

Scott Kinne
Chief of Police

Liberty Police Department

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Village of Liberty Police Reform and Reinvention Collaborative Plan 2021



1. Introduction

Beginning in late May of 2020 and continuing through the summer of 2020, millions of people across the country participated in protests demanding criminal justice reform and racial equality and justice. These protests took place in nearly every major city and also importantly, in many small towns across America, including our own. The message from these protests was loud and clear, large portions of the American public had lost trust in the criminal justice system, specifically the police.

Maintaining public safety and policing a free society requires the trust of the public. To that end, the New York State legislative and executive branches took action in the summer of 2020 and enacted several measures to regain the public's trust and create accountability in law enforcement. On June 12th, 2020 Governor Andrew Cuomo signed executive order 203 directing local police agencies to "Perform a comprehensive review of current police force deployments, strategies, policies, procedures, and practices, and develop a plan to improve such deployments, strategies, policies, procedures, and practices, for the purpose 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." See Appendix A, Executive Order 203.

This plan encompasses our review of the Village of Liberty Police Department and a plan to move forward in manner that fosters community trust and cooperation. Enacting this plan will create a safer community for all those who live in, work in and visit the Village of Liberty.

2. The Collaborative Process

The Village of Liberty Police Department continually seeks to improve upon itself and has enacted several measures in the preceding years to foster community involvement, public trust and fairness. While this collaborative is mandated by executive order, members of the Liberty Police Department have embraced this process as an opportunity to assess the needs of the community we serve and improve the process in which we maintain public safety. To that end, the collaborative reform process began by convening stakeholders and holding several "listening sessions" and workshop groups.

2a. Stakeholder Listening Sessions

The following is a list of all the stakeholders that were included in the process:

Ron Stabak – Mayor Village of Liberty
Scott Kinne- Chief of Police Village of Liberty Police Department
Steven D’Agata- Detective Sergeant Village of Liberty Police Department
Meagan Galligan-Sullivan County District Attorney
Tim Havas- Director of the Sullivan County Legal Aid Panel
Patrick Sullivan- Assistant Superintendent Liberty Central School District
Bridgette Leconey- Pastor United Methodist Church/Food Pantry
Bud Leconey- United Methodist Church/Food Pantry
Norman Graves- Pastor New Beginnings Community Worship Center
Begin Again Transitional Services (B.A.T.S)
Douglas Bowman- Community Member
Jayneen Mills- Community Member
Lillian Rubio- Community Member, Town of Liberty Court Clerk
John Liddle- Commissioner of Social Services, Deputy County Manager
David Jett- NAACP
Eric Monroe-NAACP
Martin Colavito- Sullivan Allies Leading Together (S.A.L.T) committee on
equality and justice
Dana Halprin - Sullivan Allies Leading Together (S.A.L.T) committee on
equality and justice

A total of three meetings were held with stakeholders. In these meetings, concerns regarding the police department were raised and discussed.

2b. Community Survey

In addition to the listening sessions and workshop sessions with community stakeholders, the Village of Liberty also released a survey to the public regarding the police department and its operations. See Appendix B “Village of Liberty Police Reform and Reinvention Committee Survey”. The survey was launched in both an online platform through the Village of Liberty Police Department’s Facebook page as well as in a physical paper form. Surveys were available for pick up at the Liberty Police Department, and Liberty Village Hall and were given to stakeholders to further distribute

through the community. Additionally, the survey was released in two languages, English and Spanish. The English language survey was taken by 142 individuals and the Spanish Survey was taken by 2 individuals. In an effort to increase participation from the Spanish speaking community, the Spanish language survey was launched twice. Stakeholders also reached out to community members through religious organizations and large companies known to employ Spanish speaking individuals in the community. The results of the survey can be viewed in Appendix C “Survey results”.

2C. Areas of Concern

Between the stakeholders listening sessions and the survey results, several specific areas were identified within the police department that could be improved. The areas identified for improvement were as follows:

1. Lack of diversity within the Police Department, specifically the sworn personnel. The current staffing consists of the following:
 - Sworn officers: 16 White male
1 Black male
 - Civilian Dispatch: 2 White female
2 White male
1 Hispanic male
2. A need to increase trust and legitimacy to the personnel complaint process. The public needs to know that if they make a complaint to police administration regarding an officer, it will be thoroughly investigated and appropriately handled.
3. Better police/community relations. Both in the quality of interactions when officers respond to calls for service and the number of non-law enforcement positive interactions police have with the community.
4. Police handling of calls involving individuals in crisis or experiencing a mental health or substance abuse emergency.

3. Action plan addressing areas of concern

3a. Lack of diversity.

The current demographic makeup of the Police Department does not accurately represent the community in which it serves. As outlined above the makeup of the police department is overwhelmingly male

and white. The latest available census data reveals that the demographics of the residents of the Village of Liberty are approximately 53% white, 15% Black or African American and 31% Hispanic or Latino. The police department must strive to recruit, hire, and retain quality employees that more accurately represent our community. One current impediment to this is that under current New York State Law, police officers must be hired using the civil service system. This entails an open competitive exam being conducted by Sullivan County approximately once every four years. Once the list is certified by the county, an individual that is to be hired must be selected from candidates scoring the top 3 numerical scores on the test. This severely limits the ability of the police department to choose a candidate that they think would be the absolute best hire for the job. Simply put, if a candidate is an otherwise outstanding individual with strong community ties and a desire to help his community but does not score within the top 3 he or she cannot be hired. In spite of this limitation, the Village of Liberty Police Department has a two prong plan to recruit and hire individuals that more accurately represent the community.

1. Change current NYS Law

The current system for hiring police officers is bureaucratic and archaic. Our collaborative is not the only body to recognize this and organizations are currently lobbying the New York State government to change these laws. The New York State Association of Chiefs of Police has submitted a legislative agenda to the New York State Legislature for 2021 including civil service reform. According to the agenda, “The current civil service system created multiple roadblocks for hiring a diverse workforce. This antiquated and rigid system is in need of reform to allow for a more manageable and feasible system of hiring and promotion.” This lobbying effort should be supported by the Village of Liberty in any way possible to facilitate legislative action to change the civil service law to allow for more flexibility in the hiring process.

Recommended Action Item: The Board and Mayor of the Village of Liberty in partnership with all available community stakeholders as well as the partner government bodies to include the Town of Liberty and the County of Sullivan should support legislative action such as that

proposed by the New York State Association of Chiefs of Police to reform current civil service hiring laws.

2. Increase recruitment efforts.

In addition to efforts to reform civil service law, the Liberty Police Department must also actively recruit individuals from underrepresented groups and encourage them to explore careers in law enforcement and to take available open competitive civil service exams. This is of course a long term strategy. In order to increase the number of individuals in underrepresented groups that are ultimately on a civil service list, we must increase the number of individuals who are female, black and Hispanic that sign up and take the civil service test. This can be accomplished by actively engaging with teenagers from the community, creating positive relationships and educating and encouraging them to seek careers in law enforcement.

Recommended Action Item: The Village of Liberty Police Department in partnership with the Liberty Central School District will create an internship program in which High School Students can work directly with School Resource Officers and other officers in an effort to educate them create interest in starting a career in law enforcement. The Liberty Police Department, in partnership with the Liberty Central School District and community stakeholders will work together to promote interest in the program by individuals from underrepresented groups such as black, Hispanic and female individuals.

3b. Increase trust and public belief in legitimacy in personnel complaint process.

National headlines across the country have been filled in recent months with a narrative that police officers are rarely held accountable for misconduct. While the working group and the survey did not identify this as a specific problem locally, it would be foolish to believe that this national narrative repeated over and over through the media does not affect the mindset of individuals within our

community. Therefore, we believe that the police department should be proactive in their approach of communicating to the public that complaints of misconduct of any sort will be thoroughly investigated and properly adjudicated. To that end, changes are recommended to the personnel complaint process.

Recommended Action Item: The Village of Liberty Police Department should enact the following changes to the personnel complaint process.

- a. Revised personnel complaint form to a compliment or complaint form.**
- b. Increase the availability and methods in which a compliment or complaint can be filed i.e.: online, over the phone, paper form. Paper forms can also be placed in LPD lobby, Village Hall Lobby, and in all patrols cars to be available upon request.**
- c. Include on the form, an explanation of the complaint process. Specifically, an expected timeline as to when the complainant will be updated, the progress of the investigation, and the results.**

3c. Better community/police relations.

A common theme brought up multiple times throughout the listening sessions and the survey was a desire for better relationships between the community and the police department in general. While stakeholders during the listening session, and many respondents on the survey stated that they believe the police department generally has a good relationship with the community, we believe that there is room for improvement. In order to effectively serve the community, the public must view the police department and the methods utilized by the department as legitimate.

1. Institute procedural justice and implicit bias training.

The Village of Liberty Police Department currently engages in ongoing in-service training with its officers on a variety of

topics. Included in this training is reality based training in which de-escalation tactics are learned. In addition to the ongoing training curriculum, the Village of Liberty Police Department will institute training in procedural justice and implicit bias. This training will be implemented immediately and will occur on an ongoing annual basis.

A. Procedural Justice focuses on the way police interact with the public and how these interactions influence crime rates, the public's view of police and willingness to obey the law. Evidence shows that practicing procedural justice can have a significant impact on compliance, cooperation, public safety and police officer safety. Procedural justice training entails the concept that there must be fairness in the processes that resolves disputes and allocates resources. The concept is built upon four pillars:

- a. Giving citizens a voice in the process
- b. Being neutral and fair
- c. Being respectful of all individuals
- d. Gaining trust through a fair and transparent process.

