Lexipol as it appears comprehensive and is most likely cost effective. In the end Lexipol may be a good fit. However, I believe their policies and the company require further vetting, and I know you are in the process of doing just that. My wish as well as that of many, is to help with that process.

Cheers-

Brian Gitt

[REDACTED]  
[REDACTED], m

## Michael Sweeton

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**From:** John Christison <[REDACTED]>  
**Sent:** Monday, October 26, 2020 6:11 PM  
**To:** Michael Sweeton  
**Subject:** Re: RE:

Thank you good luck tonight

Sent from my iPad

> On Oct 26, 2020, at 5:33 PM, Michael Sweeton <msweeton@townofwarwick.org> wrote:  
>  
> I'll get that. I do know we keep a whole shift on for each so that usually more than a parade but I'll get the numbers.  
>  
> -----Original Message-----  
> From: John Christison <[REDACTED]>  
> Sent: Monday, October 26, 2020 5:30 PM  
> To: Michael Sweeton <msweeton@townofwarwick.org>  
> Subject:  
>  
>  
> Good Evening, just a question what was the police cost to cover the 4 protests ? What does it cost normally for example little league parade or other various events that they close down the village for the police department?  
> John Christison  
> Sent from my iPad

## Michael Sweeton

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**From:** Luisa Fuentes [REDACTED]  
**Sent:** Monday, October 26, 2020 4:21 PM  
**To:** Patricia McMillan  
**Cc:** Michael Sweeton  
**Subject:** Re: EO 203 Committee & Tonight's Meeting

And what are the plans if your questions/comments do NOT get read?

Luisa A. Fuentes, Esq.

EWOO - Equality/Equity Will Overcome Oppression  
Legislative Liaison & Co-Chair Accountability/Transparency Committee

[EWOOforSocialJustice@gmail.com](mailto:EWOOforSocialJustice@gmail.com)  
[REDACTED]

WE ARE STRONGER TOGETHER

On Mon, Oct 26, 2020, 4:16 PM Patricia McMillan <[REDACTED]> wrote:  
Supervisor Sweeton,

You have stated in my presence that you didn't believe EO 203 had anything to do with race despite fatal race interactions with police being the impetus for the EO.

You have formed a committee of fifteen that only includes two women and a majority of senior, white men, no representatives from the farmworker or LGBTQ+ communities nor individuals that have had interactions with police in the process of police doing their jobs.

In addition, one member of the committee has had no less than 30 CCRB complaints lodged against him, of which include, discrimination and abuse of power. You have "notified" the public of formation of this Committee and tonight's public meeting with so little time as to ensure a majority of the public is not aware of the committee, the policies under review, or even that this meeting is taking place.

Please explain to the community that you serve at tonight's meeting, given the above facts,

1. How this committee's work is transparent and accountable to the public in who's interest it is supposed to serve?
2. Why the community should believe that the committee, given its makeup, is committed to an objective review process that is sensitive to our BIPOC community and true to the spirit of the EO?

Regards,

Patricia McMillan

**Michael Sweeton**

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**From:** J. Arielle Bing <[REDACTED]>  
**Sent:** Monday, October 26, 2020 3:04 PM  
**To:** Michael Sweeton  
**Subject:** EO 203

Mr. Sweeton,

I would like to submit questions for the upcoming EO 203 meeting.

1. According to the executive order, "a comprehensive review of current police force deployments, strategies, policies, procedures, and practices", how will the group conduct this review? How will share the results with the community?
2. How were the members chosen? Will you disclose information about the members, so that the community can determine if the composition of this group accurately represents the community; race and socioeconomic, so that the goals of the executive order can be met. Based on my own research, only five of the 14 members are People of Color. There is no member representing the immigrant population in Warwick. There are only two women. Please address how and why these members were chose while other groups are not represented.
3. Why would you have a member, Angel Maysonet, who has numerous complaints against him, outspoken against BLM, on a police reform committee?

I look forward to attending the meeting and hearing your responses.

Thank you,  
Arielle Bing

## Michael Sweeton

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**From:** Andrea Lupino <[REDACTED]>  
**Sent:** Monday, October 26, 2020 6:59 PM  
**To:** Michael Sweeton  
**Cc:** Andrea Lupino  
**Subject:** Town of Warwick --- Police Processes -- Speeding In Village

Hello,

I want to express my concern about the increased amount of speeding in the Village. Primarily on Maple Avenue, Colonial Avenue and Oakland Avenue. The cars on Oakland zoom by. I sometimes see patrol cars monitoring, but seldom see them ticketing.

Thank you.  
Andrea Lupino

## Michael Sweeton

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**From:** C. Tosh <[REDACTED]>  
**Sent:** Monday, October 26, 2020 6:36 PM  
**To:** Michael Sweeton  
**Subject:** EO 203

Dear Supervisor Sweeton,

I'm writing because I called your office to find out about tonight's meeting and to talk with you about Executive Order 203, but I was encouraged to email you instead.

I am available to talk, at your convenience, as I think this is part of a larger conversation.

I'm curious about the community members who have been or will be representing us, the Warwick community, on the committee? I understand there are many stakeholders who would be honored to represent their interests. I hope you are open to hearing from me. Social progress is of upmost value to me, and I look forward to hearing from you.

One person, who has been named publically a board member, is a tremendous concern to me. Public post after post are obscenely offensive to me. His repeated negative public statements convince me that there is no way he could represent my interests, or those of my neighbors. He has publically declared that cops should make fake social media accounts and claim to be sanitation workers who "dispose of garbage." This is one example of him describing Human Beings as things, void of the dignity of being a human being! Again and again, he makes outrageous, heinous statements. I do believe that this committee, one that is intended to address community building most especially with intention on race relations, needs persons who honor the inherent dignity of all people.

Thank you,

Carly Tosh  
[REDACTED]



## Michael Sweeton

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**From:** Michael Sweeton  
**Sent:** Monday, October 26, 2020 1:26 PM  
**To:** Sabrina Jennings  
**Subject:** RE: Sabrina Jennings: Disappointment with E203 Committee

Ms. Jennings, thank you for writing. I am sorry you feel like this process is not being taken seriously however I can assure you it is. The composition of the panel does represent what actually makes Warwick a place people want to live- diverse, inquisitive, and many people with differing opinions. Hopefully that creates a healthy discussion of how our police dept policies and keeps us all safe with fairness and justice and respect for each resident as a human being. I am glad you will tune in as that is the safest way following the protocols to prevent the spread of Covid allows.

Thank you again for writing  
mike

**From:** Sabrina Jennings <[REDACTED]>  
**Sent:** Monday, October 26, 2020 12:56 PM  
**To:** Michael Sweeton <msweeton@townofwarwick.org>  
**Subject:** Sabrina Jennings: Disappointment with E203 Committee

Dear Mr. Sweeton,

It has come to my attention that while you were forming this E203 committee, you added Mr. Angel Mayosonet. Frankly, I do not care about your reasoning behind this decision but it is unacceptable. Mr. Mayosonet has 30 complaints against him with the NYPD, including discrimination, and you are expecting me, a black woman in the community, that he will work in my best interest? Also, if you have viewed his social media activity, I sincerely don't believe you can honestly think this is the right man for the job.. I am aware of other members of the community on this board, and do feel, for the most they are suitable, but this fellow? Sweeton, you jest.

Personally, I believe we have a fine police force here but if change is going to happen, it should be done with proper consideration and intention.

If you are not going to take this action with the severity it deserves, the people of Warwick need to know and I may just be one person, but I will make it my duty to do so. If you are not going to take this process seriously, I have no problem pointing out the flaws in what you are doing to social media and beyond.

I will be attending the virtual meeting tonight, and although I find the format limiting and controlling, I look forward to hearing what you have to say and if you plan on addressing this issue.

Have a wonderful day Mr. Sweeton,

**Michael Sweeton**

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**From:** Judy Battista <[REDACTED]>  
**Sent:** Monday, October 26, 2020 12:42 PM  
**To:** Michael Sweeton; [REDACTED]  
**Subject:** questions for the committee police procedure panel

Hello Michael, this is Judy Battista how are you. I saw your article in the paper regarding the town committee in response to the executive order from Andrew Cuomo. I'm glad to see you have responded with an initial empaneled committee.

As you know I'm involved as an advocate with the Hispanic community as well as, in my 30 years of being a Warwick resident with the various out reach that I've done to create and bring positive Latin culture awareness in Warwick. In the last 12 years I have expanded to include mental health and suicide prevention as well.... in memory of my son Danny. I would like to know if the panel will address the Hispanic community in any way with police policies and procedures. In particular sensitivity training, cultural awareness and the like. Be it how to respond to any immigration issues, language barriers, detention and race/cultural relations. And how to speak to any needs and or fears, of the Warwick Hispanic community in order to create a more welcoming environment.

Let me know if I can be of any help. Thank you again for the beginning of discussion and conversations in our community.

Judy Battista

Warwick, NY

[REDACTED]

**Judy Battista**  
**Survivor Outreach**

## Michael Sweeton

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**From:** Daniel Mack <[REDACTED]>  
**Sent:** Monday, October 26, 2020 11:36 AM  
**To:** Michael Sweeton  
**Subject:** Re: Got the EO 203 list

Oh very good!

Sent from my iPhone

> On Oct 26, 2020, at 11:33 AM, Michael Sweeton <msweeton@townofwarwick.org> wrote:  
>  
> Thank you Dan  
>  
> I added Kathy Brieger of the Warwick area migrant committee as well.  
> mike  
>  
> -----Original Message-----  
> > From: Daniel Mack <[REDACTED]>  
> > Sent: Monday, October 26, 2020 11:29 AM  
> > To: Michael Sweeton <msweeton@townofwarwick.org>  
> > Subject: Got the EO 203 list  
>  
> Advertiser! Looks good  
> Dan  
>  
> Sent from my iPhone

## Michael Sweeton

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**From:** [REDACTED]  
**Sent:** Monday, October 26, 2020 2:09 PM  
**To:** Michael Sweeton; mayor@villageofwarwick.org  
**Cc:** Brian N Gitt  
**Subject:** Information about Lexipol

I know you are both busy so, I don't expect a quick response. I was reviewing the police policy portion of the town web site. I noticed that this is a Lexipol document. There is a lot of negative press and lawsuits regarding Lexipol, LLC procedures. I am sending you one link of many I have found that talk about problems with their work. If you are interested I can send more link about this topic.

<https://en.wikipedia.org/wiki/Lexipol#Criticism>

See you tonight-

*Brian Gitt*

[REDACTED]  
[REDACTED]

## Michael Sweeton

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**From:** Canine Case Squad <[REDACTED]>  
**Sent:** Monday, October 26, 2020 10:55 AM  
**To:** Michael Sweeton  
**Subject:** police reform: safety & increased crime

In multiple jurisdictions across NYS, police reforms have caused departments to be less proactive. This has universally resulted in a increase in crime, both property crimes and violent crimes.

What are you going to do to ensure the crime rate stays low and ensuring our police department knows their community wants them to enforce the law proactively while maintaining the professionalism and respect they have demonstrated over the years.

Thank you

Daniel Forst

[REDACTED]  
Warwick, NY

## Michael Sweeton

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**From:** Roger Moss [REDACTED]  
**Sent:** Monday, October 26, 2020 11:21 AM  
**To:** Michael Sweeton  
**Subject:** Questions for tonight's EO203 meeting

- From the most recent 10 months' worth of police cases (Jan 2020 to Sept 2020), there are 10 times as many police cases for "property check – business" as any other type (except traffic stops). What actions are police taking for these cases? Are there any arrests associated with this highest-incident type of police action? Could requests like this be handled in another way, freeing up police for more urgent matters?
- In a similar fashion, there are 10 times as many cases of "traffic stop" as there are - for example - "suspicious person". If there are so many cases of this type, what is the resolution – were there arrests or charges filed?

This caste system was maintained through wanton racial terrorism. And black veterans like Woodard, especially those with the audacity to wear their uniform, had since the Civil War been the target of a particular violence. This intensified during the two world wars because white people understood that once black men had gone abroad and experienced life outside the suffocating racial oppression of America, they were unlikely to quietly return to their subjugation at home. As Senator James K. Yardaman of Mississippi said on the Senate floor during World War I, black servicemen returning to the South would "inevitably lead to disaster." Giving a black man "military airs" and sending him to defend the flag would bring him "to the conclusion that his political rights must be respected."

## Michael Sweeton

---

**From:** Roger Moss <[REDACTED]>  
**Sent:** Monday, October 26, 2020 11:26 AM  
**To:** Michael Sweeton  
**Subject:** Comments for EO203 meetings

1. I've carefully read the EO203 and its preamble clearly states the reason for the order is improvements in racial justice. Wouldn't Warwick benefit by having a police review board with representation by citizens who are not associated with government? Wouldn't transparency be a good step toward achieving racial justice?
2. Other municipalities in NY have achieved accreditation and have had training in racial bias recognition. Shouldn't our police attain the same accreditation? Why hasn't this already been initiated- is cost a factor?

This caste system was maintained through wanton racial terrorism. And black veterans like Woodard, especially those with the audacity to wear their uniform, had since the Civil War been the target of a particular violence. This intensified during the two world wars because white people understood that once black men had gone abroad and experienced life outside the suffocating racial oppression of America, they were unlikely to quietly return to their subjugation at home. As Senator James K. Vardaman of Mississippi said on the Senate floor during World War I, black servicemen returning to the South would "inevitably lead to disaster." Giving a black man "military airs" and sending him to defend the flag would bring him "to the conclusion that his political rights must be respected."

## Michael Sweeton

---

**From:** Patty Cook <[REDACTED]>  
**Sent:** Monday, October 26, 2020 10:47 AM  
**To:** Michael Sweeton  
**Subject:** Comment-Question for policing/racial bias meeting

Hello Michael,  
Ahead of the meeting tonight about policing and racial bias I really have more of a comment than a question. I am encouraged that this review process is occurring and is hopefully just the beginning of greater understanding and a search for ways to more equitably protect and serve all citizens. (including members of law enforcement)

Most of the time this issue is framed through an *us versus them* lens and that is so unproductive. It is my hope that we always keep in mind the greater good of our community, hear all concerns and proceed with the goal of making the real changes that are fair and reflect the values of all concerned.

One of the areas that I believe should be addressed is the idea of greater transparency. I realize that sensitive information cannot be publicly disclosed in all cases, but there must be areas where more transparency would help with trust and bolster confidence in our law enforcement community.

When I first contacted you about this subject, you gave me a link to the state regulations which was helpful, but I wonder if there is a way to distill this information so that citizens can be better informed about current practices. Better understanding leads to better results.