Utilizing procedural justice to guide all interactions with the public will lead to an increased view of police legitimacy. The ultimate goal should be for the public at large to have trust and confidence in the police, accept the authority of the police, and believe that police actions are morally correct, appropriate and fair.

Implicit bias training focuses on educating officers on the legal and procedural issues surrounding bias. Additionally, officers are educated on the psychology surrounding bias and how it can affect behavior.

Recommended Action Item: The Village of Liberty will immediately begin procedural justice and implicit bias training to all department members. This training will continue on an ongoing basis for all sworn officers.

2. Increase in positive community interactions

The implementation of procedural justice and implicit bias training will improve the quality of the interactions that occur when officers are responding to a call, initiating an arrest or conducting an investigation. In addition to ensuring that all of these situations are handled in a procedurally just manner, the police department will also seek to improve the quantity of purely positive proactive interactions that officers have with the community. Throughout the listening sessions and the survey, a common theme emerged that police officers should have regular contact with citizens in a manner that does not involve enforcement of the law. When officers have the ability to interact with citizens in non-enforcement and non-confrontational situations they build positive relationships with citizens. They get to know people on a “first name basis”. This positive relationship becomes invaluable when a member of the community is involved in a less than positive situation involving a police officer. The more positive interactions citizens have with police officers, the stronger this relationship will become.

Recommended Action Items:

- 1. The Liberty Police Department will modify the field training program to include new recruits meeting with stakeholders of the community for sit down “meet and greet” introductions. Introducing officers to community members in a positive manner early on in training will engrain this concept within the culture of the department.**
- 2. The Liberty Police Department will establish a “Community Police Liaison” position. This position will be filled by an officer or sergeant who demonstrates a commitment to the tenants of procedural justice and building strong bonds with the community. The officer, in addition to his regular patrol duties will be responsible for organizing regular community events that foster positive interactions between the police and the community. These events can include but are not limited to:
Coffee with a cop
Shop with a cop
Night out events**

Bike rodeos
Community BBQ events
Town hall or neighborhood meetings

3D. Handling of calls involving individuals experiencing mental health and substance abuse crisis.

Individuals experiencing crisis situations as a result of acute mental health distress and/or substance abuse issues pose a unique challenge for law enforcement. These types of calls routinely involve violations of the law and will necessitate law enforcement to respond for public safety reasons. During mental health crisis, traditional law enforcement methods have often times unnecessarily escalated situations resulting in the use of force. While using force is not always avoidable, many times it can be. The Liberty Police Department currently trains in de-escalation training. The Department should increase its training in de-escalation and seek to have all officers trained in CIT “Crisis Intervention Training”

Individuals experiencing crisis as a result of substance abuse also present a challenge to law enforcement. While targeting dealers of controlled substances for arrest and prosecution continues to be a priority of the department, individual users who are struggling with addiction are often times thrust into the criminal justice system at no benefit to society or the individual. The Liberty Police Department should work with the Sullivan County District Attorney’s Office to facilitate a program to assist low level drug offenders in getting out of the criminal justice system and into treatment.

Recommended Action Items:

- 1. The Liberty Police Department should increase reality based training in de-escalation. This should involve classroom training, live role playing training using simulated weapons, and virtual simulation based training. (The Sullivan County Sheriff’s Office has recently acquired a virtual simulation**

training system and is willing to partner with LPD allowing our department to utilize the technology for training).

2. **The Liberty Police Department should collaborate with the Sullivan County District Attorney's Office to establish a pre-arraignment diversion program for individuals arrested for low level drug crimes. Partnering with the District Attorney's Office to allow officers in their individual discretion to divert certain low level drug arrests to treatment instead of to court.**

4. Additional Recommendations:

The Village of Liberty Police Department continually strives to improve itself and to serve the community in the most effective way possible.

While all of the above action items will undoubtedly improve the service the department provides to the community, improvement is a continual process. To that end, the department should continue to conduct community surveys on an annual basis to learn from the community so that the department can be successful in its efforts at improvement and also learn what new areas of improvement may be needed within the department so that it may better serve the community.

5. Public Comment

After providing the above draft reform plan for public comment and after careful consideration the following additional recommendations should be enacted. Many of these actions are already part of the operations of the Village of Liberty Police Department but as part of this plan will be re-evaluated, improved and strengthened as necessary.

- a. **Delineation between criminal activity and mental health emergencies. Commitment to work with Mobile Mental Health units and other trained mental health workers to respond to mental health emergencies appropriately. Training for dispatchers to navigate calls to appropriate care.**
- b. **Transgender Sensitivity Training**
- c. **Crisis intervention team training**
- d. **Maintain the recommended additional training for non-lethal weapons schedule from DCJS.**

- e. Collection and transparency of data for statistics of demographics for arrests made easily available to the public. As well as reason for arrests.**
- f. Adopt a policy requiring the maintenance of complete, accurate, and up-to-date records of training curricula, materials, and attendance made available to the public.**
- g. Community Oriented Policing- adopt a policy through resolution/local law to ensure community based policing including procedural justice, openness, transparency.**
- h. Adopt a policy requiring officers to refer to transgender individuals by the name, pronouns, and gender they prefer and precluding officers from searching transgender individuals solely for the purpose of determining their biological sex. Also allows individuals to request an officer of a specific gender perform their search.**
- i. Adopt a policy preventing officers from using race, gender, perceived immigration status, age, religion, gender identity, sexual orientation, or any other protected class as a pretext for stops. Additionally, officers should be prevented from inquiring about an individual's immigration status.**
- j. Adopt the current DCJS Use of Force Model Policy**
- k. Adopt the current DCJS Hate Crime Investigation Model Policy.**
- l. Adopt the current DCJS Responding to and Interacting with Persons with Disabilities Model Policy.**
- m. Adopt the current DCJS Sexual Offense Evidence Kit Model Policy.**
- n. Adopt a comprehensive code of conduct for officers, all staff, and volunteers who work within the department both on and off duty that requires appropriate and professional conduct, including personal social media activity, and bans the membership and participation in hate groups.**
- o. Establish an officer support program focused on mental health (PTSD and job related burnout) and wellbeing including an independent EAP. Endeavor to destigmatize and normalize the use of these programs**

Appendix A



State of New York

Executive Chamber

No. 203

EXECUTIVE ORDER

NEW YORK STATE POLICE REFORM AND REINVENTION COLLABORATIVE

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

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

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

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

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

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

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

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

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

WHEREAS, black lives matter; and

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

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

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

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

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

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

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

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

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

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

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

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



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

BY THE GOVERNOR

Secretary to the Governor

Appendix B

Scott Kinne
Chief of Police

Liberty Police Department

159 North Main Street, Liberty, New York 12754

Phone (845)-292-4422 Fax (845)-292-1149



Village of Liberty Police Reform and Reinvention Committee Survey

Pursuant to NYS Executive order 203 the Village of Liberty is currently conducting a comprehensive review of current police force deployments, strategies, policies, procedures and practices to develop a plan to improve our operations and address the particular needs of the community. To assist in this process we ask that you complete the short survey below. The survey can be completed online by visiting : <https://www.surveymonkey.com/r/RZ39DLZ> or by completing the below form and dropping it off at the Village of Liberty Police Department located at 159 North Main Street or the Village of Liberty Municipal offices at 167 North Main Street. All surveys are confidential and should be turned in by December 20th, 2020.

1. Check the following that apply to you or your family:

- I Live in the Village of Liberty
- I work in the Village of Liberty
- I or my child attends school in the Village of Liberty
- I own a business in the Village of Liberty
- I shop, dine or conduct other business in the Village of Liberty

2. What do you view as the most important concern for the Committee on Police Reform and Reinvention to address?

- Response to and handling of calls involving mental health
- Recruitment and retention practices to increase diversity within the police department
- Police department handling of personnel complaints
- Police use of force policies
- Other (Please specify)

3. To what extent do you feel safe when you are in the Village of Liberty?

- To a great extent
- A lot
- Somewhat
- A little
- Not at all

What do you believe the police department could do to contribute to you feeling safer?

4. To what extent do officers in the Village of Liberty Police Department treat people fairly?

- To a great extent
- A lot
- Somewhat
- A little
- Not at all

What do you believe the police department could do to treat people more fairly?

5. To what extent is the Village of Liberty Police department responsive to the concerns of community members?

- To a great extent
- A lot
- Somewhat
- A little
- Not at all

What do you believe the police department could do to be more responsive to the concerns of community members?

6. To what extent do you trust the Village of Liberty Police Department?

- To a great extent
- A lot
- Somewhat
- A little
- Not at all

What do you believe the police department could do to be more trustworthy?

7. To what extent do you believe police officers in the Village of Liberty treat all individuals equally regardless of race, ethnicity, national origin, gender, sexual orientation or socio-economic status?

- To a great extent
- A lot
- Somewhat
- A little
- Not at all

What do you believe the police department could do to more effectively treat all individuals equally regardless of race, ethnicity, national origin, gender, sexual orientation or socio-economic status?

8. What is something that you believe the Village of Liberty Police Department does well?

9. What is something that you believe the Village of Liberty Police Department can do better?

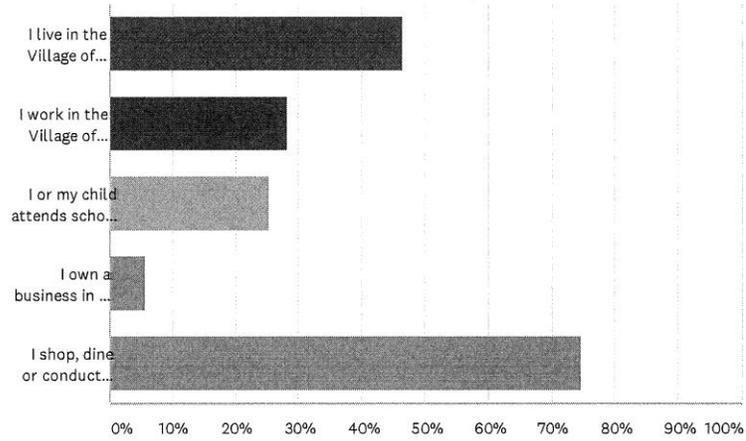
10. Is there anything else that the Village of Liberty's Police Reform and Reinvention Committee should consider?

Appendix C

Village of Liberty Police Reform and Reinvention Committee Survey

Q1 Check the following that apply to you or your family (you can pick more than one):

Answered: 142 Skipped: 0

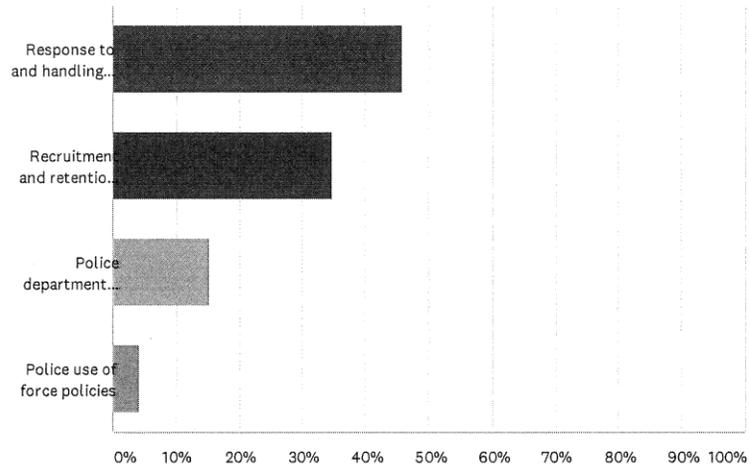


ANSWER CHOICES	RESPONSES	
I live in the Village of Liberty	46.48%	66
I work in the Village of Liberty	28.17%	40
I or my child attends school in the Village of Liberty	25.35%	36
I own a business in the Village of Liberty	5.63%	8
I shop, dine or conduct other business in the Village of Liberty	74.65%	106
Total Respondents: 142		

Village of Liberty Police Reform and Reinvention Committee Survey

Q2 What do you view as the most important concern for the Committee on Police Reform and Reinvention to address?

Answered: 98 Skipped: 44



ANSWER CHOICES	RESPONSES	
Response to and handling of calls involving mental health	45.92%	45
Recruitment and retention practices to increase diversity within the police department	34.69%	34
Police department handling of personnel complaints	15.31%	15
Police use of force policies	4.08%	4
TOTAL		98

Village of Liberty Police Reform and Reinvention Committee Survey

#	OTHER (PLEASE SPECIFY)	DATE
1	Police indifference to a victim's call. They don't really listen to the victim who called them. How they resolve a situation needs to change. The victim doesn't receive help. Things don't change after they come. The victim feels bullied and treated as if they were the perpetrator.	12/20/2020 4:46 PM
2	To treat everyone the same and not look at certain residents like they are above them.	12/15/2020 7:45 PM
3	The Liberty Police Department lost all credibility when it hounded an innocent town employee into committing suicide. As the saying goes, the fish rots from the head. A complete restructuring beginning with the replacement of the police chief is what is needed.	12/11/2020 9:32 PM
4	Police use of faking traffic violations in order to raise revenue.	12/11/2020 9:08 PM
5	Be Safe	12/10/2020 9:14 AM
6	Consider the community confronting persistent trouble makers along side the police	12/9/2020 7:22 PM
7	Hiring more officers to make village safer	12/9/2020 7:17 PM
8	Providing more funds to PD to better equip and train officers/ hire more	12/9/2020 7:14 PM
9	Making sure everyone is treated fairly and equally. Racial injustice coming from the police, community and force from the police are reformed to best fit our diverse community.	12/9/2020 6:37 PM
10	I don't believe a person should be hired because of their race or nationality though. If they're qualified then hire them.	12/8/2020 8:43 PM
11	To continue performing the day to day duties to keep our community safe.	12/8/2020 7:37 PM
12	Community outreach and youth education	12/8/2020 6:35 PM
13	I personally think we have a good police department.	12/7/2020 9:30 AM
14	Holding public accountable	12/7/2020 9:19 AM
15	Police targeting individuals based on skin color. Stopping them asking them questions when individuals don't wanna be bothered.	12/7/2020 5:45 AM
16	Worry about the drugs on the street not the tint on car windows or other harmless traffic violations.	12/6/2020 9:06 PM
17	All of the above.	12/6/2020 7:04 PM
18	Retraining the persistent offenders	12/6/2020 5:49 PM
19	I went to the gas station the other nite and my husband went in to pay and the police officer not wearing a mask says why you all the way out here if you live by Loch Sheldrake. Well one it's none of your business but poultry stated it was late and this was the only store open so we were on our way home from a friends house. And he persisted that we were doing something wrong.	12/6/2020 3:51 PM
20	Keep what they doing with walking the street	12/6/2020 2:59 PM
21	I think the most important thing is to increase a symbiotic relationship between law enforcement and the community. There is no doubt how much o appreciate the work that the boots on the ground Officers perform, but I feel they woefully lack basic trainings trainings that could be cost free, and go a long way in regard to true Community Policing.	12/6/2020 8:05 AM
22	I'm happy with there services. But I also think it should some sort of program to help police have more common sense and what means braking a law.	12/5/2020 10:53 PM
23	Stay the course!	12/5/2020 9:54 PM
24	Overall review of operations- including diversity in the ranks, community outreach and and relations, community policing. Continuing education and training.	12/5/2020 9:32 PM
25	The has been many times they(the police) have been called to handle problems on certain streets where they do nothing, but try to placate the situation but do nothing and make the people who pay their taxes feel like we have no say on the situation	12/5/2020 8:25 PM
26	None	12/5/2020 8:20 PM

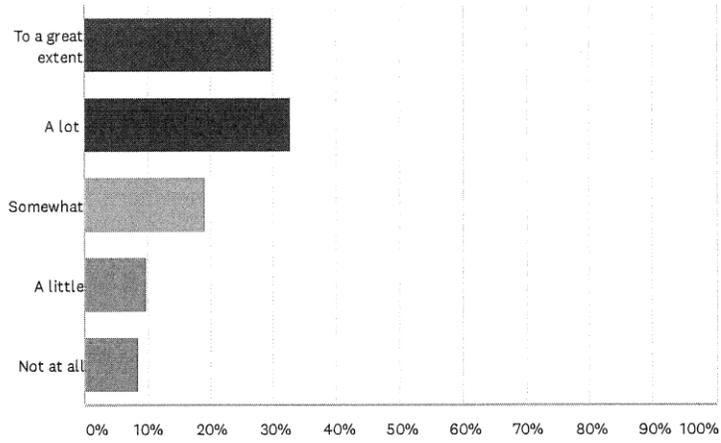
Village of Liberty Police Reform and Reinvention Committee Survey

27	Don't change a thing.....as a matter of fact if I see a village PO in distress or in need of help I will be there to cover your six. Keep yourselves safe and get home to your families.	12/5/2020 8:10 PM
28	NONE	12/5/2020 8:08 PM
29	None	12/5/2020 6:22 PM
30	Paying officers a competitive wage with top tier benefits packages to attract and retain high quality personnel	12/5/2020 5:01 PM
31	I think everything is safe and works fine the way it is	12/5/2020 4:17 PM
32	Better funding of police.	12/5/2020 4:01 PM
33	These questions are too general. By "general", I mean "response to and handling mental health calls" how would a committee address that? Increasing force in these types of calls OR taking a back seat to health professionals? If anything they should be in order of importance not just what is most important.	12/5/2020 3:07 PM
34	Simon is a low level human being.	12/5/2020 3:05 PM
35	Officer safety	12/5/2020 2:17 PM
36	Know your community and foot patrols	12/5/2020 12:16 PM
37	Strengthening the force to meet modern threats	12/5/2020 11:39 AM
38	Not arresting enough crackheads.	12/5/2020 11:15 AM
39	If not already, the police force should be given more intensive mental health training	12/5/2020 10:54 AM
40	Nothing needs to be changed, no need to conform to the narrative	12/5/2020 10:45 AM
41	Thankfully we have not had personal police issues. That said we live in Parksville and want appropriate response to our Main St. issues.	12/5/2020 10:33 AM
42	I think that the department does an excellent job as is	12/5/2020 10:26 AM
43	N/A Lpd is great	12/5/2020 10:07 AM
44	None	12/5/2020 10:06 AM
45	My concern is more for the police department being able to do their job and having the resources to do it.	12/5/2020 9:24 AM
46	Mental Health	12/5/2020 8:59 AM

Village of Liberty Police Reform and Reinvention Committee Survey

Q3 To what extent do you feel safe when you are in the Village of Liberty?

Answered: 141 Skipped: 1



ANSWER CHOICES	RESPONSES	
To a great extent	29.79%	42
A lot	32.62%	46
Somewhat	19.15%	27
A little	9.93%	14
Not at all	8.51%	12
TOTAL		141

Q4 What do you believe the police department could do to contribute to you feeling safer?