In closing, I think we all realize that changes in the status quo must be made and citizens should be involved in making those changes. I believe that that is the way forward and only then can the system become more responsive to the needs of the residents of our community.

Thank you for your leadership!  
Best,  
Patty Cook



Purple  
comment

## Michael Sweeton

---

**From:** Geoffrey Howard <[REDACTED]>  
**Sent:** Sunday, October 25, 2020 11:08 PM  
**To:** Michael Sweeton; MichaelN newhard  
**Subject:** A thought for the Zoom meeting tomorrow evening

Michael and Michael —

This is a suggestion that somewhere near the beginning of the Committee meeting, the issue of the "Warwick context", the things that have and haven't happened here, should be mentioned. In other words, the key starting point is *does* Warwick have a serious problem with the police and minorities.

If the answer to that question is "No" (and that "No" is shared by the minority members of the community), then the conversation goes off in one direction; if it's "Yes", then it's another discussion and tone of the meeting altogether. Either way, this is an important moment to ask the question and to establish a community dialogue around the issues.

Questions that could be addressed:

- How many police shootings in the past 20-30 years? — 2
- How many fatalities? 2
- How many involving minorities or persons of color? 1
- Perhaps there are other areas of policing activities that should be included here?

The answers to the above questions are "facts" and if the message of those facts is one of relative "good news", I think the opportunity is there to explain that the Committee's role is primarily positive, constructive and forward-looking, albeit with an awareness of the very real problems that *do* exist "out there". I think this would set the tone from the outset *not* on crisis intervention, but more on consciously building on a sound foundation.

Of course, if the "facts" paint a different picture, then the meeting's focus is on finding ways as a community to make the changes, the improvements, that need to occur. And to get *that* message out at the start would be helpful.

I do not know who will be leading the meeting nor how it will be kicked off, but I offer these thoughts for his/her consideration.

Geoff

## Michael Sweeton

---

**From:** Family Central <[REDACTED]>  
**Sent:** Sunday, October 25, 2020 9:39 PM  
**To:** Michael Sweeton  
**Subject:** EO 203 Meeting

Hello Michael,

Thanks so much for getting this off the ground. This is important work and I wish you all the best. My questions are:

In what ways has/can law enforcement promote community engagement to foster trust, fairness, and sense of belonging amongst Warwick's culturally diverse citizens?

Anti-black sentiment has been heightened in our community over the past several years. I am sure this is challenging for government officials and law-enforcement. How can we better understand what service/training our police officers receive to effectively respond to racial tensions?

How healthy is the relationship between law enforcement and the people of color in our community? How is this measured?

What do we as a community need to do to make everyone feel welcome and safe here in Warwick?

Thanks,

Beverly

## Michael Sweeton

---

**From:** Patricia McMillan <[REDACTED]>  
**Sent:** Monday, October 26, 2020 4:17 PM  
**To:** Michael Sweeton  
**Subject:** EO 203 Committee & Tonight's Meeting

Supervisor Sweeton,

You have stated in my presence that you didn't believe EO 203 had anything to do with race despite fatal race interactions with police being the impetus for the EO.

You have formed a committee of fifteen that only includes two women and a majority of senior, white men, no representatives from the farmworker or LGBTQ+ communities nor individuals that have had interactions with police in the process of police doing their jobs.

In addition, one member of the committee has had no less than 30 CCRB complaints lodged against him, of which include, discrimination and abuse of power.

You have "notified" the public of formation of this Committee and tonight's public meeting with so little time as to ensure a majority of the public is not aware of the committee, the policies under review, or even that this meeting is taking place.

Please explain to the community that you serve at tonight's meeting, given the above facts,

1. How this committee's work is transparent and accountable to the public in who's interest it is supposed to serve?
2. Why the community should believe that the committee, given its makeup, is committed to an objective review process that is sensitive to our BIPOC community and true to the spirit of the EO?

Regards,

Patricia McMillan

**Michael Sweeton**

---

**From:** shawnee moore <[REDACTED]>  
**Sent:** Sunday, October 25, 2020 7:09 PM  
**To:** [REDACTED]; Michael Sweeton  
**Cc:** Brian N Gitt  
**Subject:** RE: Question for the 10/26/20 EO 203 public meeting

Hi Brian,

What is an immigrant status person?

Sent from Yahoo Mail on Android

On Sun, Oct 25, 2020 at 5:59 PM, bg@bg-llc.com  
<[REDACTED]> wrote:

Thank you for the prompt response- I do appreciate it - Please see my comments in yellow-

Michael-

I am not trying to begin an running dialog but, I do want to get back to you on two points, please see my comments in yellow-.

See you tomorrow-

bg

Microsoft Word - [REDACTED].docx

From: Michael Sweeton <msweeton@townofwarwick.org>

Sent: Sunday, October 25, 2020 3:21 PM

To: bsa@warwick.org

Subject: Re: Question for the 10/26/20 EO 203 public meeting

Thank you for writing Brian, all correspondence will be entered in the public record. Thank you-

The only non public meeting occurred a week ago or so with the purpose of introducing members to each other and to ask them for what they wished to see discussed. This was sent to each of them and will be part of the record. Any and all subsequent meetings of this group will be viewable live. Thank you-

Education and training will be discussed as this proceeds. Discussing is good, but discussing and training are even better. We all need to look at our implicit bias, even though it is not always easy. Otherwise our society cannot reach the equality of personhood we all say we want

The two women are extremely talented, intelligent and thoughtful women who I feel confident will well represent their gender and the community as a whole. I have known Rev Posey longer than Ms Moore but I have tremendous respect for each one and am proud they agreed to serve our town. I agree they are both extremely talented, intelligent and thoughtful women. So why not have more "extremely talented, intelligent and thoughtful women" on the committee? I have found that in most cases women add a perspective that is not usually present in predominantly male discussions.

I hope you tune in tomorrow evening

Mike

cc: bsa@warwick.org; bsa@warwick.org; bsa@warwick.org

cc: bsa@warwick.org; bsa@warwick.org; bsa@warwick.org

On Oct 25, 2020, at 2:09 PM, "[REDACTED]" <[REDACTED]> wrote:

Michael:

Please consider and share these questions with the members of the committee.

1. Will the committee be providing the public with the notes and/or meeting minutes of all **non-public** meetings within four days of the meeting so there is process transparency ?
2. The stated purpose of EO 203 is to address systemic racial bias in all police departments in NY State. This can only to accomplished with education and training. Will the committee address how it plans to accomplish this goal ?
3. Is there an immigrant status person represented on the committee ?
4. Why are there only two women on a 14-member committee? Shouldn't the committee strive to have equal gender representation ?

## Michael Sweeton

---

**From:** Susan Miller [REDACTED]  
**Sent:** Sunday, October 25, 2020 6:48 PM  
**To:** Michael Sweeton  
**Subject:** Executive Order 203 - Community Panel Discussion re NYS Police Reform and Reinvention Collaborative

Dear Mr. Sweeton and Board Members:

I am a Warwick resident and am writing with regard to Governor Cuomo's Executive Order 203 regarding NYS Police Reform and Reinvention Collaborative. I see this as a long overdue mandate - with potential for huge positive shifts in the way the police interact with the community - specifically with regard to people of color as well as situations involving mental illness and drug abuse. I am very interested to know what training our police department has in anti-racism and how that training may be employed in de-escalating situations. What kind of addition support outside of the department do the police rely on? This type of training is crucial in preventing tragedies such as the type that have occurred in other cities and towns across the country. Warwick is no different than most towns - in that we are sadly very divided politically and there has been a definite uptick in tensions in recent years. Obviously this presents the police with the difficult task of straddling these often conflicting voices with impartiality and fairness.

I hope that those selected to participate in this endeavor have open minds and a real desire to address these problems and are welcoming additional training and support to make our police department a model for others and to serve every member of the community - no matter how small a percentage they may be. I believe that most people here respect the police and would welcome more visibility and interaction to foster a broader sense of the community we all share.

Sincerely,

Susan Miller  
Warwick, NY

## **Michael Sweeton**

---

**From:** Ronald Martinez <[REDACTED]>  
**Sent:** Sunday, October 25, 2020 6:33 PM  
**To:** Michael Sweeton  
**Subject:** Tomorrow's meeting

Hello Michael,

Is there an agenda for tomorrow's meeting?

Ron

Sent from my iPhone



## Michael Sweeton

---

**From:** Jim Sheehan <[REDACTED]>  
**Sent:** Sunday, October 25, 2020 2:59 PM  
**To:** Michael Sweeton  
**Subject:** Police policies

As a 33 year resident of the town I don't believe you would have to change any policies concerning the Warwick Police Dept. I have always found them to be respectful, understanding, and professional. Whatever they're doing they are doing it right.

JIM SHEEHAN | Corporate Vice President

Stock Bottles | Custom Molding | Decorating | Logistics & Warehousing

[REDACTED]

Office | [REDACTED]

Cell | [REDACTED]

Email | [REDACTED]

Web | [REDACTED].com



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## Michael Sweeton

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**From:** [REDACTED]  
**Sent:** Sunday, October 25, 2020 2:09 PM  
**To:** Michael Sweeton  
**Cc:** Brian N Gitt  
**Subject:** Question for the 10/26/20 EO 203 public meeting

Michael:

Please consider and share these questions with the members of the committee.

1. Will the committee be providing the public with the notes and/or meeting minutes of all **non-public** meetings within four days of the meeting so there is process transparency ?
2. The stated purpose of EO 203 is to address systemic racial bias in all police departments in NY State. This can only to accomplished with education and training. Will the committee address how it plans to accomplish this goal ?
3. Is there an immigrant status person represented on the committee ?
4. Why are there only two women on a 14-member committee? Shouldn't the committee strive to have equal gender representation ?

Wishing the committee well in their duties and hoping the committee achieves the EO 203 stated goals-

Thank you,

*Brian Gitt*

[REDACTED]

**Michael Sweeton**

---

**From:** [REDACTED]  
**Sent:** Sunday, October 25, 2020 2:06 PM  
**To:** Michael Sweeton  
**Subject:** Questions re EO 203

Supervisor Sweeton,

My questions for the EO 203 panel are:

1. Racial justice is the driving force for EO 203. Why are there only 5 citizens of color on this 14 member panel? People of color may have unique perspectives that need to be addressed to achieve the racial justice mandated by EO 203.
2. Is there a socio-economic balance of citizen representation on this panel?

Regards,  
Roz Gitt

**Michael Sweeton**

---

**From:** shawnee moore [REDACTED]  
**Sent:** Sunday, October 25, 2020 7:09 PM  
**To:** bg@bg-llc.com; bg@bg-llc.com; Michael Sweeton  
**Cc:** Brian N Gitt  
**Subject:** RE: Question for the 10/26/20 EO 203 public meeting

Hi Brian,

What is an immigrant status person?

Sent from Yahoo Mail on Android

On Sun, Oct 25, 2020 at 5:59 PM [REDACTED] wrote:

Thank you for the prompt response- I do appreciate it - Please see my comments in yellow-

Michael-

I am not trying to begin an running dialog but, I do want to get back to you on two points, please see my comments in yellow-

See you tomorrow-

bg

On Oct 25, 2020, at 2:09 PM, "[REDACTED]" <[REDACTED]> wrote:

Michael:

Please consider and share these questions with the members of the committee.

1. Will the committee be providing the public with the notes and/or meeting minutes of all **non-public** meetings within four days of the meeting so there is process transparency ?
2. The stated purpose of EO 203 is to address systemic racial bias in all police departments in NY State. This can only to accomplished with education and training. Will the committee address how it plans to accomplish this goal ?
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## Michael Sweeton

---

**From:** [REDACTED]  
**Sent:** Sunday, October 25, 2020 5:59 PM  
**To:** Michael Sweeton  
**Cc:** Brian N Gitt  
**Subject:** RE: Question for the 10/26/20 EO 203 public meeting

Thank you for the prompt response- I do appreciate it - Please see my comments in yellow-

Michael-

I am not trying to begin a running dialog but, I do want to get back to you on two points, please see my comments in yellow-

See you tomorrow-

bg

**From:** Michael Sweeton <msweeton@townofwarwick.org>  
**Sent:** Sunday, October 25, 2020 3:21 PM  
**To:** [REDACTED]  
**Subject:** Re: Question for the 10/26/20 EO 203 public meeting

Thank you for writing Brian, all correspondence will be entered in the public record. Thank you-

The only non public meeting occurred a week ago or so with the purpose of introducing members to each other and to ask them for what they wished to see discussed. This was sent to each of them and will be part of the record. Any and all subsequent meetings of this group will be viewable live. Thank you-

Education and training will be discussed as this proceeds. Discussing is good, but discussing and training are even better. We all need to look at our implicit bias, even though it is not always easy. Otherwise our society cannot reach the equality of personhood we all say we want

The two women are extremely talented, intelligent and thoughtful women who I feel confident will well represent their gender and the community as a whole. I have known Rev Posey longer than Ms Moore but I have tremendous respect for each one and am proud they agreed to serve our town. I agree they are both 'extremely talented, intelligent and thoughtful women. So why not have more "extremely talented, intelligent and thoughtful women" on the committee? I have found that in most cases women add a perspective that is not usually present in predominantly male discussions. I hope you tune in tomorrow evening

Mike

Sent from my iPhone

---

On Oct 25, 2020, at 2:09 PM, [REDACTED] wrote:

Michael:

Please consider and share these questions with the members of the committee.

1. Will the committee be providing the public with the notes and/or meeting minutes of all **non-public** meetings within four days of the meeting so there is process transparency?

2. The stated purpose of EO 203 is to address systemic racial bias in all police departments in NY State. This can only to accomplished with education and training. Will the committee address how it plans to accomplish this goal?
3. Is there an immigrant status person represented on the committee?
4. Why are there only two women on a 14-member committee? Shouldn't the committee strive to have equal gender representation?

Wishing the committee well in their duties and hoping the committee achieves the EO 203 stated goals-

Thank you,

Brian Pitt

[REDACTED]

## Michael Sweeton

---

**From:** Isaac Everett [REDACTED]  
**Sent:** Friday, October 23, 2020 7:04 PM  
**To:** Michael Sweeton  
**Subject:** Police review

This is in regards to the Warwick NY police review being done on October 26 at 6:30pm by our town committee. NYC made laws that made it illegal for a cop to put their hand or knee on a persons body while trying to arrest them, regardless if they are resisting arrest. Then told the public things were better. NYC Police turned a blind eye to crime for the sake of keeping their jobs. We the people of Warwick stand with our police. We are not stupid and our police are not racist. Leave our police alone or we will wipe the slate clean with our power of the vote in the next election.