Answered: 101 Skipped: 41

Village of Liberty Police Reform and Reinvention Committee Survey

#	RESPONSES	DATE
1	More foot patrolling!!!	12/21/2020 1:26 AM
2	Do their job. Take any complaint seriously. Enforce the laws. Hold people who are causing problems accountable.	12/20/2020 4:46 PM
3	Just treat everyone fairly so we can be at ease and know we won't be treated any less than someone not in our shoes.	12/15/2020 7:45 PM
4	Main Street foot patrol.	12/14/2020 10:05 PM
5	communication, we should know who the members of the LPD are.	12/14/2020 9:56 PM
6	More visibility in the community (which would require more officers)	12/14/2020 8:01 AM
7	Be around more	12/13/2020 7:14 AM
8	Greater police presence.	12/12/2020 7:19 PM
9	It seems as if the department has given up on main street. The parking lot across from McCabe's and the parking area next to the dollar store are nothing but open air drug markets, as is the parking lot at the gas station across from the elementary school It's become almost as bad as Monticello.	12/11/2020 9:32 PM
10	Although taxes will go up, we need to hire and retain additional police officers.	12/11/2020 8:21 PM
11	Just keep patrolling. Its reassuring to see the police with the community.	12/11/2020 6:51 PM
12	The police department could show more of a presence by having more officers on patrol.	12/10/2020 10:57 AM
13	It will take much more than the Police Department to clean up what's needed. It has to begin with our taxes they are too high and many will rent to just anyone to pay them, putting the rest of us at risk including the Police.	12/10/2020 9:14 AM
14	Hire more officers	12/9/2020 7:22 PM
15	Hire more officers get rid of section 8	12/9/2020 7:17 PM
16	More officers	12/9/2020 7:14 PM
17	Not down playing someones experience, making sure you are genuinely concerned and its not just a job to you, checking the back roads more often late hours of the night, being a part of community events.	12/9/2020 6:37 PM
18	Have more of a presence on the streets.	12/9/2020 5:20 PM
19	Try to ensure that most of the police force are people that also live locally and are active in getting to know the community.	12/9/2020 8:48 AM
20	I think my police department does a fine job.	12/8/2020 8:43 PM
21	More police presence on the streets	12/8/2020 8:21 PM
22	Walk the beat more to be seen.	12/8/2020 7:37 PM
23	Stop having their #1 priority to make people feel intimidated & scared	12/8/2020 6:42 PM
24	Advocate for change to the recent bail reform laws to ensure the safety of the community.	12/8/2020 6:35 PM
25	More visibility throughout the village	12/8/2020 4:40 PM
26	Demand social services dump their trash in another town.	12/8/2020 8:30 AM
27	I think the cops in Liberty should get a new Chief. It seems like all of the cops that are out working really hate him. A work place needs a good leader that the workers like and trust. It does not seem like that is the case here. Maybe this new group should survey the police about it.	12/8/2020 8:21 AM
28	Be visible in the community. Not just during special events. A beat officer would help alot.	12/7/2020 11:23 PM
29	Be more visible	12/7/2020 4:31 PM
30	More vehicles on the road. I don't really like seeing a police officer walking around on the street	12/7/2020 11:48 AM

Village of Liberty Police Reform and Reinvention Committee Survey

	all day when they could be covering a lot more of the village in a car!	
31	I feel safe, you see them patrolling. Even during the night you see the going around the town and even check business to make sure they are close.	12/7/2020 9:30 AM
32	Get rid of section 8 / sex offender motel	12/7/2020 9:19 AM
33	Stop following people because they look like a suspect. Do not impede anyone progress who is not under arrest	12/7/2020 5:45 AM
34	Being more open to the community and responding to calls for collaboration during events etc. Liberty PD has been contacted multiple times to meet with local orgs and never respond. No this isn't the organization you're thinking about either.	12/6/2020 10:49 PM
35	More cops on streets.	12/6/2020 9:06 PM
36	Responding to calls involving crimes and investigating rather than telling you that you need video proof or there is nothing they can do. And do not follow up on calls of assault and harassment. There is no investigation just come write a complaint or statement.	12/6/2020 9:05 PM
37	Never felt unsafe.	12/6/2020 7:31 PM
38	Apply equal justice under the law.	12/6/2020 7:04 PM
39	Any contact I have had with the Village of Liberty Police has been positive.	12/6/2020 6:55 PM
40	Employ more officers	12/6/2020 5:49 PM
41	Maybe have officers that are not out looking for something to do and actually out there doing their job	12/6/2020 3:51 PM
42	Nothing they are doing a great job	12/6/2020 2:59 PM
43	Nothing at the moment .. Their hands are tied due to "bail reform" .. The addicts , drug dealers, and sex offenders basically have free reign thanks to the aforementioned "bail reform" which are the big issues in Liberty ..	12/6/2020 11:55 AM
44	Multiple ethnic	12/6/2020 9:03 AM
45	Regular friendly (not military style) known police presence on foot. Make a connection with the community.	12/6/2020 8:47 AM
46	Nothing to many bad apples	12/6/2020 8:34 AM
47	Have more communication on a grassroots level. Maybe a virtual meet once a month with community leadership whose responsibility will be to relay to their folks.	12/6/2020 8:05 AM
48	In the early 2000's Liberty PD were tough and took no shit from drug dealers and users , go back to that style.	12/6/2020 12:21 AM
49	Stop the loitering.	12/5/2020 11:06 PM
50	More usual check ups on all properties	12/5/2020 10:53 PM
51	Disregard the political police reform nonsense.	12/5/2020 9:54 PM
52	"community affairs' officers" are needed	12/5/2020 9:33 PM
53	I grew up in a time when we knew the local police officers. They were part of the fabric of the community. Times have changed and We need to get back to that. Wave when waved to. Know your community, be friendly and approachable	12/5/2020 9:32 PM
54	They need to really do their jobs, investigate all situations and not be quick to dismiss everyone	12/5/2020 8:25 PM
55	Leave all the way it is	12/5/2020 8:20 PM
56	Keep up the good work	12/5/2020 8:10 PM
57	NOTHING. I FEEL SAFE	12/5/2020 8:08 PM
58	more payrols	12/5/2020 7:14 PM

Village of Liberty Police Reform and Reinvention Committee Survey

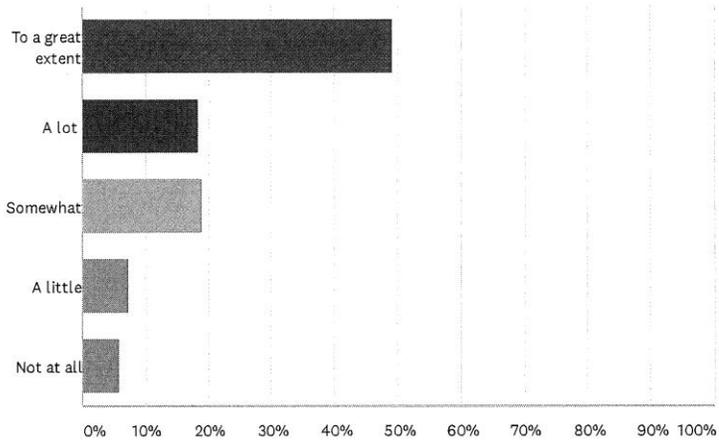
59	Nothing!! I feel safe.	12/5/2020 6:22 PM
60	A lot more conflict training and have a social worker be involved with all matters.	12/5/2020 6:02 PM
61	Enforce the laws already on the books and stop the catch and release program. Put the criminals in jail not back on the street to do it again. Make it safer. Feelings aren't part of the law.	12/5/2020 5:55 PM
62	I think more police presence would not only make me FEEL safer, but actually make me safer. Enforcement of current laws is important and the bad guys/gals knowing that you will enforce is important. I don't want to just FEEL safe-I want to BE safe	12/5/2020 5:51 PM
63	More foot patrols	12/5/2020 5:16 PM
64	More personnel, more training funding, specialty units such as vice and K9	12/5/2020 5:01 PM
65	More of a street presence	12/5/2020 4:17 PM
66	More of a presence	12/5/2020 4:14 PM
67	I believe the police are doing a great job! They cannot do anything about more than they are doing because their hands are tied by politicians.	12/5/2020 4:13 PM
68	All cameras working and find more grants for more cameras. Officers walking more frequently.	12/5/2020 4:06 PM
69	Nothing	12/5/2020 4:01 PM
70	Always be present on village streets and at schools	12/5/2020 3:42 PM
71	Authorities are not around to keep people safe. They are around to find and charge people with crimes of harming other people or there property.	12/5/2020 3:07 PM
72	Fight real crime	12/5/2020 3:05 PM
73	Take more time to listen. Dont treat everyone as a criminal. Some respect. Look into how many false dwi arrests are made. I was one. It ruined my life.	12/5/2020 3:03 PM
74	Keep drug dealers out of the Village	12/5/2020 2:20 PM
75	Increased foot patrols	12/5/2020 2:17 PM
76	Community engagement	12/5/2020 1:20 PM
77	Walking patrols, don't see any foot police anymore.	12/5/2020 12:16 PM
78	Assure that they ACTUALLY investigate situations rather than telling you to come as file a complaint. As well as not let mental ill people defraud the department with lies and nonsense. Waste taxpayer dollars on personal escorts of false information. Respond and act to situations timely without making the caller feel as if they are the criminal.	12/5/2020 11:46 AM
79	n/a	12/5/2020 11:39 AM
80	Escort me through downtown.	12/5/2020 11:15 AM
81	More direct community contact.	12/5/2020 11:08 AM
82	More street patrolling and less loitering and have street cameras repaired.	12/5/2020 11:07 AM
83	Much more presence on the main street and, not their issue, but the village needs to stop allowing section 8 and low income over the main st businesses.	12/5/2020 10:54 AM
84	Expand the number of officers on patrol. Give better training to help officers to do their jobs better	12/5/2020 10:45 AM
85	Perhaps walking a beat the old fashion way and forging relationships. Be visible.	12/5/2020 10:33 AM
86	They do their best. It is up to the individual to curtail their unsafe practices.	12/5/2020 10:28 AM
87	Patrols are regular I work throughout the middle of the night and every time I leave I see police presence throughout the village	12/5/2020 10:26 AM
88	Build a stronger relationship with the community	12/5/2020 10:14 AM
89	Just engage with the community, because I don't think we personally have a police problem,	12/5/2020 10:12 AM