A concerned resident of Warwick NY  
Sent from Yahoo Mail on Android



**Michael Sweeton**

---

**From:** [REDACTED]  
**Sent:** Friday, October 23, 2020 11:33 AM  
**To:** Michael Sweeton  
**Subject:** Questions for community and police panel Oct. 26

Dear Mike,

I do have some questions for this group:

- What is the name of the group?
- On what basis were the participants selected? Who selected them?
- Will their positions and backgrounds be published?
- Was an attempt made to include a broad cross section of the community?
- Will all questions submitted be answered, if not at the meeting, then perhaps in a newspaper article or on the town website?
- Will people be able to submit more questions after Monday's meeting?
- Will all the meetings of this group be public?

I do hope that you, and the police department, do not view this required review as a criticism of current practices, but as a necessary dialogue between public officials and the community. The goal is to increase transparency and trust so that both the police and the community feel safe and supported.

Thank you.  
Mary Makofske

## Michael Sweeton

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**From:** Gail Buckland [REDACTED] >  
**Sent:** Friday, October 23, 2020 11:47 AM  
**To:** Michael Sweeton  
**Subject:** voting safely

Dear Supervisor Sweeton,

I am a resident of Warwick. I am concerned about voter safety. As I am sure you know, just 20 miles from us in Montgomery, a group called the Patriots will be stationed WITH GUNS near the early voting location. If it happens in Montgomery, it can happen in Warwick. Will the police monitor the voting locations? Will you NOT APPROVE a permit for any known militant/white supremacy group to rally near voting stations? Will be be safe attending the rally tomorrow on the Village Green in support of Jen Metzker?

I look forward to your voice being heard loud and clear and published in our local papers. Many people are concerned about voter intimidation. It can happen HERE.

Sincerely,

Gail Buckland

[REDACTED]  
Warwick

--

[REDACTED]  
Telephone: [REDACTED]  
U.S. Mobile: [REDACTED]  
U.K. Mobile: [REDACTED]  
Skype: [REDACTED]  
WhatsApp: [REDACTED]  
Telegram: [REDACTED]

## Michael Sweeton

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**From:** Gail Buckland <[REDACTED]>  
**Sent:** Friday, October 23, 2020 11:35 AM  
**To:** Michael Sweeton  
**Subject:** Monday Meeting on policing

Dear Mr. Sweeton,

I live in Warwick and am concerned about certain issues related to policing and our community. I would like to know if all monies raised by local taxes designated towards policing go to any other services, such as social workers or opioid intervention by professionals. I would certainly like to see the burden placed on police distributed to trained professionals who could serve our community with professionalism and compassion.

I know you may not be able to answer on Monday night all questions sent in but it is imperative that on your website all our concerns are addressed.

Thank you.

Gail Buckland

[REDACTED]  
Warwick

<http://gailbuckland.com/>

Telephone: [REDACTED]  
U.S. Mobile: [REDACTED]  
U.K. Mobile: [REDACTED]  
Skype: [REDACTED]  
WhatsApp: [REDACTED]  
Telegram: [REDACTED]

## Michael Sweeton

---

**From:** Michael Sweeton  
**Sent:** Sunday, October 25, 2020 5:41 PM  
**To:** Michael Sweeton  
**Subject:** Fwd: Protect people in Monroe and NY

Sent from my iPhone

Begin forwarded message:

**From:** Millie Schaefer <[REDACTED]>  
**Date:** October 23, 2020 at 9:45:43 PM EDT  
**To:** Michael Sweeton <msweeton@townofwarwick.org>  
**Subject:** Protect people in Monroe and NY

To Michael Sweeton,

I'm writing to you today as your constituent and a human rights supporter to demand that you do everything in your power to protect the right to peacefully protest -- and that you take special measures to keep your constituents and communities safe from violence and armed intimidation, including around the elections.

Everyone has the right to peacefully dissent. Free speech, peaceful assembly, and an independent press are vital freedoms. They are rights -- not privileges. But these rights are under attack. And as our elected leaders, you must pull out all the stops to defend them.

I call on my mayor and governor to respect, protect, and fulfill these human rights by doing the following:

1. Protect and facilitate the right to peacefully protest:

- Instruct your police departments to follow Amnesty International's best practices on the policing of demonstrations, and immediately send them (and city council members) this guidance: [www.amnestyusa.org/good-practice-for-law-enforcement-officials-policing-demonstrations](http://www.amnestyusa.org/good-practice-for-law-enforcement-officials-policing-demonstrations)
- Demilitarize your police departments. Do not equip them in a manner more appropriate for a battlefield.
- Do not use excessive force military-grade weapons. Chemical agents like tear gas can result in serious injury or even death. They should only

be used as a last resort, with advanced oral warning, sufficient time to disperse, and all precautions taken to protect those at high risk and avoid harm.

- Do not deploy the National Guard for the policing of protests, unless trained on these protocols.

2. Denounce racism, discrimination, and hate -- and take special measures to protect individuals and communities from armed groups:

- Publicly denounce racist, xenophobic rhetoric and incitement to violence, and condemn armed private groups using hateful rhetoric and threatening intimidation and harm. Make it clear that such armed private groups are NOT authorized to protect the public, and that they pose a risk to the human rights and public safety of others.

- If you haven't already, institute an immediate ban on firearms at and around polling locations, to ensure the safety of voters and poll workers and ensure no voter intimidation occurs.

- Temporarily prohibit the open and concealed carry of firearms in public, including parks, recreational areas, and other gathering spaces.

I urge you to hold your police departments accountable especially in the coming days and weeks -- excessive force must NOT be used, and police MUST allow protests to proceed peacefully as required by both U.S. and international law.

I, along with thousands of other concerned people, am calling on you to step up and ensure that individuals are safe in their communities ALL of the time.

Your constituents are watching. The world is watching.

Thank you.



Sincerely,

Millie Schaefer

**Michael Sweeton**

---

**From:** Debra Leporati [REDACTED]  
**Sent:** Saturday, October 24, 2020 3:45 PM  
**To:** Michael Sweeton  
**Subject:** Re: EO 203 Meeting

Thanks for your reply and the information!

Sent from my iPhone

On Oct 24, 2020, at 2:09 PM, Michael Sweeton <msweeton@townofwarwick.org> wrote:

Thanks for writing. The purpose as spelled out in the EO is to review police policies as they exist and to ensure that the police enforce the laws of the State, Town and Country in a Fair, equitable and just manner. The people On the panel represent a cross section of our Town. The discussion is streamed live on the towns Facebook page and any questions posed then or subsequently will be included in the report that gets presented at a later Public hearing.

If the community feels they want a wider discussion of race relations in our community that could be organized but that is not the intent of EO203.

Point 2 : there is and always has been a civil board for any issue- it's the duly elected town board and I for one take that responsibility very seriously as do the other elected council people.

Mike sweeton

Sent from my iPhone

On Oct 24, 2020, at 1:18 PM, Debra Leporati [REDACTED] wrote:

Hello.

Questions for the meeting on Monday, October 26th, at 6:30 PM:

1. If EO 203 has to do with equity and racial justice for POC (people of color) then why are they a minority on this committee? Their experiences and points of view are vital to understanding their needs in this community. More representation by POC in this review process is imperative. Perhaps also more women should be on this committee. I saw only two.
2. Can we create a Citizen Review Board for POC to appeal to if an issue of inequity or racial injustice were to arise?

Thank you!

I plan to attend the meeting via Zoom so see you then.

Debra Leporati

## Michael Sweeton

---

**From:** Hannah Maxwell <[REDACTED]>  
**Sent:** Friday, October 23, 2020 5:40 PM  
**To:** Michael Sweeton  
**Subject:** Protect people in Warwick and NY

To Michael Sweeton,

I'm writing to you today as your constituent and a human rights supporter to demand that you do everything in your power to protect the right to peacefully protest -- and that you take special measures to keep your constituents and communities safe from violence and armed intimidation, including around the elections.

Everyone has the right to peacefully dissent. Free speech, peaceful assembly, and an independent press are vital freedoms. They are rights -- not privileges. But these rights are under attack. And as our elected leaders, you must pull out all the stops to defend them.

I call on my mayor and governor to respect, protect, and fulfill these human rights by doing the following:

1. Protect and facilitate the right to peacefully protest:

- Instruct your police departments to follow Amnesty International's best practices on the policing of demonstrations, and immediately send them (and city council members) this guidance: [www.amnestyusa.org/good-practice-for-law-enforcement-officials-policing-demonstrations](http://www.amnestyusa.org/good-practice-for-law-enforcement-officials-policing-demonstrations)
- Demilitarize your police departments. Do not equip them in a manner more appropriate for a battlefield.
- Do not use excessive force military-grade weapons. Chemical agents like tear gas can result in serious injury or even death. They should only be used as a last resort, with advanced oral warning, sufficient time to disperse, and all precautions taken to protect those at high risk and avoid harm.
- Do not deploy the National Guard for the policing of protests, unless trained on these protocols.

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- Publicly denounce racist, xenophobic rhetoric and incitement to violence, and condemn armed private groups using hateful rhetoric and threatening intimidation and harm. Make it clear that such armed private groups are NOT authorized to protect the public, and that they pose a risk to the human rights and public safety of others.



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I, along with thousands of other concerned people, am calling on you to step up and ensure that individuals are safe in their communities ALL of the time.

Your constituents are watching. The world is watching.

Thank you.

Sincerely,

Hannah Maxwell

## Michael Sweeton

---

**From:** Michael Sweeton  
**Sent:** Friday, October 16, 2020 4:10 PM  
**To:** Linda Smith  
**Subject:** RE: Review of police procedures

Linda,

**On June 12, 2020 Governor Cuomo issued Executive Order 203 (See [governor.ny.gov/executiveorders](http://governor.ny.gov/executiveorders)) which stated two purposes namely:**

**Purpose: "Review of current police force deployments, strategies, policies, procedures and practices"**

"Develop a plan to improve such deployments, strategies, policies, procedures and practices for the purpose of addressing needs of the communities served by such police agency and promote community engagement to foster trust, fairness and legitimacy, and to address any racial bias and disproportionate policy of communities of color."

The Chief Executive Officer of the government, in this case the Supervisor, is charged with considering several specific things, among which are the use of force policy, procedural justice, community outreach, violence prevention and focused deterrence. The Town must consult with stakeholders that include the police, district attorney, local elected officials and members of the community. A plan must then be prepared, offered for public comment, and then adopted by the Town Board by April 1, 2021.

I have empaneled a cross section of our community to undertake this review, and the first meeting will be held on October 26<sup>th</sup>, from 6:30 p.m. to 8:00 p.m. The public will be able to view the meeting live, and the link will be posted on the Town's website at [www.townofwarwick.org](http://www.townofwarwick.org) the week prior to the first meeting.

Questions from the public should be submitted to my office either via email to [msweeton@townofwarwick.org](mailto:msweeton@townofwarwick.org) or can be mailed to Supervisor's Office, Town of Warwick, 132 Kings Highway, Warwick, NY 10990 before October 26<sup>th</sup>. These questions will be provided to the panel as well.

Once the panel has completed its review the order requires the CEO and the chief of Police to develop a plan, taking into consideration input from the panel. Once this is completed it will subject to a public hearing and then presented to the Town Board for adoption. Once adopted it will be forwarded to Albany prior to the April 2021 deadline in order for the State to not withhold the limited funding it sends to the Town of Warwick.

Give me a call on Monday with questions. Mike

**From:** Linda Smith <[REDACTED]>  
**Sent:** Friday, October 16, 2020 12:26 PM  
**To:** Michael Sweeton <[msweeton@townofwarwick.org](mailto:msweeton@townofwarwick.org)>  
**Subject:** RE: Review of police procedures

Thanks!

On October 16, 2020 at 10:28 AM Michael Sweeton <[msweeton@townofwarwick.org](mailto:msweeton@townofwarwick.org)> wrote:

Monday's fine, I am going to write up some things, email them to you then we can talk Monday.

**From:** Linda Smith <[REDACTED]>  
**Sent:** Friday, October 16, 2020 9:37 AM  
**To:** Michael Sweeton <[msweeton@townofwarwick.org](mailto:msweeton@townofwarwick.org)>  
**Subject:** RE: Review of police procedures

Hi Mike,  
Can we talk about this today or Monday (Monday is better for me) or you can email answers.

Thanks  
Linda

On October 13, 2020 at 1:15 PM Michael Sweeton <[msweeton@townofwarwick.org](mailto:msweeton@townofwarwick.org)> wrote:  
Can this wait until tomorrow morning?

**From:** Linda Smith <[REDACTED]>  
**Sent:** Tuesday, October 13, 2020 1:05 PM  
**To:** Michael Sweeton <[msweeton@townofwarwick.org](mailto:msweeton@townofwarwick.org)>  
**Subject:** Review of police procedures

Hi Mike,

I'm putting something together for the Advertiser about the review of police policies, practices and procedures that's happening on Oct. 26 (first meeting anyway),

Can you tell me how many people total are part of this group and who from the town board, police department, district attorney's office, if any?

Also, those from the community - anyone representing any local groups? Were they invited or did they volunteer?

How many people total?

Finally, can people make comments or ask questions live or submit in advance? Will there be other meetings?

If you would rather talk, please feel free to call me [REDACTED].

Thanks so much!

Linda

Linda Smith Hancharick

[REDACTED]

## **Michael Sweeton**

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**From:** Michael Sweeton  
**Sent:** Friday, October 16, 2020 8:09 AM  
**To:** Michael Sweeton  
**Subject:** first meeting recap

Hi all, thank you again for your attendance and input. Here are the areas brought up by the group, in no particular order, that you would like to be addressed in our public session on Oct 26<sup>th</sup>:

- Overview of the department, operations, composition
- Policies and procedures including use of force policy
- Accreditation
- Website
- Training- types- bias, de-escalation,
- Qualifications and recruitment
- Giving voice to the community and to the police
- Resources available to the police for their own well being
- Community policing
- Mental Health

These are issues we will explore on Oct 26<sup>th</sup>. We also agreed to solicit questions from the public in advance if possible so we can address any concerns we did not recognize.

Please remember that our meeting is set for October 26<sup>th</sup> at 6:30 pm in the WVCSD board room at the Dorothy Wilson Center, Warwick Middle School, West St Ext.

Please plan to arrive at 6 pm so we can get settled and started on time. I will be forwarding the link and agenda early next week.