Village of Liberty Police Reform and Reinvention Committee Survey

	but a terrible human being problem.	
90	Be a little nicer, how the treat tax payers	12/5/2020 10:09 AM
91	More officers and more patrols.	12/5/2020 10:07 AM
92	They do a great job	12/5/2020 10:06 AM
93	Get rid of the drug dealers	12/5/2020 9:56 AM
94	Look at people as being human and not assume everyone is a criminal	12/5/2020 9:43 AM
95	Walk the streets. Ride around. Be more involved in the community.	12/5/2020 9:41 AM
96	Keep drugs and sex offenders out of the village	12/5/2020 9:27 AM
97	to keep improving awareness and communication, and participation in the community .	12/5/2020 9:24 AM
98	Be more visually present.	12/5/2020 9:24 AM
99	Hold quarterly community meetings. Publish publicly meeting notes.	12/5/2020 9:18 AM
100	We need a greater crackdown on the drugs that are infiltrating our neighborhoods as well as when registered offenders in the area that refuse to comply to mandated standards	12/5/2020 9:16 AM
101	I feel safe I believe in our village PD and they do keep our community safe.	12/5/2020 9:15 AM

Q5 To what extent do officers in the Village of Liberty Police Department treat people fairly?

Answered: 136 Skipped: 6



ANSWER CHOICES	RESPONSES	
To a great extent	49.26%	67
A lot	18.38%	25
Somewhat	19.12%	26
A little	7.35%	10
Not at all	5.88%	8
TOTAL		136

Q6 What do you believe the police department could do to treat people more fairly?

Answered: 80 Skipped: 62

Village of Liberty Police Reform and Reinvention Committee Survey

#	RESPONSES	DATE
1	They should be more friendly, approachable, helpful, and it be nice to feel as if they care.	12/21/2020 1:26 AM
2	Do their job and take the complaints from victims who are calling for help seriously.	12/20/2020 4:46 PM
3	I think they should attempt to act like they care about who lives around here. To serve and protect the community would be a stronger statement if the people felt it was genuine.	12/15/2020 7:45 PM
4	Speak to all that address you, ignore race, religious beliefs, social status.	12/14/2020 10:05 PM
5	understanding and engagement of the community that they serve	12/14/2020 9:56 PM
6	I don't think it's the officers that treat people unfairly, I think it is more so some of the higher ups.	12/14/2020 8:01 AM
7	Just follow the laws	12/13/2020 7:14 AM
8	I think they do a great job already.	12/12/2020 7:19 PM
9	For me personally I'm not really sure. From my experience I've always felt fairly treated but I happen to be a Caucasian female.	12/11/2020 8:21 PM
10	Learning more about mental health.	12/11/2020 6:51 PM
11	I believe the police department does a great job in treating people fairly.	12/10/2020 10:57 AM
12	Come to events/protests in uniform and get to know the community and our needs. Show you actually care and aren't just people who uphold the law.	12/9/2020 6:37 PM
13	If they do have training to prevent racial discrimination while on the job, it needs to be better. Maybe provide the public with statistics on how many people of each race receive tickets and compare it to how many live in the Village. Maybe they will find that the statistics show a higher frequency of tickets being given to people of color.	12/9/2020 8:48 AM
14	Not much.	12/8/2020 8:43 PM
15	I've never experienced a situation where the police treated people unfairly	12/8/2020 8:21 PM
16	I have never been treated unfairly.	12/8/2020 7:37 PM
17	Stop being sarcastic & rude & treat everyone with respect regardless who they are related to or friends with	12/8/2020 6:42 PM
18	I have not witnessed any officers of LPD treat community members in an unfair manner.	12/8/2020 6:35 PM
19	Be mindful of cultural differences and the way you're perceived	12/8/2020 4:40 PM
20	Nothing. They go out of their way to accommodate the needs of the residents.	12/8/2020 8:30 AM
21	The cops that are out and about pretty fair.	12/8/2020 8:21 AM
22	Listen. Not just judge because the person can't verbalize what the problem is fully mabe is intimidated by the police speaking aggressively or abuser is present.	12/7/2020 11:23 PM
23	Nothing else, they are doing great with this.	12/7/2020 11:48 AM
24	N/A	12/7/2020 9:30 AM
25	Stop frisking passengers in cars. Stop impeding civilian progress when walking. Stop staring	12/7/2020 5:45 AM
26	Not think every person out at 2am is up to no good. Some of us have our lunch break at 2am and just want a warm meal after 16hrs	12/6/2020 9:06 PM
27	Hear both sides of the story and not assume one person is right without actually looking into the situation and then filing false charges against innocent people who work hard and pay their taxes but listen.	12/6/2020 9:05 PM
28	They are not there to make friends.	12/6/2020 7:31 PM
29	Apply equal justice under the law.	12/6/2020 7:04 PM
30	In my experience I believe the Village Police are very fair.	12/6/2020 6:55 PM

Village of Liberty Police Reform and Reinvention Committee Survey

31	Na	12/6/2020 5:49 PM
32	Treat people with respect	12/6/2020 3:51 PM
33	Nothing	12/6/2020 2:59 PM
34	My daughter is mentally and developmentally disabled .. She got dumped in a hotel in Liberty by Social services after being released by Catskil regional hospital .. She took off and went missing and the Liberty pd and SCSO did an amazing job trying to help locate her right away, instead of having to wait to report her as missing, even though she was technically over 21 (but mentally only a preeeten)	12/6/2020 11:55 AM
35	Comunication	12/6/2020 9:03 AM
36	I am not sure how fairly folks are treated. I think a little more disclosure would be appropriate	12/6/2020 8:05 AM
37	More understanding of people going through hard times/tough situations.	12/6/2020 12:21 AM
38	Nothing	12/5/2020 11:06 PM
39	Use common sense	12/5/2020 10:53 PM
40	Get to know the community more. Liberty has changed in the past several years. The police need to change and grow with it. Tolerance and acceptance of diversity.	12/5/2020 9:32 PM
41	Be more involved in community events	12/5/2020 9:04 PM
42	Actually to act like they really care and not act like the real taxpayers that pay their salaries are the criminals	12/5/2020 8:25 PM
43	Nothing	12/5/2020 8:20 PM
44	N/A	12/5/2020 8:10 PM
45	All good here	12/5/2020 8:08 PM
46	listen to bith sides	12/5/2020 7:14 PM
47	Nothing!! They treat people with respect.	12/5/2020 6:22 PM
48	Focus more on resolving conflicts and less on merely finding violations. People respect and work with police who are empathetic and offer breaks to everyone and not just their buddies.	12/5/2020 6:02 PM
49	Nothing keep the status quo. Don't cut funding. Hire more. Keep the Oath they swore to. Feelings aren't part of it.	12/5/2020 5:55 PM
50	Maybe if there were more officers they would have more time to make everyone feel treated more fairly. I have no feeling that the current officers are unfair in any way	12/5/2020 5:51 PM
51	I do not think that is an issue. Stay the same	12/5/2020 4:17 PM
52	Try to approach a call without prejudice or pre conceived notions	12/5/2020 4:14 PM
53	I think they are very fair.	12/5/2020 4:13 PM
54	Nothing	12/5/2020 4:01 PM
55	Use psychology, therapists are needed BEFORE POLICE ARE INVOLVED	12/5/2020 3:51 PM
56	Work to mental health trained professionals to assist the Police Officers with citizens who do not know how to act	12/5/2020 3:42 PM
57	Stay out of peoples lives unless someone reports a crime.	12/5/2020 3:07 PM
58	Treat civilians as human beings. Police are not superior. Innocent until proven guilty. Stop posting petty crimes on your page.	12/5/2020 3:05 PM
59	Talk learn respect. Think you got rid of the worse ones like PO.Decker. sgt Miss handling someone in his care and control going 90+ down the highway. I Was not seatbelted. Going to draw blood that he knew was clean. If he would have crashed I would have died.	12/5/2020 3:03 PM
60	LPD treats people fairly.	12/5/2020 2:17 PM
61	Stop going after the low-hanging fruit.	12/5/2020 2:05 PM