Have a great weekend.

mike

Michael P. Sweeton  
Town supervisor  
(845) 986-1120 x240

## Michael Sweeton

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**From:** [REDACTED]  
**Sent:** Monday, October 12, 2020 12:02 PM  
**To:** Michael Sweeton  
**Subject:** Executive order 203 and formation of panel

Dear Mr. Sweeton, in appointing the 12-member panel I urge you to have representation from BIPOC and to ensure that panel members have experience in handling issues involving racial sensitivity. I also urge you to equip all Town Of Warwick Police with body cameras.

Kathleen Carver Cheney

## Michael Sweeton

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**From:** v hageman <[REDACTED]>  
**Sent:** Saturday, October 10, 2020 3:42 PM  
**To:** Michael Sweeton  
**Subject:** Committee on local policing

Dear Mr. Sweeton,

This is Vidar Hageman I am a 2020 graduate of Warwick Valley High school. I have been an active member of the community and while I am attending my college at the University of Virginia I have been in touch with members of the community on what is going on in the community. I have been informed in accordance with EO 203 you are forming a committee look at and discuss police practices. I applaud you for taking this step with relative haste and the fact you already beginning to appoint members to this committee. However, concerns have been raised to me, that the committee currently does not represent the interests or concerns of community members who will be affected most. I am requesting a spot on this committee to help bridge the generational and racial gaps that clearly exist regarding attitudes toward the police and the state of the community. I do not subscribe to defund the police or ACAB rhetoric because of how misleading and dangerous it is. However, I do believe there must be more transparency, bridges built, and concerns heard in regard to their daily lives in Warwick. I'm looking to be apart of a process that in the long term strengthens our community for all colors and creeds. I hope you will grant me that opportunity, thank you for your time.

Best Regards, Vidar Hageman

## Michael Sweeton

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**From:** Doug Cook [REDACTED]  
**Sent:** Friday, June 5, 2020 6:14 PM  
**To:** Michael Sweeton  
**Subject:** message from Patty Cook

Greetings Mr. Supervisor,

As I'm sure you will agree, the events of the past few months and in particular the last week or two has rocked our already battered country.

I believe that the protests taking place across America are a wake up call for all communities to take a critical and honest look at current law enforcement policies not just for the protection of victims of police brutality but also to protect the Police officers themselves.

To that end, I was wondering how I can learn more about our local police department and it's practices.

Some of the questions I have are:

- Is information about the Warwick Police Department's guidelines available to the general public? If so, where can they be obtained?
- What are the policies that establish restrictions on how and when police officers can use force against civilians?
- What are the levels of force and what actions deem certain methods of force admissible?
- How are police officers held accountable for infractions of stated policies? — *internal discipline process*
- Who is responsible for hiring police department leaders and negotiating union contracts? *2 Town Board*
- What is the budget for the Warwick Police Department and how is it allocated? *8.5M*

In closing, I believe that only by educating ourselves as citizens and raising awareness will we ever tackle the issue of racism and heal the damage it has caused in the lives of all Americans. It is incumbent on all of us, not just elected officials, to seek answers and implement solutions that are so long overdue.

If you would like to call to discuss, you can reach me at CHOSUN: 8-[REDACTED]

Thank you so much for your tireless work on behalf of the citizens of Warwick.

Respectfully,

Patty Cook

Chosun Taekwondo Academy  
United States Taekwondo Association Headquarters

[REDACTED]@gmail.com

[REDACTED]@gmail.com

60 Galloway Road Unit 2 Warwick, NY 10990

8-[REDACTED]

For news and events: [REDACTED]@gmail.com



## Michael Sweeton

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**From:** [REDACTED]  
**Sent:** Monday, August 10, 2020 10:54 AM  
**To:** Michael Sweeton; mayor@villageofwarwick.org  
**Cc:** 205 [REDACTED]; [REDACTED]; 'Patricia McMillan'; 'Jerry Sander'; 'Roselyn Gitt'; 'Roger Moss'; 'Luisa Fuentes'; 'Ann Marie Bentsi-Addison'; Brian N Gitt  
**Subject:** RE: Meeting notes of 8/22 meeting with Supervisor Sweeton and Mayor Newhard  
**Attachments:** RecapMeeting with Town Officials 8\_3\_20-final (002) including Supervisor's edits.docx

Michael:

Thank you for your input. We have included your edits as you requested. We look forward to continuing our discussions.

Pat McMillan  
Roz Gitt  
Beverly Braxton  
Shawnee Moore  
Rev. Posey  
Roger Moss  
Jerry Sander  
Luisa Funetes  
Brian Gitt

Recap of 7/22/20 (2-4 pm) meeting:

Mayor Michael Newhard and Supervisor Michael Sweeton  
with

Members of Community2gether(Pat McMillan), Community Conversations (Brian Gitt, Roz Gitt, Jerry Sander), and independent individuals representing other voices in the community (Beverly Braxton, Shawnee Moore, Rev. Ann Marie Bentsi-Addison)

Purpose of Meeting – To Discuss:

1. The possible politicization of public lands and property
2. Implementation of Executive Order 203

Topic 1: The possible politicization of public entities

- Various participants expressed concern of increased tensions in the community in reaction to National and local events:
  - BLM & Back the Blue demonstrations
  - Banners with competing political messages\* posted on tax funded public properties
  - Threats made to people of color living at Kings Estates
- The Raymond Firehouse inflammatory message was brought up. In the community members present it revealed the department's bias towards members of the Warwick community who protest police brutality and racism. It was conveyed that people supporting such protests, esp. people of color can feel unwelcomed and potentially unsafe here in Warwick.
- It was noted that the town's Fire Commissioners felt the message posted at the Raymond Firehouse was inappropriate and that future messages will need to be approved.
  - Question raised: Might the Fire Commissioner engage the volunteer firefighters in some kind of bias or anti-racism training? Or do they just consider the firehouse an inappropriate place to express alternative views on current events. If it is the latter, we fear no person of color would feel safe choosing to become a volunteer firefighter.
  - Question raised: Political messages\* (signs, banners, flyers) on public entities have the potential to intensify the divisions becoming evident in our community. Is there a policy already at the town or village level? If not, is there one in the works to address the divisive issue of political messaging posted on public spaces?
    - Mr. Sweeton stated this was not allowed by ordinance and that DPW will remove any signs if when brought to their attention.
    - Mr. Newhard stated there was no village policy to address this issue.
- It was acknowledged that there is no easy answer to addressing this problem.

- If leaders grant any political messages on public property then those spaces become a public forum. This would most likely lead to citizens posting whatever they want and create its own problems with opposing messages.
- If there is a policy of *no political statements on public property* this would bury the conflict but the tensions would likely continue. This appears to be what resulted in the disappearance of the Blue-line.

Our group raised the following questions to Mayor Newhard and Supervisor Sweeton:

- What are your thoughts on racism here in Warwick?
- What is our local government's role in addressing it?
- How can we, as citizens, support government in dealing with these difficult issues?

There was confirmation that racial tensions appear at an all-time high here in Warwick, much of it fueled by what is happening throughout the country and compounded by the pandemic.

Questions we'd like to pursue:

- What are we feeling in our community?
  - What are the issues: police/community/gov't?
  - How do we increase cooperation and trust between the community and our government agencies?
  - How can we better understand the service our police officers perform?
  - What are some of the ways community members and law enforcement have or could build better working relationships?

## Topic 2: Executive Order 203G

- Each chief executive of such local government shall: convene the head of the local police agency, and stakeholders in the community to develop a plan to improve deployments, strategies, policies, procedures, and practices, for the purposes of addressing the particular needs of the communities served by such police agency and promote community engagement to foster trust, fairness, and legitimacy, and to address any racial bias and disproportionate policing of communities of color.
- We feel the EO-203 process should begin now, or right after the August town board meeting. If this process is to succeed, as described in EO-203, it will require comprehensive participation within all parts of the community and local government. Our understanding is that the greatest number of persons on the committee will be the public, also described as "stakeholders" in EO-203. The way we read EO-203, the "Stakeholders" must be composed of a broad cross section of the town's population. There are several ways to establish the "Stakeholders" group so that this group is truly representative of our community. It is our view that the method of selection must be transparent and well publicized so that there is

community awareness and input throughout the process. In this way, the process and outcomes will not be deemed suspect or invalid. Our group would like to work with your offices and, the entire community, as soon as soon as possible, to discuss how we can collaborate towards a positive outcome for all.

Questions we raised:

- What is the process for actualizing the state mandated group of community stakeholders, police and government officials regarding Executive Order 203?
- Has an organizational outline of the plan begun?
  - Supervisor Sweeton stated it was too soon. He is waiting to receive more direction from the governor's office and for reforms from the State/and Orange County before working on EQ 203.
  - Supervisor Sweeton offered an extensive description of the Warwick PD: Florida and Greenwood Lake have their own police department. Warwick PD has 5 patrol posts, 23 F/T officers, 8 P/T officers, 5 supervisors, 2 detectives. 1 Lieutenant and 1 chief (40 total). The Town Police receive various trainings in the Police Academy and ongoing online training in crisis intervention. Supervisor Sweeton stated the Warwick Police Department's policy and procedures were taken directly from the NYS DCJS policies required for accreditation even though we have not sought that designation as an accredited agency. Law enforcement accreditation requires a great deal of paperwork and expense.
- Supervisor Sweeton stated he would begin to think of people to ask (in addition to members of our group) to serve as community stakeholders for EO 203.
  - There was a request that the group chosen to serve as stakeholders for EO 203 receive implicit bias training and have a facilitator to run meetings. This would help members work together more productively to achieve the goals of the order.
  - Supervisor Sweeton also spoke of forming something like a "Quality Community Group" for a wider discussion of community relations beyond the narrow focus of EO 203 once we define our group's purpose.

Questions for Future conversations:

- How healthy is the relationship between the police and our community?
- What changes would be helpful to further improve relations between our community and law enforcement?
- Do Warwick police officers presently receive current research addressing systemic racial bias or racial justice in policing? Have they undergone implicit bias awareness training? (If so, does Police Chief McGovern have the name of someone they can recommend?)
- If not, this can be looked into further down the road.

Michael Sweeton

To Clarify our telephone discussion of Friday 8/14

Thank you for taking the time to speak with me last Friday.

I want to update our group as to our 8/14 phone conversation. Please review my understanding of our discussion below and edit it as per your understanding.

The primary points I took away from our discussion are:

1. The EO-203 process will be completely open and public True, the committee will meet in public, take public comment, review and edit any report that will become the information for any needed policy changes which will then be subject to a public hearing and adoption prior to April 2021 as per the order.
2. The police chief, town supervisor, DA's office and citizen stakeholders will comprise the 203 committee – True, as per EO 203
3. Citizens wishing to be on the committee can put their names forward for membership EO 203 specifically charges the chief elected official to convene the committee with stakeholders. I said both in our meeting and on the phone that myself and the mayor would put together the committee of approx. 10 individuals representing all parts of our community. I mentioned I heard the concerns from your group when we met and the need for diversity in this process.
4. The composition of the stakeholder's component will be highly diverse as to age, race, gender, ethnicity - True
5. You had stated that the purpose of the EO-203 was police centric and not race centric EO 203 does specifically call for a review of police policies and the departments interaction with the community, that will be the committee's charge.
6. You expected that the formation of the EO-203 committee would be concluded in two – three weeks beginning this September. Yes I expect the committee to be formed sometime in September and the public input process to begin sometime late September/early October

I look forward to your response.

Thank you,

Brian Gitt

Michael Sweeton, Town of Warwick Supervisor, Michael Newhard,  
Mayor of The Village of Warwick  
Re: Warwick EO 203 Committee Input

Gentlemen:

We are seeking to have implementation of EO 203 begun for the Town of Warwick within the next few weeks.

Our group has had several discussions and we want to address some points in writing.

Of utmost concern is that, at this time, you recognize that EO 203 is mandated to address police reform due to the racial inequalities and inequities that exist throughout NY State.

As you know, EO 203 was mandated by Gov. Cuomo following "the police-involved death of George Floyd." It was formulated in the wake of the hundreds of protests that are taking place in "communities across NY State in response to police-involved deaths and racially-biased law enforcement to demand change, action and accountability."

EO 203 also refers to the very real reasoning for police reform. Reform "is needed to eliminate racial inequities in policing, to modify and modernize policing strategies, policies, procedures and practices."

This process will help to ensure the conversations required to develop practices that address the particular needs of people of color. This will "promote public safety, community engagement and will foster trust."

To: Mayor Michael Newhard and Supervisor Michael Sweeton

July, 15, 2020

Meeting request

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We are citizens of Warwick representing two groups, Community2gether and Community Conversations. We are independent individuals and we also speak for other members of our community.

We're requesting a meeting with you to discuss two events that are of interest to us. Both concern Warwick and New York State.

1. The possible politicization of public entities such as our local fire companies and police department.
2. Governor Cuomo's Executive Order 203.

We believe these two issues present an opportunity to bring the community together. However, if we are not pro-active, they could become divisive. We believe it will take a unified effort on the part of government and a cross-section of community representation to accomplish a positive outcome.

Due to the immediacy of these topics, we would like to meet with you as soon as possible after July 16, 2020.

Thank you for your consideration,

Pat McMillan  
Roz Gitt  
Beverly Braxton  
Shawnee Moore  
Jerry Sander  
Brian Gitt



## **Law Enforcement and January 6, 2021**

**The catastrophic security failures which resulted in the breaching, destruction and death at the Capitol last week shook my core. I watched the ghastly attack unfold on television, grieving as domestic terrorists, bent on crushing our democracy, rammed doors and shattered windows. Rampaging through the labyrinthian halls of congress, the armed insurrectionists invaded the House chamber, vandalized and plundered offices, including that of the Speaker of the House. Six people died and scores were injured.**

**To the backdrop of gunfire and raging mobs chanting “Hang Mike Pence”, “Get Pelosi”, congressional staff and members huddled in fear of their lives, not knowing if the door behind which they crouched was the next to be breached. The rampaging mob laid siege, with little resistance, for over 3 hours: an epic failure of law enforcement at all levels.**

**The NY Times reported on January 12, that federal officials have arrested members of law enforcement in Florida, New York, Texas and Maryland for their participation in the crimes of last Wednesday. An attorney for one of the accused officers stated, “The president and the Capitol Police encouraged despicable behavior...Capitol law enforcement were recorded taking selfies with the insurrectionists.”**

**“‘There was some degree of complicitness...’ Sabrina Karim, a professor of government at Cornell who studies global policing, told Vox. ‘Some of that likely stems from similarities in ideology between some police and some of the rioters, with ‘blue lives matter’ signs seen alongside Confederate flags and other racist imagery during the riot. White supremacy has really crept into police forces,’ Karim said.”**

**We must face head on the truth behind this national tragedy: that some law enforcement officers as well as active and retired military members, from cities and small towns alike, participated in this insurrection and identify with white nationalist, Nazi, xenophobic and anti-democratic ideologies that define Trumpism. These views have found covert welcome in the cultures of local institutions we rely upon to protect and serve all citizens equally.**

**The federal investigation has uncovered thus far a significant infiltration of white nationalism in law enforcement and identified its centrality in enabling last week’s savaging of our nation’s Capitol. Every American should demand a closer look at what we cannot easily discern behind the uniformly blue exterior: where is racial bias lurking in our local law enforcement culture and what are we as community members, going to do about it? Supervisor Sweeton: as a start, a far more earnest, inclusive, public EO203 process is urgently needed.**

**Joan Tirrell**

**Warwick, NY**

## "Open Letter to Supervisor Sweeton and the Warwick Community on Executive Order 203 - New York State Police Reform and Reinvention Collaborative"

The renewed national reckoning on racial justice, sparked by the death of George Floyd in May 2020, came to Warwick during a series of peaceful marches and rallies for Black Lives last summer and fall.