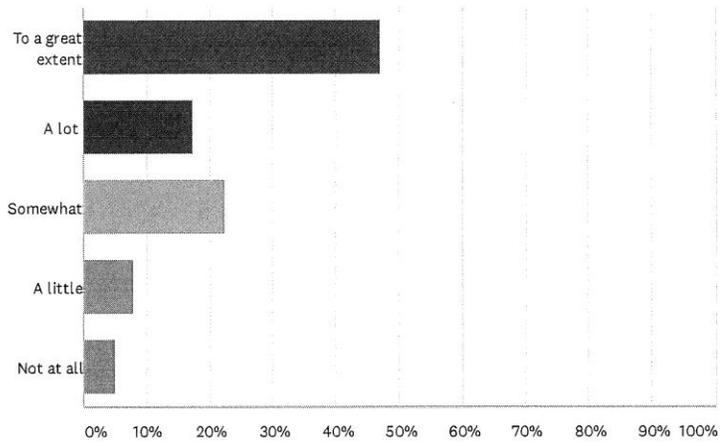
Village of Liberty Police Reform and Reinvention Committee Survey

62	Be patient with the troubled and disadvantaged	12/5/2020 1:20 PM
63	Get to know your community	12/5/2020 12:16 PM
64	Actually follow up and investigate situations not ask for videos or written statements that are false and inaccurate. One persons word against anothers.	12/5/2020 11:46 AM
65	Consider that being a criminal is a valid profession.	12/5/2020 11:15 AM
66	In my 65 years in the village , I've never known or heard that the Village of Liberty Police treat anyone unfairly.	12/5/2020 11:07 AM
67	Nothing needs to be changed.	12/5/2020 10:45 AM
68	Be visible and forge relationships of trust	12/5/2020 10:33 AM
69	Not aware of any unfair treatment.	12/5/2020 10:28 AM
70	Every officer and everyone at the Village Police Department has always been more than polite every time I had an issue	12/5/2020 10:26 AM
71	Treat people as humans	12/5/2020 10:14 AM
72	I think you are doing a terrific job in the village	12/5/2020 10:12 AM
73	The police are not the problem. It's the community that's need training	12/5/2020 10:07 AM
74	Nothing more	12/5/2020 10:06 AM
75	Treat people as human beings not as criminals automatically	12/5/2020 9:43 AM
76	Be more involved	12/5/2020 9:41 AM
77	again to know people to engage with the community.	12/5/2020 9:24 AM
78	Increase diversity within the force.	12/5/2020 9:18 AM
79	I think that the liberty Police department doesn't excellent job and although mandated to improve I don't foresee a lot of improvement in the future not out of necessity is the governor believes I feel there isn't much that needs to be changed	12/5/2020 9:16 AM
80	I'm impressed with their friendliness and approachability. I've had nothing but pleasant experiences with any encounters.	12/5/2020 9:15 AM

Village of Liberty Police Reform and Reinvention Committee Survey

Q7 To what extent is the Village of Liberty Police department responsive to the concerns of community members?

Answered: 138 Skipped: 4



ANSWER CHOICES	RESPONSES	
To a great extent	47.10%	65
A lot	17.39%	24
Somewhat	22.46%	31
A little	7.97%	11
Not at all	5.07%	7
TOTAL		138

Q8 What do you believe the police department could do to be more responsive to the concerns of community members?

Answered: 71 Skipped: 71

Village of Liberty Police Reform and Reinvention Committee Survey

#	RESPONSES	DATE
1	They can be more approachable and provided people with more resource on different concerns like drugs, abuse, neglect, thief ect	12/21/2020 1:26 AM
2	Enforce the laws. Hold trouble makers accountable.	12/20/2020 4:46 PM
3	Announce to the people that these things can be addressed if the police are concerned to know. People will be glad to voice there concerns if they felt it wasn't to deaf ears.	12/15/2020 7:45 PM
4	Interacting in local events as individuals not just uniformed officers.	12/14/2020 10:05 PM
5	listen?	12/14/2020 9:56 PM
6	I think to be more responsive would require more staff which the village doesn't have the funds for.	12/14/2020 8:01 AM
7	Just listen more	12/13/2020 7:14 AM
8	I'm not sure.	12/12/2020 7:19 PM
9	I think the ideal situation would be to have a community group put together to be sure everyone's concerns are heard.	12/11/2020 8:21 PM
10	If there were more police officers in the department, it would allow individual officers to spend more time handling incidents to a fuller extent.	12/10/2020 10:57 AM
11	Like I said earlier, the Police can't do this alone.	12/10/2020 9:14 AM
12	Reply back to voice-mail, come to events, be active in the community, come to protests and listen to what they have to say, check on our non-white and queer community members.	12/9/2020 6:37 PM
13	Attend public gatherings, rally's, protests, etc. With open ears and minds. Listen, ask questions, and actually take note of what people are saying. Make changes based on those notes.	12/9/2020 8:48 AM
14	Not much. They do a lot. Keep communicating with various community leaders and organizations that serve the community.	12/8/2020 8:43 PM
15	Police need to be more aware of hard drug usage in the area. I've lost too many friends and family members to hard drugs and it seems to be an ongoing problem. I'm a reformed addict myself and I feel there needs to be something done about it. Also a lot of alcoholism and drinking and driving.	12/8/2020 8:21 PM
16	take them seriously & not as a joke	12/8/2020 6:42 PM
17	More officers on patrol.	12/8/2020 6:35 PM
18	Have an officer devoted to fostering community relations	12/8/2020 4:40 PM
19	Add more Police Officers so proper time can be spent assisting the people, and they have time to conduct investigations, and patrol residential areas.	12/8/2020 8:30 AM
20	Not really sure.	12/8/2020 8:21 AM
21	Maybe try to fit in more with community members ie: try not to appear above the, maybe dress down the uniforms a bit?	12/7/2020 11:48 AM
22	N/A	12/7/2020 9:30 AM
23	I don't know	12/7/2020 5:45 AM
24	Show up when invited or asked for support. Have conversations and not act like body guards the whole time.	12/6/2020 10:49 PM
25	trust	12/6/2020 9:06 PM
26	Do real police work not just sit back and expect statements filled with lies and video proof.	12/6/2020 9:05 PM
27	Keep a good number of staff, and always keep 2 officers per car especially after dark.	12/6/2020 7:31 PM
28	Gather the community together for discussions.	12/6/2020 7:04 PM

Village of Liberty Police Reform and Reinvention Committee Survey

29	Na	12/6/2020 5:49 PM
30	Listen to the people	12/6/2020 3:51 PM
31	Nothing	12/6/2020 2:59 PM
32	Spanish	12/6/2020 9:03 AM
33	They can't be babysitters, to many non law abider vs cops	12/6/2020 8:34 AM
34	I said somewhat because I do not know. In the past though, I find the Police getting back to the public concreting. Community matters has been not very good, especially the Chief.	12/6/2020 8:05 AM
35	Work along a little bit more	12/5/2020 10:53 PM
36	Austin Sauer for LT	12/5/2020 9:54 PM
37	Public outreach, keeping lines of communication open, designate a police department public relations representative.	12/5/2020 9:32 PM
38	Be more involved in charitable activities	12/5/2020 9:04 PM
39	TO DO THEIR JOBS!! Be real, and do actual investigations and to be neutral and listen to all parties involved and make the right decisions regarding all parties	12/5/2020 8:25 PM
40	None	12/5/2020 8:20 PM
41	Nothing	12/5/2020 8:08 PM
42	care more and listen more	12/5/2020 7:14 PM
43	Nothing.	12/5/2020 6:22 PM
44	Focus on everyone's needs not just friends and elites.	12/5/2020 6:02 PM
45	Hire more.	12/5/2020 5:55 PM
46	I think they do a great job!	12/5/2020 5:51 PM
47	More social benefits. It would give a chance to have one on one community and police officer	12/5/2020 4:17 PM
48	Listen more. Hold more community open events allowing community voice their concerns and opinions openly	12/5/2020 4:14 PM
49	They are doing a great job! They can't hold everybody's hand.	12/5/2020 4:13 PM
50	Nothing	12/5/2020 4:01 PM
51	Not walk around with sticks up thier asses. Try be part of the society. Enforce the good samaritan policy	12/5/2020 3:51 PM
52	Have sit down meeting and listen to suggestions	12/5/2020 3:42 PM
53	Stay out of their lives as much as humanly possible.	12/5/2020 3:07 PM
54	Provide surveys like this one regularly- once every 1-2 years maybe	12/5/2020 2:20 PM
55	Continue to be visible in the community.	12/5/2020 2:17 PM
56	Speeding on west lake street is a concern and needs to be addressed	12/5/2020 12:16 PM
57	I sound like a broken record they need to investigate and actually follow up on situations that occur within the village rather than look to make a taxpayer look like the criminal instead of the victim. Be able to detect lies and fight for what is right for those of us that live, work and pay our taxes. Rather than placate mentally ill people who defraud the system with lies and nonsense.	12/5/2020 11:46 AM
58	More ctackheads on the force to give them equal representation.	12/5/2020 11:15 AM
59	Listening skills.	12/5/2020 11:08 AM
60	In my opinion they are already very involved and very benevolent to the community .	12/5/2020 11:07 AM
61	Nothing than other to add more officers to patrol shift	12/5/2020 10:45 AM

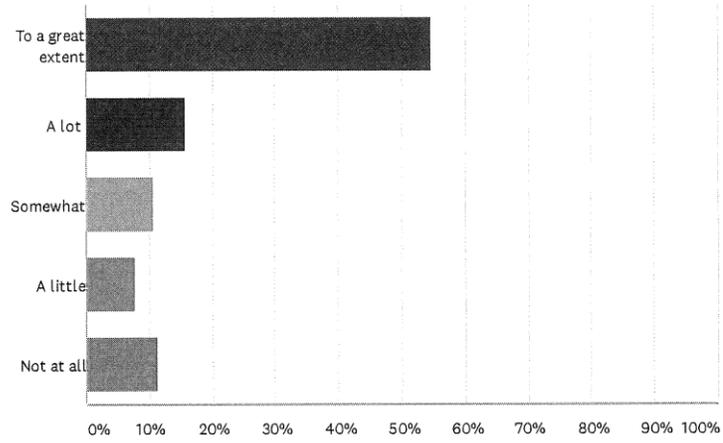
Village of Liberty Police Reform and Reinvention Committee Survey

62	See comments above. Police should be your friend not your adversary	12/5/2020 10:33 AM
63	Have an outreach program.	12/5/2020 10:28 AM
64	Nothing at all	12/5/2020 10:26 AM
65	Listening more	12/5/2020 10:14 AM
66	Perhaps a advisory committee that meets regularly.	12/5/2020 9:56 AM
67	communication. talk with us when driving around. speak to the teens and children. build a base.	12/5/2020 9:24 AM
68	More police.	12/5/2020 9:24 AM
69	Hold quarterly community meetings. Publish their data publicly. Wear recording devices.	12/5/2020 9:18 AM
70	They are amazing they give their personal safety and lives to protect mine my family's and our community every day.	12/5/2020 9:15 AM
71	I already think they do a great job. Being a little more visible on the streets is always a good thing.	12/5/2020 9:07 AM

Village of Liberty Police Reform and Reinvention Committee Survey

Q9 To what extent do you trust the Village of Liberty Police Department?