Speaking to hundreds assembled on Railroad Green, members of Warwick's Black, Indigenous, and People of Color (BIPOC) community, among them clergy, teachers, community leaders, students, and youth, bravely shared their personal experiences of racism and racial profiling. Common truths arose from their narratives - that racism exists everywhere and when denied or left unaddressed, trust in a community's social and civic structures and values is seriously undermined.

In June, 2020, in response to police-involved deaths and racially-biased law enforcement, Governor Cuomo issued Executive Order (EO) 203, "New York State Police Reform and Reinvention Collaborative (PRRC)," and in August, 2020, a guide to the collaborative process, to institute policing reforms and accountability across NYS. The EO acknowledges NYS's brutal legacy of police violence against people of color.

The EO states, in part: "...government has a responsibility to ensure that all of its citizens are treated equally, fairly, and justly before the law...recent outpouring of protests and demonstrations which have been manifested in every area of the state have illustrated the depth and breadth of the concern...black lives matter...urgent and immediate action is needed to eliminate racial inequities in policing, to modify and modernize policing strategies, policies, procedures, and practices, and to develop practices to better address the particular needs of communities of color to promote public safety, improve community engagement...promote community engagement to foster trust, fairness, and legitimacy, and to address any racial bias and disproportionate policing of communities of color."

The EO mandates the establishment of a panel of community stakeholders to consult on all aspects of policing and develop a comprehensive plan to reduce racial disparities in policing. The plan must be reviewed by the public, incorporate public comments, be ratified by the local legislative body, and submitted to Albany by April 1, 2021.

The PRRC guide provides a detailed framework for evaluating and reforming policing via a community-centered "collaborative process," which should be neither "adversarial nor top-down," further stating that "denial and avoidance is not a successful strategy."

James Baldwin wrote, "Not everything that is faced can be changed, but nothing can be changed until it is faced." Where there isn't an open-minded and respectful reception to these sensitive discussions among law enforcement and community stakeholders, progress and reform cannot be achieved. If progress is to happen, as we demand it must, it's time to stop questioning the existence of systemic racism. It is time to honor with compassion and respect, without defensiveness or denial, the lived experiences of our BIPOC citizens. Together, as a community, we must have the courage, compassion and commitment to interrupt and eliminate racism in our civic and private lives by accepting personal responsibility to empower change.

The EO 203 process in Warwick, led by Supervisor Sweeton, to this point has been entirely inadequate to the goals of identifying and reforming racially biased police policies and practices with community involvement. The EO 203 panel, selected solely by Supervisor Sweeton, does not adequately represent the community as it excludes certain stakeholders recommended by the PRRC guide, undercutting the intention of the EO. Furthermore, there were no translation services available during the panel meetings preventing non-English speaking residents from fully participating in the process.

Only two meetings of Warwick's EO 203 panel have been held in Warwick this fall, barely scratching the surface of these complex

deliberations. The meetings, led by Warwick Town Supervisor Michael Sweeton, were livestreamed via Facebook Live and YouTube, with scant advance public notice. There was no provision for public comment during the meetings in direct violation of the EO and PRRC. Instead, Supervisor Sweeton instructed public comments be directed to his email address preventing the required transparency the EO 203 process was envisioned to promote.

The first panel meeting had significant audio and visual problems such that the public was unable to follow the proceedings. Comments made in the chat during both meetings were ignored. Recently, in response to email requests for a calendar of future public meetings, Supervisor Sweeton confirmed that moving forward, deliberations leading to the drafting of the plan for reform will be private between himself and Warwick's Police Chief with public review only upon completion of their plan, again, in direct violation of the EO and PRRC: "The PRRC was designed to enable all members of the community to participate in reimagining the role of law enforcement. Your process will not be successful if it simply restates the current functions, strategies and operations of the police department, without deep and probing consideration of the perspectives of those who seek reform."

Supervisor Sweeton and local law enforcement officials assert that a record of zero complaints in the last two years proves the absence of racial bias in local policing. This posture dismisses the complex nature and cultural cloaking of structural racism in law enforcement, specifically its chilling effect on victims' willingness to file a bias complaint with the very agency that denies the existence of racial bias within its ranks. It undermines the goal of the EO: to build trust between affected communities and law enforcement through a shared commitment to frank, respectful dialogue and meaningful reform.

Any effort at reform must begin with a collective declaration that there is room for reform in local law enforcement. There has been no unanimous declaration of common purpose among members of Supervisor Sweeton's EO203 panel, even though the governor's resolution provides the very language behind which that consensus could be expressed.

There is still time, until April 2021, to infuse the EO 203 process with the energy, diversity, specificity and commitment to true reform that our community demands. We respectfully demand that Supervisor Sweeton take the following actions, at a minimum, to build inclusion while enhancing the effectiveness of the EO 203 process:

- Hold additional public meetings structured around the discussion points outlined in the PRRC;
- Publish/post meeting agendas a week in advance and post meeting minutes within 3 days of meetings;
- Provide the opportunity for public participation and comment during meetings and then actively work to incorporate public comments into the report to the State, and
- Publish/post a timeline for the remaining rollout of the EO process including a calendar of future meetings, report preparation, report review, and report submission to the public, as soon as possible.

The public's trust in the integrity of reforms issued as a result of this process will relate directly to the transparency and community participation that Supervisor Sweeton promotes during this process. The remaining work must be predicated on a public statement by all panel participants that Black Lives Matter, and an acknowledgement of NYS's history of brutality against communities of color. These deliberations are vital to the advancement of racial equity and the elimination of structural racism in our system of law enforcement.

Signed,

Patricia McMillan  
Joan Tirrell  
John Whittaker  
Clement Ceccarelli  
Ian T. Ceccarelli  
Sabrina Jennings  
Luisa Fuentes, Esq.  
Susan McDonald  
Warwick Democratic Committee  
(WDC)  
Christine Stage  
Kory Trolie  
Timothy Hull  
Allen Clarkson

Dixie Comeau  
Greg Galluccio  
Charlene Hirschberg  
Lauren Vitkovsky  
Michael Gurvich  
Marjory Warren  
Elena Valentino  
Elizabeth Moss  
Roger Moss  
Carole Howard  
Geoff Howard  
Rachel Durland  
Alan Schaffer  
Roselyn Gitt

Brian Gitt  
Raven Featherclaw  
Amanda Garcia  
Kathy Zintel  
Scott Zintel  
Danielle Barbour  
Ann Sinisi  
Steve Laico  
Beth Mindes  
Phyllis Lehman  
Barbara Bald  
Alice McMechan  
Lucas Durland  
Roseanne Esposito

Manolin Tirado  
Jonathan Talbot  
Irene Schacher  
Jerard Schacher  
Ellen MacDonald  
Raina Stubbs  
Patricia DeBruhl  
Charlotte T. Trott  
Dr. Deborah Bernstein  
Dr. Robert McGrath  
Kelly Lauder  
Kenneth Gallagher  
Carly Foster

**From:** Ben Stanley [REDACTED]  
**Sent:** Saturday, February 20, 2021 5:04 PM  
**To:** Town Supervisors Confidential Secretary  
**Subject:** Comments to EO 203 Plan

Hello,

I have read the draft plan from the website and I think its a very informative and appropriately addresses the requirements of the Executive Order issued by the Governors office. My only suggestion is that plan includes benchmarking and collaboration with other law enforcement agencies that have faced challenges with police reform and the community to compare programs and look for any possible gaps. Perhaps a meeting (virtual of course!) with representatives from larger agencies in cities like Oakland California, Atlanta Georgia or Houston Texas would provide further insight and information that would be useful. They do not likely have the same program requirements, but I am pretty sure they are dealing with similar issues on a larger scale.

Also - I wish to thank the Town of Warwick PD for the continued excellent service in the community.

Ben Stanley  
Warwick Resident.

Sent with [ProtonMail](#) Secure Email.

**From:** Katherine M. Brieger [REDACTED]  
**Sent:** Monday, March 1, 2021 1:38 PM  
**To:** Michael Sweeton <[msweeton@townofwarwick.org](mailto:msweeton@townofwarwick.org)>  
**Subject:** WAMC Completed Review for EO 203 Police Reform and Prevention

Dear Michael, Thank you again for including WAMC in this process of EO 203. We have responded with our final comments attached. Please let me know if there are any questions. Thank you, Kathy



Katherine Brieger, MA, RD, CCE  
Executive Director of Planetree

Executive Offices - Peekskill  
1200 Brown Street Peekskill, NY 10566

[REDACTED]  
[sunriver.org](http://sunriver.org)

Hudson River Health Care (HRHCare)  
and Brightpoint are now Sun River Health

## **EO 203-Police Reform and Prevention Collaborative Plan**

### **Warwick Area Migrant Committee:**

Recommendations submitted by Katherine Brieger, Executive Director WAMC

February 27, 2021

#### **To Michael Sweeton:**

Thank you for inviting the Warwick Area Migrant Committee to participate in the Governor's Police Review Committee. I have been discussing and interviewing our members and have some final comments. We appreciate being a part of this process. The Town of Warwick is a beautiful place to live and we all would like to continue to enhance it in all ways for all people. The community is stronger when all voices are heard and when there is the ability to work in unison on concerns that face us all.

This process reminds me of the founding of WAMC more than 62 years ago. The Warwick community came together to assess and offer improvements for farmworkers coming as migrants to this area. The group that gathered were diverse-farmers, teachers, community members, religious leaders and farmworkers. While they had some difficult conversations in the early sixties -out of their work, the Alamo Community Health Center was established, the day care for children of agricultural workers was established and many other services that have added to the quality of life in the Town of Warwick. This includes general members of the public.

#### **Town of Warwick Identification Cards:**

There is strong agreement from the Warwick Area Migrant Committee and the people we serve, that Town of Warwick Identification cards would facilitate improved interactions with the police force. We commend the use of these cards in the Village of Warwick and would like to see them added to the Town of Warwick. Farmworkers have requested this as it will help if the police are called to their residence, picking up their children in our schools and for medical emergencies.

#### **On-going Community Engagement:**

The work of the Committee represents a beginning of a dialogue. We are in full support of continuing this dialogue with community members. We appreciate the willingness, of Town Supervisor, Michael Sweeton's part, to continue meeting with the community to discuss any areas that come up. Establishment of a council, open to the public, will offer an opportunity for exchange of ideas and information about community matters. This on-going dialogue may help to promote an inclusive process and an opportunity to truly hear each other. The more opportunities we have as a community to build on these understandings, the stronger we will be.

### **Use of Data:**

Regular reporting on the data from the police department will assist in transparency. The number of calls for police and trending will assist in linking other services and programs to community members. This is especially important when we consider the mental health and medical calls that have been more prevalent during this COVID year.

### **Work with Community Groups:**

Informal meetings with different community groups would also help to foster stronger connections. This would help to identify concerns before there is escalation of issues. This improves the safety of all-officers and community members.

### **Recruitment of a Diverse Police Force:**

We have learned that the local police force use the list of people from civil service. So there may be some other efforts that are needed to promote diversity in applicants. Efforts to diversify the police force in communities may require connections to local police members in talking to interested students. The Warwick High School's Criminal Justice program is a good example of how we can encourage and promote a diverse pool of candidates to take the exam.

### **Use of Force Policy:**

#### **Recommendations:**

- Duty to intervene statement-it should be explicit that the officer has an obligation to intervene even if the offending officer is their superior and there should be disciplinary action taken for those who don't intervene.
- Recommend moving the medical assistance section 300.6 up to the top so that it is clear that there is duty to intervene **and to** provide medical assistance.
- We should consider adding a couple of items to the use of force policy. Many of this recommendation are supported by the PERF (Police Executive Research Forum), International Association of Chiefs of Police (IACP) and advocacy groups such as Campaign Zero.

#### **Those items are:**

- A focus on de-escalation as the first step. Although the Warwick policy mentions de-escalation -there are only 4 lines to the topic. It would be better to see this prioritized by putting at the top of policy and making it more robust.
- Include a clear expectation that officers re-assess their use of force throughout the encounter.
- Include a test of proportionality and a prohibition against using force if person is in restraints.

### Some references:

The National Consensus Policy and Discussion Paper on Use of Force produced by the International Associations of Chief of Police notes that:

- Physical force shall not be used against individuals in restraints,
- Only the minimal amount of force necessary to control the situation shall be used.
- Advocacy groups and common sense also support the addition of these prohibitions.

Policies should require the police to consider proportionality and to focus on de-escalation when they first approach an individual and to continually reassess proportionality as the situation evolves. To aid in this assessment, policies should include a list of questions for officers to ask themselves, such as the following:

- Am I using only the minimum level of force necessary?
- Are there non-physical, less-injurious options available?
- Is there **someone other than law enforcement** who could and should be here? We have talked about having Mental Health advisors to assist in some situations as an example.

I have attached some of the research that supports these recommendations: National Consensus; Campaign Zero and PERF.

**From:** Michael Sweeton <[msweeton@townofwarwick.org](mailto:msweeton@townofwarwick.org)>

**Date:** March 5, 2021 at 5:51:25 AM EST

**To:** shawnee moore [REDACTED]

**Subject:** Re: Suggestions

Thank you for your comments and for serving as well. Will consider it all as we move this forward.

As an answer to your questions:

1. We have 1 officer who is African-American, 1 officer who is Hispanic, one dispatcher who is Hispanic , 3 female officers and 4 female dispatchers
2. We use our presence in the schools to talk to young people about a career in police thru the schools criminal justice program and in day to day interactions. We also have participated in career days each year at the school and with the chamber of commerce. Recruitment is an area that we will examine for additional ways to encourage more POC to enter this field.

Thank you again for your insight and I do look forward to listening to more of your thoughts.

Mike

Sent from my iPhone

On Mar 4, 2021, at 9:22 PM, shawnee moore [REDACTED] wrote:

Good evening Supvr. Sweeton,

I hope you and your family are well. I have attached a revision to the language presented in one of the Town of Warwick Police Department policies...Use of Force. Please review it with Chief McGovern and consider possible adoption, revision or expansion for the Town Board meeting this Summer.

I look forward to the upcoming virtual meeting to get public comments on the Reform and Reinvention Plan. To that end, I do have a couple of questions.

-How does the Warwick Police Department currently "encourage" people of color to become officers?

-What is the racial makeup of the current police department?

We, as a committee, never answered the very important question of what goals we want our police department to accomplish.

Hopefully, this will be a continuing conversation.

All the best,

Shawnee Moore



**From:** [REDACTED]  
**Date:** March 8, 2021 at 7:38:32 PM EST  
**To:** Michael Sweeton <[msweeton@townofwarwick.org](mailto:msweeton@townofwarwick.org)>  
**Subject:** general  
**Reply-To:** [REDACTED]

Dear Supervisor Sweeton,

I have been a resident of Warwick for over 15 years. I left a small town in northern Bergen County to come to this town because it reminded me of that close knit feeling between the residents and the rest of the small town feel that I had lost. I am now 68 yrs. old. Things have changed here in Warwick since then. It has become a destination point for many people from well outside this area. We have wineries, farm markets, apple picking, pumpkin picking, a drive in movie, you name it. There is nothing wrong with this as it has boosted the local economy tremendously and I feel you are a good part of the reason why. Along with this growth is the necessary increase in the presence of law enforcement.

I grew up in the late 60s, 70s and beyond and have experienced all walks of life. I have found that if you treat people, no matter what their occupation is with respect, guess what, you get it in return. I have had interactions with many varied occupations. Doctors, lawyers, rap stars, actors and actresses, sports figures, waste collectors, pipefitters, and also law enforcement. I give respect, I get it in return.

I have had interaction with our local law enforcement on occasion and always have had very reasonable results. I have given and received respect whether I was right or wrong. Again, respect gets respect.

To me on the outside it appears a group is intent on driving a wedge between the efforts you are putting forth to better our town within the limitations you are governed by. Hopefully they will not succeed. Understand nothing is perfect and there is always room for improvement, however, I feel you are doing what is best for the future of Warwick and hope it continues.

Thank you for your efforts,

Drew A. Bagin

---

**From:** John Fischer [REDACTED]  
**Sent:** Tuesday, March 9, 2021 12:12 PM  
**To:** Michael Sweeton <[msweeton@townofwarwick.org](mailto:msweeton@townofwarwick.org)>  
**Subject:** EO203, Police Reform and Reinvention

Honorable Michael Sweeton,

I have lived in Warwick for 35 years and have been in business in Warwick for 23 years this June. Warwick is a town full of wonderful people. Raising my family and being in business in this great little community has been a dream come true. During my tenure here in Warwick I have made some wonderful friendships among the business community and residents alike.

I know most of the fine women and men of The Warwick Police Department. Here at my shop I do some of the maintenance on the police vehicles. Over the years, many of the Police Officers and I have become personal friends. I have had quite a bit of contact with the Policeman, Sergeants, Detectives, Lieutenant Radar and Chief McGovern.

Knowing these women and men, as I do, I felt compelled to write you. Simply, I just don't see or have I ever heard a word of racism from our police department. This is not New York City or Houston where I'm sure those problems do exist. This is a great community where as far as I can see we all seem to take care of each other.

The folks that are promoting this retraining are well intentioned, but this is just not necessary in Warwick.

Just my opinion.

Sincerely,

John Fischer

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**From:** John Christison [REDACTED]  
**Sent:** Tuesday, March 9, 2021 2:54 PM  
**To:** Michael Sweeton <[msweeton@townofwarwick.org](mailto:msweeton@townofwarwick.org)>  
**Subject:**

Dear Supervisor Sweeton,

I have been a resident of the Town of Warwick for thirty five years. I have owned a local business for the same time frame. It has been my pleasure to interact with the men and women of the police department throughout the years. I have always been treated fairly, even when I may have been at fault. I have never seen anyone treated disrespectfully or with prejudice.

It is obvious, to the point of transparency, that this is a politically motivated process. It seems that the same core group of complainers are driving the opposition to your efforts. I guess it's not so hard to believe when you consider the governor is behind this : A guy that has killed more New Yorkers in one year than the police have in 100 years. Be confident that the vast majority of the town residents support the police in your efforts are skeptical of this process.

Sincerely,  
John Christison

# Edward Mullins

PO Box 94  
Sugar Loaf, New York 10981

March 9, 2021

Mr Michael Sweeton, Town Supervisor  
Town of Warwick  
132 Kings Highway  
Warwick, New York 10990

Dear Supervisor Sweeton,

I am a police sergeant employed by the Town of Warwick for the past thirty (30) years in addition to the past president of the Warwick Police Benevolent Association. During my tenure, the Warwick Police Benevolent Association has undertaken a number of efforts to encourage, mentor, and provide information and assistance to people looking to enter a career in law enforcement.

The Warwick Police Benevolent Association maintains social media accounts on several platforms. We encourage candidates to use our on line presence to find employment opportunities in a variety of Federal, State and local agencies. The social media page is also used to provide information and instruction on application deadlines and to share useful information to help candidates succeed.

The Warwick Police Department and the Warwick Police Benevolent Association have been participating in a number of activities to help encourage candidates. High School job fairs, Boy Scout and Girl Scout tours and lectures, college internships, several student film projects, ride along patrols with high school and college students and the routine conversations that officers have with people who have questions about the process of becoming a police officer.

Sadly, our efforts to reach out to a more diverse candidate pool during the most recent Police Officer Civil Service test were hindered when the social media platform censored our efforts by blocking and removing recruitment posts (see attached)

Recruitment challenges are a nationwide concern:

- The number of new recruits has been in dropping for years, with some departments reporting a drop between 50% and 70% in new job applications since 2015. Rural and suburban recruitment often suffers because people choose to take more flexible, higher paying jobs in other markets or at more urban police departments.
- Nationwide, law enforcement agencies have experienced high applicant disqualification rates in their attempts to fill existing vacancies. Statistics suggest that there may not be sufficient numbers of interested and qualified applicants to fill the positions available, especially when the field is aspiring to recruit the best of the best.

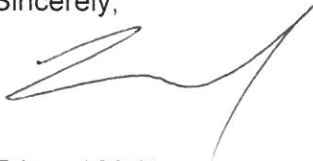
- Recruiting minority officers will take patients and greater outreach. A contemporary and relevant recruitment plan may help address a critical shortage in entry-level law enforcement. This will ultimately strengthen succession planning.
- Departments say they just can't attract enough minority applicants "Cedric Alexander, the public safety director in DeKalb County, Ga., admits that there's something to this complaint. "Many young people today, particularly of color, have far more opportunities Today, Alexander finds young black people more likely to dismiss the idea of becoming a police officer — but he says that's no excuse to give up on diversity."

When departments are losing officers faster than they can be replaced it makes it unsafe for community and the officers. If there are not qualified candidates to hire, all the technological advances, increased sensitivity, cultural awareness, improved training, and strengthened leadership will be pointless.

Recruitment of qualified candidates will continue to be an issue. Recruitment of diverse candidates in an anti-law enforcement climate adds an additional obstacle. State and local Civil Service Laws that provide regulation over the hiring process are both helpful in preventing interference in a police officer's ability to operate in fear of reprisal sometimes slow the hiring process down. Quick changes without reflection on the impact often lead to the same undesirable results we have experienced with New York State's Criminal Justice Reform.

Perhaps a survey of young people to explore the advantages and barriers to a career in law enforcement would be of benefit to finding a solution to future recruitment.

Sincerely,

A handwritten signature in black ink, appearing to read 'Edward Mullins', with a stylized, sweeping flourish extending from the end.

Edward Mullins





## Action Blocked

You're temporarily restricted from joining and posting to groups until tomorrow at 5:52 AM.

If you think this doesn't go against our Community Standards [let us know](#).

Okay







## Edward Mullins

REMINDER: The final day to personally deliver the application for Orange County Civil Service exam for Police Officer/Deputy Sheriff is TODAY July 3, 2019.

The overlords at Facebook did their best to obstruct recruitment efforts to reach out to a diverse groups of applicants by blocking my ability to post information and reminders about this test.

Zero response from those who sit at the censorship switch after numerous inquiries and appeals regarding the restrictions placed on my account. Each appeal resulted in the censorship minions extending those restrictions.



One would think Facebook toadies would applaud recruitment efforts. Their anti law enforcement bias in this case blatant and obvious.

Some time in the near future, these titans of social(ism) media may be called to answer for their tinkering. Remember this incident as one of those examples.

For those who plan to take the test. Good luck, study hard and start working on those physical agility components.

Mobile Uploads · Jul 3, 2019 · 

[Tag Photo](#) · [Add Location](#) · [View Full Size](#) · [Make Profile Picture](#) · [More Options](#)



Like



Comment



Share







# POLICE OFFICER EXAM



## Warwick Police Benevolent Association, Inc.

Reminder - Applications for  
Police Officer/Deputy Sheriff  
Civil Service Exam must be  
postmarked by the last filing  
date of Mon. Jul 1 or be  
physically brought in to the  
Human Resources Office at  
Government Center in Goshen  
by close of business July 3,  
2019.

Do not forget to read all of the  
instructions (and include the  
application fee)



## Edward Mullins

REMINDER: The final day  
to personally deliver the  
application for Orange  
County Civil Service exam



**From:** James Mack [REDACTED]  
**Sent:** Friday, March 12, 2021 9:53 AM  
**To:** Michael Sweeton <[msweeton@townofwarwick.org](mailto:msweeton@townofwarwick.org)>  
**Subject:** The Warwick Police Department

Mike,

My wife and I have lived in Warwick for 10 years. We have an 8 and 6 year old in the Warwick Central School District. Following are three insights where we appreciate you and the Warwick Police Department.

- In 2020 there was a BLM protest in downtown Warwick. It is an American right, and in our view almost a duty, for citizens to peaceably protest. We did not protest but supported our neighbors' right to peaceably protest. The Warwick Police Department and other police agencies were on hand to ensure that the protestors, the businesses, and the community were safe. This peaceful protest was not achieved in many towns/cities, most with more resources than Warwick, but a peaceful protest was achieved here. Other towns/cities should study what you did to achieve this. Thank you and congrats to you and the police department for pulling this off.

- Warwick schools are above average in almost every metric we see. We were delighted to see the Warwick Schools request (and pay for) Warwick Police Officers to be at every physical school building in Warwick. What we see, and like more than anticipated, is that our children say hello to these Police Officers when they are not in school. My children's first interaction with police officers is not drinking underage late at night - but in school and saying hello to the police we taxpayers pay to protect and serve all of us. Warms my heart. Thank you Warwick Police.

(My wife and I were 6th graders in an upstate NY school where a teacher was shot, and students had to take the gun away from another student as several other shots were fired down the hall from our classroom. If there was a police officer in the school, we believe, this event might have not happened.)

- We have spoken to the police probably ~20 times in 10 years - letting them know when we are out of town, a random DWI checkpoint, a suspicious character on our street, our house caught fire, etc. - They have been responsive, polite, and epitomize "serve and protect" with each interaction.

We believe there might be some problems with policing in other municipalities but we have not seen, heard, or experienced any problems with the police in Warwick. We have friends in Warwick of different races, and certainly beliefs, and have simply not heard of any bad interactions citizens of Warwick have had with the Warwick Police Department.

So - in no small way - thank you. Keep up the good work and please share this with the police department if you see fit.

-Jimmy Mack  
[REDACTED]

Warwick, NY 10990

## Michael Sweeton

---

**From:** James Mack [REDACTED]  
**Sent:** Friday, March 12, 2021 9:53 AM  
**To:** Michael Sweeton  
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So - in no small way - thank you. Keep up the good work and please share this with the police department if you see fit.

-Jimmy Mack  
[REDACTED]  
Warwick, NY 10990  
[REDACTED]

## Michael Sweeton

---

**From:** [REDACTED]  
**Sent:** Wednesday, March 10, 2021 2:15 PM  
**To:** Michael Sweeton  
**Subject:** Police Reform Meeting

Good morning Michael,

I got home from work late and missed most of the meeting last night and didn't get a chance to speak. I have a few comments from what I did hear and have heard from some of the people who spoke.

I do not agree with many of the points in the article in the advertiser they bought and some of what I heard last night.

1. They are starting from a place that defies facts and statistics. Although the rhetoric and media coverage would have you believe otherwise, there is no war on unarmed men of color by the police. Police shootings have declined dramatically over the years and there are actually more white males shot by police than male blacks. Was the George Floyd incident terrible to watch? Of course, but it is one of a minute number of isolated incidents that have been publicized and manipulated for political and ideological reasons.

2. The phony statements about getting cops out of the classroom is disingenuous at best and outright false. As far as I know Cops are not in the classroom anywhere. They ordinarily patrol outside and the common hallway areas at most. But they are there as a deterrent and in case they are needed. The vast majority of parents want these school officers at the schools. It is only the anti-police faction that is making it a political rather than a safety issue.

3. I was extremely disturbed by some of the people who spoke, particularly Patricia McMillan and Luisa Fuentes and also I believe a Mary Tyrell (sp.). McMillan and Fuentes are both outspoken critics of police in general and are pushing a radical anti-police agenda. They have insulted and demeaned the good volunteers of the local fire department and branded them racist with nothing more than a well intentioned sign. They have further branded our 7 new officers as implicitly racist because they are white. This, without any evidence other than the color of their skin.

I was also disturbed about the mudslinging in the comments about one member of the panel who is a former officer.

4. Without a shred of evidence, or a single documented incident they have smeared the good people of Warwick both in print and social media as racists and white supremacists.

5. Finally, they are trying to bully their way to an agenda that is antithetical to everything that is good about our town and country. They shut down opposing viewpoints and opinion by the arbitrary use of the race/bigot card at anyone who speaks up.

As a 35 year member of the New York City Police Department and resident of Warwick I have encountered and seen nothing personally or through many friends of diverse backgrounds, any of the blatant racism they are alleging, without evidence.