Answered: 141 Skipped: 1



ANSWER CHOICES	RESPONSES	
To a great extent	54.61%	77
A lot	15.60%	22
Somewhat	10.64%	15
A little	7.80%	11
Not at all	11.35%	16
TOTAL		141

Q10 What do you believe the police department could do to be more trustworthy?

Answered: 70 Skipped: 72

Village of Liberty Police Reform and Reinvention Committee Survey

#	RESPONSES	DATE
1	Trust is earned!!! Make people feel heard and go out in the community more. Do more interactive stuff in the community!	12/21/2020 1:26 AM
2	Do their job. Don't talk down to the people who called you and make them feel like idiots for calling you for help.	12/20/2020 4:46 PM
3	They have to go above being a officer who demands respect to trying to earn it amongst the people.	12/15/2020 7:45 PM
4	Transparency	12/14/2020 10:05 PM
5	diversity and having a presence in the entire community.	12/14/2020 9:56 PM
6	Hire more officers like Adam Lake. Approachable, fair, compassionate, empathetic, helpful, all while performing his duties as an officer.	12/14/2020 8:01 AM
7	Continue to be transparent with public	12/13/2020 7:14 AM
8	I think they are trustworthy.	12/12/2020 7:19 PM
9	As I posted previously, get rid of the police chief. I have driven home from work late at night had twice now had a Liberty patrol car come up on my rear bumper, turn the headlights off, and follow me from S&M Service Center to the old VFW building on Rt. 52. Allowing his patrolmen to do something so dangerous, so intimidating, is it nothing less than an egregious abuse of power. Had a deer run out in front of me and I hit my breaks I would have been rear ended by your patrol car, and we all know who would be in trouble for it.	12/11/2020 9:32 PM
10	I don't have any issues or concerns with trusting the department.	12/10/2020 10:57 AM
11	Come to events in uniform, listen to the protesters, talk to them, give feed back and	12/9/2020 6:37 PM
12	Be more involved with the public. Hold events for and with the public, not only when elections are coming up.	12/9/2020 8:48 AM
13	I am not really sure... they're police. It's automatic. One doesn't go around not trusting police unless they're criminals.	12/8/2020 8:43 PM
14	Stay involved in the community and actually be people who want to keep the community safe.	12/8/2020 8:21 PM
15	Communicate all That it does so the public can truly see what goes into a typical work day.	12/8/2020 7:37 PM
16	Stop telling people they are being pulled over for "suspicious driving" & stop people that are actually breaking the law	12/8/2020 6:42 PM
17	In my experiences with LPD the officers have been honest and compassionate.	12/8/2020 6:35 PM
18	Be as transparent as possible in all activities	12/8/2020 4:40 PM
19	More positive public interaction, even though they do a great job already. Liberty needs more Police Officers on the payroll to help curb the influx of scum into this town.	12/8/2020 8:30 AM
20	Maybe if they got a new Chief of Police.	12/8/2020 8:21 AM
21	Nothing right now.	12/7/2020 11:48 AM
22	N/A	12/7/2020 9:30 AM
23	stop profiling	12/7/2020 5:45 AM
24	Come out and get to know us, ALL of us.	12/6/2020 10:49 PM
25	Have a day to celebrate them and meet them..... like a street fair and each officer makes a booth that tells about them	12/6/2020 9:06 PM
26	Listen to what you have to say and hear all sides of a story not just that of chronic liars and known criminals who contribute nothing to the Village community. Should not act as if you are nuisance when you call and hear what you have to say with judging from past encounters.	12/6/2020 9:05 PM
27	That should be done before hiring.	12/6/2020 7:31 PM
28	Show the community that they care about all people not just prominent business leaders or	12/6/2020 7:04 PM

Village of Liberty Police Reform and Reinvention Committee Survey

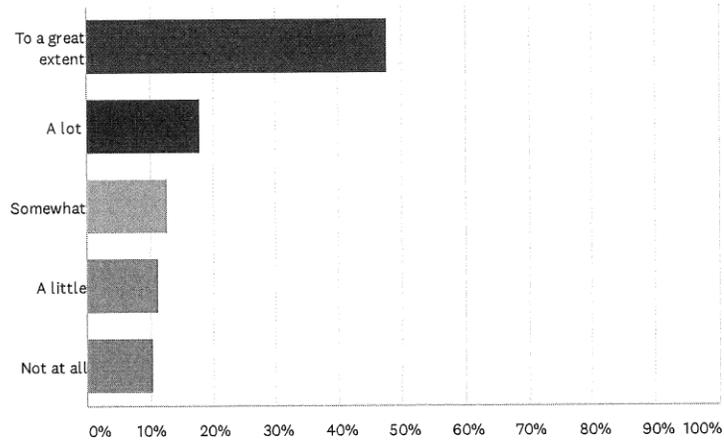
	community members.	
29	Na	12/6/2020 5:49 PM
30	Listen to the people	12/6/2020 3:51 PM
31	Nothing	12/6/2020 2:59 PM
32	Can spike spanish	12/6/2020 9:03 AM
33	Do not know enough to make that decision	12/6/2020 8:05 AM
34	See question 4.	12/5/2020 9:54 PM
35	Blind justice, no prejudice,no pretense.	12/5/2020 9:32 PM
36	Be more involved in charitable and community activities and sponsor some	12/5/2020 9:04 PM
37	Nothing all trust has been eliminated due to their lack of believing people who are no good	12/5/2020 8:25 PM
38	More enforment on low crime - theft offences	12/5/2020 8:20 PM
39	Nothing	12/5/2020 8:08 PM
40	believe people	12/5/2020 7:14 PM
41	Nothing	12/5/2020 6:22 PM
42	Be more involved and fair with everyone not just the elite and friends.	12/5/2020 6:02 PM
43	Being more visible	12/5/2020 5:51 PM
44	Increase funding to make all members full time and highly trained long-term, career minded, professional law enforcement officers	12/5/2020 5:01 PM
45	Stay the same	12/5/2020 4:17 PM
46	I believe they are doing a great job	12/5/2020 4:14 PM
47	I think they are very trustworthy.	12/5/2020 4:13 PM
48	Nothing	12/5/2020 4:01 PM
49	Do not lie	12/5/2020 3:51 PM
50	Always be carrying and professional	12/5/2020 3:42 PM
51	Don't harrass people by policing by the gut. Only rely upon evidence based policing	12/5/2020 3:07 PM
52	Fire bad officers like Simon. The rest of them are great and have talked and grown up with a few of them.	12/5/2020 3:05 PM
53	Get rid of chief. All starts at the top. His attitude is by far the worst there. He didnt learn a thing under chief Mir	12/5/2020 3:03 PM
54	No trust issues with LPD.	12/5/2020 2:17 PM
55	Could train your officers to stop belittling people during traffic stops.	12/5/2020 2:05 PM
56	Community engagement	12/5/2020 1:20 PM
57	Transparency	12/5/2020 12:16 PM
58	Again actually do police work and follow up and investigate situations and hear both sides of a story not a one sided story that is full of lies.	12/5/2020 11:46 AM
59	Boy scout merit badges?	12/5/2020 11:15 AM
60	Unknown	12/5/2020 11:07 AM
61	Keep doing what they do now	12/5/2020 10:45 AM
62	See above comments	12/5/2020 10:33 AM
63	stupid question. why would you consider PD untrustworthy.	12/5/2020 10:28 AM

Village of Liberty Police Reform and Reinvention Committee Survey

64	Nothing at all	12/5/2020 10:26 AM
65	Make sure all members of society, including LEOs are held accountable for their actions	12/5/2020 10:12 AM
66	Be more involved	12/5/2020 9:41 AM
67	communication. if we know you we are more likely to trust you. so if there is contact less friction.	12/5/2020 9:24 AM
68	Wear recording devices. Publish data on arrests publicly(anonymously, annual reporting).	12/5/2020 9:18 AM
69	I believe sadly the world has become divided but police officers are needed in most situations their authority needs to be present and known our village pd does a great job keeping the balance.	12/5/2020 9:15 AM
70	I have no trouble with trust and the police. They have always been there for my family.	12/5/2020 9:07 AM

Q11 To what extent do you believe police officers in the Village of Liberty treat all individuals equally regardless of race, ethnicity, national origin, gender, sexual orientation or socio-economic status?