Are reforms needed in dealing with issues of mental health and police response? Of course, let's have that discussion, but let's not throw out the baby with the bathwater. Our police are good, hard working professionals doing God's work under tremendously tough circumstances. Let's support them and give them the help they need to keep us safe. We, the good hard working people of Warwick fully support them and expect our leaders to do so as well. Despite the few naysayers and activists with a social agenda, the overwhelming majority of Warwickians are behind our police.

If possible to relay this to our Chief and other board members please do as I saw no email listed for them.

Thank you for your time,  
James McGeown  
Warwick Resident

## **Town Supervisors Confidential Secretary**

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**From:** Patty Cook [REDACTED]  
**Sent:** Tuesday, March 09, 2021 5:17 PM  
**To:** Town Supervisors Confidential Secretary  
**Subject:** question for Meeting tonight on EO 203

Hello,

I am concerned about the recent news reports linking police officers to right wing militia groups such as the Oath Keepers, Proud Boys etc. It seems that these hate groups recruit members from the military and police force. Like many Warwick residents, I was shocked to see that the FBI had identified one of the insurrectionists at the Capitol on January 6th as a local resident and former Marine. This man was violent and injured a Capitol policeman. Another article about a local police officer who had been a member of the Oath Keepers really raises concerns.

What can be done to address this problem and make sure that our police officers are not affiliated with any group that promote white supremacy or use of violence.

Thank you,  
Patty Cook

Mike  
Email forwarded to you. f

**Town Supervisors Confidential Secretary**

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**From:** [REDACTED]  
**Sent:** Sunday, March 07, 2021 3:09 PM  
**To:** Town Supervisors Confidential Secretary  
**Subject:** EO 203

CC:TBDD

Dear Supervisor Sweeton and Town Board,

After the events of Jan. 6, I think it is incumbent on the board to include in police policies and procedures the following:

No member of the Warwick Police Force may be a member of an extremist group or participate in the activities of an extremist group.

I also urge you to determine whether anyone on our police force was involved in the storming of the Capitol on Jan. 6. I am assuming none of our police would be involved, but if they were, I would expect you to take disciplinary action, including possible expulsion.

Thank you.  
Mary Makofske

Mike - Email forwarded to you, P

**Town Supervisors Confidential Secretary**

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**From:** [REDACTED]  
**Sent:** Sunday, March 07, 2021 3:03 PM  
**To:** Town Supervisors Confidential Secretary  
**Subject:** Questions/comments on EO 203

CC: TBD ✓

Dear Supervisor Sweeton and Town Board,

I hope you can address the following questions/comments regarding the EO 203 process:

- Who will conduct the implicit bias training? Will it be interactive, or merely lectures? Will there be follow-up to this within the department? (Sitting through a lecture/Power Point session is not enough).
- How will complaints from the public be handled? Can mediation be used?
- I would welcome workshops on police/civilian interaction, but what will be the format? I hope not just the police saying this is what the public should do. This must be a dialogue.
- Who will create the annual community survey? Will community members be involved with this? Will its results be made public or result in a public meeting?
- While I am glad the department is taking a stand against hate, how is "hate" defined? Graffiti? Verbal slurs? Harassment? Physical attacks? Rallies? Posts on social media? How does this work considering freedom of speech issues? Is it necessary to define an act of hate, or do vandalism, harassment, threats of violence, destruction of property, and assault cover this?
- At a previous meeting, Supervisor Sweeton said he would welcome a community discussion about race. I hope that will occur in the future, and I would like to see the community involved in this. A format involving elected officials, but not run by them.
- Will there be a public hearing at which the public can speak regarding EO 203?

Thank you.

Mary Makofske

Mike - Email forwarded  
to you. &

**Town Supervisors Confidential Secretary**

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CC: + BD ✓

**From:** [REDACTED]  
**Sent:** Sunday, March 07, 2021 2:51 PM  
**To:** Town Supervisors Confidential Secretary  
**Subject:** Comments on EO 203  
**Attachments:** Lexipol.docx

Dear Supervisor Sweeton and Town Board,

I was disappointed to see that the town decided to choose Lexipol as its source for police procedures. It seems that Lexipol has the reputation of being primarily concerned with having police departments avoid litigation, but perhaps less concerned with crafting policies that would serve the community and thus be more likely to avoid litigation. Also, this company is not open about its sources for its manual. Other non-profit or governmental organizations offer the similar services and share their information, and I wonder why Lexipol was chosen. I have attached comments on Lexipol, the longer of which is from the Texas Law Review. It may be too late to change this choice now, but if in the future the manual comes up for review, I hope you will take into account that other sources are available which might better serve our community and police force.

Thank you.  
Mary Makofske



## Michael Sweeton

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**From:** tirrell [REDACTED]  
**Sent:** Wednesday, February 24, 2021 1:16 PM  
**To:** Michael Sweeton  
**Subject:** for the EO203 public comment record  
**Attachments:** IMG\_0717.jpg; lte jan 6 and law enforcement.docx

Dear Supervisor Sweeton,

Please add this lte that ran in the Advertiser on January 22, 2021, on the subject of the January 6th violent insurrection at our Capitol, on law enforcement's participation in the violent attack on fellow officers, and the EO203 process in Warwick, to the EO203 Public Comment/Press record posted on the Town website.

Thank you very much for your attention.

Sincerely,

Joan Tirrell

# Law enforcement and January 6, 2021

The catastrophic security failures which resulted in the breaching, destruction and death at the Capitol last week shook my core. I watched the ghastly attack unfold on television, grieving as domestic terrorists, bent on crushing our democracy, rammed doors and shattered windows. Rampaging through the labyrinthian halls of Congress, the armed insurrectionists invaded the House chamber, vandalized and plundered offices, including that of the Speaker of the House.

Six people died and scores were injured.

To the backdrop of gunfire and raging mobs chanting "Hang Mike Pence," "Get Pelosi," congressional staff and members huddled in fear of their lives, not knowing if the door behind which they crouched was the next to be breached. The rampaging mob laid siege, with little resistance, for more than hours: an epic failure of law enforcement at all levels.

*The New York Times* reported on Jan. 12 that federal officials have arrested members of law enforcement in Florida, New York, Texas and Maryland for their participation in the crimes of last Wednesday. An attorney for one of the accused officers stated: "The president and the Capitol Police encouraged despicable behavior..., Capitol law enforcement were recorded taking selfies with the insurrectionists."

"'There was some degree of complicitness...' Sabrina Karim, a professor of government at Cornell who studies global

policing, told Vox. 'Some of that likely stems from similarities in ideology between some police and some of the rioters, with 'blue lives matter' signs seen alongside Confederate flags and other racist imagery during the riot. White supremacy has really crept into police forces,' Karim said."

We must face head on the truth behind this national tragedy: that some law enforcement officers as well as active and retired military members, from cities and small towns alike, participated in this insurrection and identify with white nationalist, Nazi, xenophobic and anti-democratic ideologies that define Trumpism. These views have found covert welcome in the cultures of local institutions we rely upon to protect and serve all citizens equally.

The federal investigation has uncovered thus far a significant infiltration of white nationalism in law enforcement and identified its centrality in enabling last week's savaging of our nation's Capitol.

Every American should demand a closer look at what we cannot easily discern behind the uniformly blue exterior: where is racial bias lurking in our local law enforcement culture and what are we as community members, going to do about it?

Supervisor Sweeton: as a start, a far more earnest, inclusive, public EO203 process is urgently needed.

**Joan Tirrell**  
**Warwick**

## Michael Sweeton

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**From:** Town Supervisors Confidential Secretary  
**Sent:** Monday, February 22, 2021 9:25 AM  
**To:** Michael Sweeton  
**Subject:** FW: Comments to EO 203 Plan

**From:** Ben Stanley [REDACTED]  
**Sent:** Saturday, February 20, 2021 5:04 PM  
**To:** Town Supervisors Confidential Secretary  
**Subject:** Comments to EO 203 Plan

Hello,

I have read the draft plan from the website and I think its a very informative and appropriately addresses the requirements of the Executive Order issued by the Governors office. My only suggestion is that plan includes benchmarking and collaboration with other law enforcement agencies that have faced challenges with police reform and the community to compare programs and look for any possible gaps. Perhaps a meeting (virtual of course!) with representatives from larger agencies in cities like Oakland California, Atlanta Georgia or Houston Texas would provide further insight and information that would be useful. They do not likely have the same program requirements, but I am pretty sure they are dealing with similar issues on a larger scale.

Also - I wish to thank the Town of Warwick PD for the continued excellent service in the community.

Ben Stanley  
Warwick Resident.

Sent with ProtonMail Secure Email.

## Michael Sweeton

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**From:** tirrell [REDACTED]  
**Sent:** Wednesday, February 24, 2021 1:00 PM  
**To:** Michael Sweeton  
**Subject:** for the EO203 Press/Public comment record  
**Attachments:** WVDispatch - Open Letter Re EO 203 - Final - 2.9.21.pdf

Hello Supervisor Sweeton. Please add this open letter addressed to you and the Warwick Community, on the EO203 process in Warwick, signed by over 50 Warwick residents, to the Public Comment/Press record posted on the Town website.

Thank you very much for your cooperation.

Sincerely,

Joan Tirrell

## "Open Letter to Supervisor Sweeton and the Warwick Community on Executive Order 203 - New York State Police Reform and Reinvention Collaborative"

The renewed national reckoning on racial justice, sparked by the death of George Floyd in May 2020, came to Warwick during a series of peaceful marches and rallies for Black Lives last summer and fall.

Speaking to hundreds assembled on Railroad Green, members of Warwick's Black, Indigenous, and People of Color (BIPOC) community, among them clergy, teachers, community leaders, students, and youth, bravely shared their personal experiences of racism and racial profiling. Common truths arose from their narratives - that racism exists everywhere and when denied or left unaddressed, trust in a community's social and civic structures and values is seriously undermined.

In June, 2020, in response to police-involved deaths and racially-biased law enforcement, Governor Cuomo issued Executive Order (EO) 203, "New York State Police Reform and Reinvention Collaborative (PRRC)," and in August, 2020, a guide to the collaborative process, to institute policing reforms and accountability across NYS. The EO acknowledges NYS's brutal legacy of police violence against people of color.

The EO states, in part: "...government has a responsibility to ensure that all of its citizens are treated equally, fairly, and justly before the law...recent outpouring of protests and demonstrations which have been manifested in every area of the state have illustrated the depth and breadth of the concern...black lives matter...urgent and immediate action is needed to eliminate racial inequities in policing, to modify and modernize policing strategies, policies, procedures, and practices, and to develop practices to better address the particular needs of communities of color to promote public safety, improve community engagement...promote community engagement to foster trust, fairness, and legitimacy, and to address any racial bias and disproportionate policing of communities of color."

The EO mandates the establishment of a panel of community stakeholders to consult on all aspects of policing and develop a comprehensive plan to reduce racial disparities in policing. The plan must be reviewed by the public, incorporate public comments, be ratified by the local legislative body, and submitted to Albany by April 1, 2021.

The PRRC guide provides a detailed framework for evaluating and reforming policing via a community-centered "collaborative process," which should be neither "adversarial nor top-down," further stating that "denial and avoidance is not a successful strategy."

James Baldwin wrote, "Not everything that is faced can be changed, but nothing can be changed until it is faced." Where there isn't an open-minded and respectful reception to these sensitive discussions among law enforcement and community stakeholders, progress and reform cannot be achieved. If progress is to happen, as we demand it must, it's time to stop questioning the existence of systemic racism. It is time to honor with compassion and respect, without defensiveness or denial, the lived experiences of our BIPOC citizens. Together, as a community, we must have the courage, compassion and commitment to interrupt and eliminate racism in our civic and private lives by accepting personal responsibility to empower change.

The EO 203 process in Warwick, led by Supervisor Sweeton, to this point has been entirely inadequate to the goals of identifying and reforming racially biased police policies and practices with community involvement. The EO 203 panel, selected solely by Supervisor Sweeton, does not adequately represent the community as it excludes certain stakeholders recommended by the PRRC guide, undercutting the intention of the EO. Furthermore, there were no translation services available during the panel meetings preventing non-English speaking residents from fully participating in the process.

Only two meetings of Warwick's EO 203 panel have been held in Warwick this fall, barely scratching the surface of these complex

deliberations. The meetings, led by Warwick Town Supervisor Michael Sweeton, were livestreamed via Facebook Live and YouTube, with scant advance public notice. There was no provision for public comment during the meetings in direct violation of the EO and PRRC. Instead, Supervisor Sweeton instructed public comments be directed to his email address preventing the required transparency the EO 203 process was envisioned to promote.

The first panel meeting had significant audio and visual problems such that the public was unable to follow the proceedings. Comments made in the chat during both meetings were ignored. Recently, in response to email requests for a calendar of future public meetings, Supervisor Sweeton confirmed that moving forward, deliberations leading to the drafting of the plan for reform will be private between himself and Warwick's Police Chief with public review only upon completion of their plan, again, in direct violation of the EO and PRRC. The PRRC was designed to enable all members of the community to participate in reimagining the role of law enforcement. Your process will not be successful if it simply restates the current functions, strategies and operations of the police department, without deep and probing consideration of the perspectives of those who seek reform."

Supervisor Sweeton and local law enforcement officials assert that a record of zero complaints in the last two years proves the absence of racial bias in local policing. This posture dismisses the complex nature and cultural cloaking of structural racism in law enforcement, specifically its chilling effect on victims' willingness to file a bias complaint with the very agency that denies the existence of racial bias within its ranks. It undermines the goal of the EO: to build trust between affected communities and law enforcement through a shared commitment to frank, respectful dialogue and meaningful reform.

Any effort at reform must begin with a collective declaration that there is room for reform in local law enforcement. There has been no unanimous declaration of common purpose among members of Supervisor Sweeton's EO203 panel, even though the governor's resolution provides the very language behind which that consensus could be expressed.

There is still time, until April 2021, to infuse the EO 203 process with the energy, diversity, specificity and commitment to true reform that our community demands. We respectfully demand that Supervisor Sweeton take the following actions, at a minimum, to build inclusion while enhancing the effectiveness of the EO 203 process:

- Hold additional public meetings structured around the discussion points outlined in the PRRC;
- Publish/post meeting agendas a week in advance and post meeting minutes within 3 days of meetings;
- Provide the opportunity for public participation and comment during meetings and then actively work to incorporate public comments into the report to the State, and
- Publish/post a timeline for the remaining rollout of the EO process including a calendar of future meetings, report preparation, report review, and report submission to the public, as soon as possible.

The public's trust in the integrity of reforms issued as a result of this process will relate directly to the transparency and community participation that Supervisor Sweeton promotes during this process. The remaining work must be predicated on a public statement by all panel participants that Black Lives Matter, and an acknowledgement of NYS's history of brutality against communities of color. These deliberations are vital to the advancement of racial equity and the elimination of structural racism in our system of law enforcement.

Signed,

Patricia McMillan  
Joan Tirrell  
John Whittaker  
Clement Ceccarelli  
Ian T. Ceccarelli  
Sabrina Jennings  
Luisa Fuentes, Esq.  
Susan McDonald  
Warwick Democratic Committee  
(WDC)  
Christine Stage  
Kory Trolie  
Timothy Hull  
Allen Clarkson

Dixie Comeau  
Greg Galluccio  
Charlene Hirschberg  
Lauren Vitkovsky  
Michael Gurvich  
Marjory Warren  
Elena Valentino  
Elizabeth Moss  
Roger Moss  
Carole Howard  
Geoff Howard  
Rachel Durland  
Alan Schaffer  
Roselyn Gitt

Brian Gitt  
Raven Featherclaw  
Amanda Garcia  
Kathy Zintel  
Scott Zintel  
Danielle Barbour  
Ann Sinisi  
Steve Laico  
Beth Mindes  
Phyllis Lehman  
Barbara Bald  
Alice McMechan  
Lucas Durland  
Roseanne Esposito

Manolin Tirado  
Jonathan Talbot  
Irene Schacher  
Jerard Schacher  
Ellen MacDonald  
Raina Stubbs  
Patricia DeBruhl  
Charlotte T. Trott  
Dr. Deborah Bernstein  
Dr. Robert McGrath  
Kelly Lauder  
Kenneth Gallagher  
Carly Foster

## Michael Sweeton

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**From:** Greg Galluccio [REDACTED]  
**Sent:** Thursday, February 25, 2021 6:52 PM  
**To:** Michael Sweeton  
**Subject:** Comments to EO 203 Plan

Dear Supervisor Sweeton,

The following are my questions and comments regarding the Town's draft proposal regarding EO 203. The draft proposal outlines 12 items that are to be implemented in response to the executive order.

You will find my comments to be critical, however please understand the following: I am in no way disparaging of Warwick's law enforcement professionals or any individual police officer in this town. I am not "anti-law enforcement", and I do not seek to increase expenditures and place additional tax burdens on the citizens of Warwick. I believe real police reform would be a benefit to everyone, and that much of it can be accomplished while saving tax money in the process.

Today's police departments reflect an antiquated system that was created in the 19th century with a framework and inherent philosophy that was deliberately crafted to exert an inequitable level of control over people of color, immigrants and other minority groups while protecting the wealthy and the powerful. This infrastructure has limited relevance to modern society and needs to be redesigned. I believe our Town should seek to be a leader in this movement.

I also feel the need to express my understanding that Executive Order 203 was issued for this very reason and specifically calls for "reform and reinvention" of our police departments - in other words it is a mandate for us to reimagine the role of police in our society and as such reinvent the way we carry out policing.

I have heard comments made by members of the panel that the Warwick Police Department has "had no complaints in the past 2 years" and as such we can consider ourselves as not having much of a racial bias problem to deal with. I should not have to explain why a review of complaints about police collected by the police is woefully unsuitable as a measure of bias within the department. But aside from that, the number of complaints is immaterial as Executive Order 203 does not instruct police departments to evaluate whether or not they have a problem with racial bias and then proceed based on their evaluation. It simply points out that they do have a problem, and that your job is to change the way the department works to fix the bias.

Unfortunately Warwick's response to this mandate has little discernible evidence of any attempt to either acknowledge the problem or reform and reinvent our police department. It is simply a whitewash of old ideas and a litany of platitudes describing typical mundane police and community outreach activities that we are already doing, and should have been doing regardless of any executive order.

I'll skip the first 4 pages of the published plan as they are not actually describing a plan but are only detailing standard procedures already in place. The 12 points at the end of the document are what you call the "Plan of Action", so I'll start there:

### TOWN PROPOSAL:

1. Increase training for each police officer and dispatcher. This should be yearly and the panel recommends this be engaging with real life examples from community members as part of the curriculum: Implicit Bias – 4 hours minimum

De-escalation- 4 hours minimum Procedural Justice- 4 hours minimum Community Relations- 4 hours minimum Crisis Intervention – 4 hours minimum

Comment: Additional training for police officers is a good suggestion, but 4 hours of training on bias and de-escalation is not police reform.

2. Prior to EO 203 the WPD had begun a review and update of its policy & procedures. The WPD will complete implementation of Division of Criminal Justice Services (DCJS) approved policies and procedures with adoption by the Town Board by July 1, 2021. (some are mandatory subjects of negotiation with the police union)

Comment: My understanding is the DCJS approved policies and procedures are simply existing policies and procedures, not reformed policies and procedures. As such, this is not police reform.

3. Update the Town website WPD page to include: All required policies and procedures: all are currently there as drafts but are in use pending adoption by the Town Board On line complaint form- In both English and Spanish Annual summary report of police activities to include calls for service, complaints and their findings, compliance with 50a requirements.

Comment: Updating the website is not police reform.

4. Engage a Spanish Language interpreter to help our Spanish speaking residents more easily interact with the WPD

Questions: When will this interpreter be "engaged"? Is this a new hire? Under what circumstances will their services be implemented? Will this person be riding patrol? Manning telephones or hotlines? Will all general police department communication to the community be translated into Spanish going forward? If not, what will be and what will not be?

5. There was a mixed feeling on obtaining NYS Accreditation for the department concerning primarily cost however since the WPD meets most of the requirements we will pursue and obtain Accreditation from NYS DCJS.

Comment: Meeting requirements you already meet is not police reform.

6. Patterned after the NYC "Right to Know" law we will provide each PO with a business card containing name, contact information and shield number to give to any person interacting with that officer

Question: Will the PO be required to provide the information during all interactions without being requested? And don't our officers already have cards?

7. Increase community outreach beyond our current efforts (see appendix) to include: Our Spanish speaking community New residents Workshops on police/civilian interactions

Comment: This is not police reform.

8. Continue to strengthen our connection to young people through our School Resource Officers and continue to encourage POC to pursue careers in law enforcement

Comment: This is not police reform.

9. Advocate for more resources for the Orange County Mental Health Department so it can provide more assistance and training for local police departments.

Question: This could qualify as an effective reform measure if implemented as a re-invention of police response policy. Is the intention to actively engage mental health professionals in all cases where a call meets the criteria for responding to a situation BEFORE dispatching an armed PO? Has the panel considered having qualified mental health professionals ride patrol with police officers? Has the panel considered hiring qualified social work professionals as first responders (in lieu of armed response) in cases of non-violent incidents, drug overdose situations, reports of disturbances involving developmentally disabled individuals, etc.?

10. Conduct an annual community survey to determine the effectiveness of these reforms and how the community perceives policing in our community.

A survey is not reform, but it is necessary to understand and measure if reforms are working. Will the survey be crafted and conducted by an independent entity not affiliated with the police department and will the results be published to the general public?

11. Hate has no place in the Town of Warwick. The Town will designate the Detective Squad as the direct contact for reporting any incident of a hate crime for priority investigation and resolution to send a strong message hate will not be tolerated.

Not police reform.

12. Reconstitute the Town's Quality Communities Committee that will meet quarterly to discuss the many wide-ranging issues facing our Town. The committee will include at least one representative of the WPD.

Not police reform.

Additional questions, comments and suggestions:

1. Why doesn't the plan include the mandatory use of body cams for all PO's?
2. Will the department end pretextual stops and warrantless searches during traffic stops? If not, why not?
3. Will the department make publicly available ongoing data on the ratio of traffic stops involving white drivers vs. non-white drivers, as well as disposition of those stops? If not, why not?
4. The Town should mandate personal liability insurance for all officers and make it a contingency of employment. Departments should cover the average premium cost, provide reimbursement to officers whose premiums are below the average costs, and collect reimbursement from officers whose records lead to higher premiums. This would save money and also drive appropriate behavior with regard to the use of force and the incidence of bias.
5. Requiring residents to complain TO the police ABOUT the police will never result in reliable information. The Town should create a civilian complaint review board (CCRB) to fairly and transparently resolve allegations of police misconduct in a manner in which both the public and the police department have confidence. Was this considered?
6. NY City's "Right To Know Act" as originally written stipulated that officers must provide their name, rank, command, date, and reason for the stop at the beginning of all encounters with civilians. They must ask if interpretation is needed and then provide it, and document all stops that do not end in arrest. In addition, warrantless searches should not happen without signed informed consent. Does the Warwick Police Department follow these stipulations? If not, do you support them as part of a plan for police reform?
7. Do you support eliminating the SRO program and other programs that place police officers in schools and redeploying funds spent on School Resource Officers to build Transformative Justice programs that avoid the



criminal legal system, and increase social-emotional learning programs in schools and other supports that improve student behavior by meeting students' needs? Has the panel discussed this as part of reform?

8. Do the members of the advisory panel feel this is a suitable plan for police reform in response to EO 203?

Thank you for the opportunity to respond and ask questions. I look forward to your responses.

Respectfully,

Greg Galluccio  
Warwick, NY

**REMARKS FOR EO203 - Public Meeting, March, 2021.**  
**TOWN OF WARWICK**

Your EO203 12- point proposal for reform is sadly, inadequate to the important task of broad reform on anti-racism in law enforcement in our town. For the most part, this plan is a restating of policies and practices now in place that still underserve the needs and the concerns of our communities of color and therefore, underserve our entire town. Where the plan offers some new initiatives, such as hiring a Spanish language translator and requiring the provision of a business card to anyone interacting with an officer, these initiatives are nowhere near sufficient to constitute the comprehensive, systemic reform that this community deserves.

State guidelines, released in August, 2020, were a detailed 139-page roadmap for engaging law enforcement and the public in a collaborative conversation, which emphasized the centrality of involving communities of color. Seeing policing through the experiences of People of Color is essential to the mission of police reform, because there is a widely documented historic unwillingness among those who hold the reins of power in our civic organizations, to admit to or even recognize the existence of systemic racism. Without this understanding, there can be no reform.

Early public indicators in your process were cause for concern. There was scant notice of public meetings, of which only 2 were held. The first meeting was afflicted with audio problems and was dominated by a presentation on policing in Warwick, that absorbed most of the meeting time but contributed nothing to the advancement of a discussion of anti-racism. The presentation concluded with a declaration that there was no racism problem in Warwick policing as evidenced by a record of no complaints in the last 2 years. This categorical statement of denial, in spite of what our BIPOC community members have told us of their encounters, is far more a red flag for the presence of some structural bias, that it is a denial of it.

The second meeting was marked by comments on whether or not law enforcement itself is not the more misunderstood and “abused” group than people of color. Further, it was noted that a town like Warwick doesn’t operate at the scale nor encounter the racial tensions that confront an urban police department such as in NYC. These comments are exactly the sort of thinking that perpetuates a culture of denial among law enforcement and crushes any hope of trust building with our BIPOC residents. It perpetuates a lie that bias in policing primarily exists in urban locations and not in picturesque small towns. Systemic racism isn’t about scale or numbers. It’s about organization and cultures, large and small. We just encountered this misguided thinking in an ad in this week’s Advertiser, condemning cultural and racial diversity education in our schools with the argument “We don’t need this here in wonderful Warwick. These problems exist in the inner city only.” Our BIPOC families know this is a lie and we believe them when they tell us so.

The intent of EO203 process was not to revisit the question of the existence of systemic racism in policing in NYS. The mandate was written with the understanding that biased cultures, practices, attitudes and policies DO exist and that we must reform these systems for everyone’s benefit.

Sadly, to this date, we’ve squandered an important opportunity to do justice to the task at hand. We are once again, letting down our BIPOC neighbors who deserve a far stronger voice in these deliberations.

Why, for instance was this process not begun last summer with a questionnaire distributed to the entire community to provide feedback on our experiences and concerns with policing in our community?

Why weren’t far more voices of color, representing diverse demographics, invited to serve on the EO203 panel, instead of stacking the panel with political allies?

It is not surprising that the work product from this rushed and perfunctory process is lacking in the depth, seriousness and policy specificity that the subject of your work merits.

**Where do we go from here with this proposal? Time is short. You have much more work to do!**

**FOR INSTANCE:**

**Where are the plans for body cams 24/7?**

**Trust is key. We need to create a Civilian Complaint Review Board, independent of the police, staffed by trained individuals, with emphasis on membership by people of color, who are tasked with discreet authority to take in complaints and to work in the community with independence, funding and power to obtain evidence, conduct investigation and mediation, and to collaborate where necessary, with law enforcement where desired.**

**How about brainstorming with the police union and the county and civil service to see where diversity recruitment, test preparation and hiring practices can be expanded in order to bring more diversity hiring to the force?**

**How about tracking and making public the details of every traffic stop, including tracking the numbers of stops of people of color and the reasoning for the stop? There were over 3,000 traffic stops last year in Warwick alone. The public should have access to the details of these pretextual stops, since racial profiling is often related to this practice. And we should work to minimize these encounters for the safety of police and the public.**

**I agree we should distribute an annual public survey. I propose that you include among the respondents, people under the age of 18, those who have been arrested, and make specific efforts to encourage the responses of communities of color and immigrant communities. The police department should supply raw data in their reports.**

**Internal affairs investigations should be removed from the precinct level.**

**Bias and anti-racism work should be ongoing in the police department and not an annual 4- hour box checking exercise.**

**We should end the use of school resource officers, which militarize our schools, disproportionately target immigrant and BIPOC children, alienating students from their school cultures, criminalizing student behavior that is better addressed by school leadership and not law enforcement. Evidence shows that SRO's don't suppress crime but they do introduce children to the criminal justice system at a younger age. How about diverting those resources to crime prevention initiatives like increased counseling, pre-arrest diversion programs or mediation programs?**

**Where is the plan to incorporate mental health and social work professionals as law enforcement team members for police calls that don't require armed officers?**

**And finally, in an environment where we must build trust across communities, how do we formulate policy that can identify and intervene with officers who may exhibit violent extremist political views or articulated racial animus that impact their capacity to discharge their duties fairly and safely?**

**Writer Ta Ne-Hisi Coates, could have been writing the following words to the Warwick community on the proposal that is before us tonight on police reform. He wrote:**

**“An America that asks what it owes its most vulnerable citizens is improved and humane. An America that looks away is ignoring not just the sins of the past but the sins of the present and the certain sins of the future.”**

**Thank you.  
Joan Tirrell  
Warwick, NY**