Answered: 134 Skipped: 8



ANSWER CHOICES	RESPONSES	
To a great extent	47.76%	64
A lot	17.91%	24
Somewhat	12.69%	17
A little	11.19%	15
Not at all	10.45%	14
TOTAL		134

Q12 What do you believe the police department could do to more effectively treat all individuals equally regardless of race, ethnicity, national origin, gender, sexual orientation or socio-economic status?

Answered: 74 Skipped: 68

Village of Liberty Police Reform and Reinvention Committee Survey

#	RESPONSES	DATE
1	You can't train people to treat other race equally but this would be avoided if they had more "diversity" in the police department.	12/21/2020 1:26 AM
2	Stop treating the poor people like trash.	12/20/2020 4:46 PM
3	Make people feel comfortable around you and not anxious because of the reputation of a cop doing what he pleases.	12/15/2020 7:45 PM
4	Interpersonal communication training.	12/14/2020 10:05 PM
5	not sure	12/14/2020 9:56 PM
6	I think that is hard to address because it is a nationwide problem of which I have no idea how to start to fix.	12/14/2020 8:01 AM
7	More women on the force	12/13/2020 7:14 AM
8	They're doing well.	12/12/2020 7:19 PM
9	Perhaps hiring something besides white men.	12/11/2020 9:32 PM
10	I believe the department treats everyone fairly.	12/10/2020 10:57 AM
11	If felt threatened anyone will react, sometimes not in the right manor. For example folks with mental health issues.	12/10/2020 9:14 AM
12	They are professional not applicable	12/9/2020 7:22 PM
13	Na	12/9/2020 7:17 PM
14	Come to events/protests in uniform, listen to what they have to say, have an open conversation with the town, really absorb what you are hearing.	12/9/2020 6:37 PM
15	Read what I wrote above about doing their own research/studies and seeing for themselves how well or poorly they are doing. Open that information up to all employees/staff within the police department. Open that information up to the public. Ask the employees and the public for suggestions on how to improve and then implement the necessary changes.	12/9/2020 8:48 AM
16	Nothing. Just continue to do their jobs effectively regardless of the above mentioned differences.	12/8/2020 8:43 PM
17	We're all pretty much the same here in Liberty. The people downtown seem to be of lower socioeconomic status. That's just my observation. I feel like the police force should have more people of color. That should be any police force. Although I've never experienced any race issues or read about and race issues so as far as I'm concerned, ya'll are doing good.	12/8/2020 8:21 PM
18	As a Hispanic person I have never had any issues with Village of Liberty Police treating me unfairly.	12/8/2020 7:37 PM
19	Get new officers	12/8/2020 6:42 PM
20	Community outreach and youth education.	12/8/2020 6:35 PM
21	Give them more tools to deal with Mental Illness which is a large problem in the community.	12/8/2020 8:30 AM
22	They seem pretty good on this I have never been treated badly by a Liberty cop.	12/8/2020 8:21 AM
23	Maybe diversify the members a bit.	12/7/2020 11:48 AM
24	Na	12/7/2020 9:19 AM
25	stop profiling.	12/7/2020 5:45 AM
26	Meet the whole community in a fun way	12/6/2020 9:06 PM
27	As a Hispanic community member they are not interests in what I have to say and make me feel as my safety is not valued because of where I own a home in the crappy village.	12/6/2020 9:05 PM
28	Depends on situation.	12/6/2020 7:31 PM
29	Reach out to the community.	12/6/2020 7:04 PM

Village of Liberty Police Reform and Reinvention Committee Survey

30	Na	12/6/2020 5:49 PM
31	Treat people with respect	12/6/2020 3:51 PM
32	Yes	12/6/2020 2:59 PM
33	They do	12/6/2020 8:34 AM
34	I do not think it is possible to treat folks equal regarding race, identity, etc. I think in order to do so, there needs to be heightened awareness to the systemic issues that fuel unfairness. Understand, I think there is across the board mistreatment regardless of intentions.	12/6/2020 8:05 AM
35	Use common sense	12/5/2020 10:53 PM
36	See question 4.	12/5/2020 9:54 PM
37	more respect	12/5/2020 9:33 PM
38	Training and education	12/5/2020 9:32 PM
39	Be involved in more community activities	12/5/2020 9:04 PM
40	At this point there is nothing that they can do to make me trust them again	12/5/2020 8:25 PM
41	None	12/5/2020 8:20 PM
42	All good	12/5/2020 8:08 PM
43	hire better trained people	12/5/2020 7:14 PM
44	Nothing	12/5/2020 6:22 PM
45	Diversity training and putting it into action.	12/5/2020 6:02 PM
46	They already do it. Treat everyone the same. You get the same respect you give.	12/5/2020 5:55 PM
47	I don't think they have any issues being fair	12/5/2020 5:51 PM
48	Stay the same	12/5/2020 4:17 PM
49	I believe they treat everyone the same.	12/5/2020 4:13 PM
50	Nothing	12/5/2020 4:01 PM
51	Black lives matter is bullshit	12/5/2020 3:51 PM
52	Not an issue!	12/5/2020 3:42 PM
53	Opinion of prejudice are personal decisions. It's not something training can change. If fellow authorities witness bigoted and prejudicial behavior, even tasteless jokes, those oath sworn authorities should band together and reprimand the perpetrator.	12/5/2020 3:07 PM
54	These are called morals...how is this even a question.	12/5/2020 3:05 PM
55	We understand there over worked and under paid. But we all are. If you want respect it has to be earned.	12/5/2020 3:03 PM
56	Do more to retain minorities who join the force	12/5/2020 2:20 PM
57	I have not observed bias on the part of LPD.	12/5/2020 2:17 PM
58	Nothing, I don't see an issue with this within the department.	12/5/2020 2:13 PM
59	Diversity training	12/5/2020 1:20 PM
60	Get to know the individuals in those problem areas, we need to lead by example	12/5/2020 12:16 PM
61	I believe they treat everyone equally.	12/5/2020 12:00 PM
62	Again hear all sides of a story and make you feel comfortable to call on them when needed not to respond to nonsense money wasting calls. Actually know the codes of the village and abide by them not use their badge last to make people feel as if they are wrong because they are not on the right side of town or because of their skin color.	12/5/2020 11:46 AM
63	Hire blind police officers who only hear sound.	12/5/2020 11:15 AM

Village of Liberty Police Reform and Reinvention Committee Survey

64	Require all officers to learn Spanish.	12/5/2020 11:08 AM
65	Unknown	12/5/2020 11:07 AM
66	This is ot the responsibility if the officers, it is the responsibility of the people to respect officers, not the other way around	12/5/2020 10:45 AM
67	See all comments above	12/5/2020 10:33 AM
68	PD is not a biased organization.	12/5/2020 10:28 AM
69	Appears fine as is	12/5/2020 10:26 AM
70	Education	12/5/2020 10:14 AM
71	Education about our community. engagement of the community. understand the differences.	12/5/2020 9:24 AM
72	We need a more diverse staff. Our innate responses are often built into our gut.	12/5/2020 9:18 AM
73	Being a Hispanic women with a mental ill mother who lives in the village and has been known to call the village Pd many times they have been nothing but supportive caring and helpful. I wouldn't change a thing about them.	12/5/2020 9:15 AM
74	Be more visible on the street, to talk with people.	12/5/2020 9:07 AM

Q13 What is something that you believe the Village of Liberty Police Department does well?

Answered: 104 Skipped: 38

Village of Liberty Police Reform and Reinvention Committee Survey

#	RESPONSES	DATE
1	They stand around a lot.	12/21/2020 1:26 AM
2	Ignore the problems and crime. They only enforce crime when it is really in blatant and in their face.	12/20/2020 4:46 PM
3	They make there presence known so you feel they are within reach.	12/15/2020 7:45 PM
4	the patrols and response times are done well.	12/14/2020 9:56 PM
5	I think you have some amazing officers. I don't know many of the new ones however, and Gorr's retirement is a loss.	12/14/2020 8:01 AM
6	Involvement with community	12/13/2020 7:14 AM
7	Involvement in schools.	12/12/2020 7:19 PM
8	Everything	12/12/2020 1:52 PM
9	No.	12/11/2020 9:32 PM
10	Being out and about in the community and forming relationships with our youth, especially with the officers who work directly at the schools.	12/11/2020 8:21 PM
11	Patrolling the elementary school and helping with traffic in the morning.	12/11/2020 6:51 PM
12	They are a professional department which is trusted by the members of the community it serves.	12/10/2020 10:57 AM
13	Being there for us.	12/10/2020 9:14 AM
14	Community involvement and Facebook	12/9/2020 7:22 PM
15	Professional	12/9/2020 7:17 PM
16	Police	12/9/2020 7:14 PM
17	Not show up to events, does not reply to calls about local events.	12/9/2020 6:37 PM
18	Respond quickly to a complaint.	12/9/2020 5:20 PM
19	I believe they do well when it comes to protecting students as they walk to school in the morning. That is greatly appreciated. Having crossing guards to make sure the kids make it to school safely is awesome use if their time. The kids are the most important part of the future of this community.	12/9/2020 8:48 AM
20	Keep from away from me. I rarely see police or hear of police because I'm not a criminal. Limited interaction is a good thing in this instance.	12/8/2020 8:43 PM
21	Responds to domestic disputes.	12/8/2020 8:21 PM
22	Respond very quickly.	12/8/2020 7:37 PM
23	Intimidate people	12/8/2020 6:42 PM
24	The LPD responds quickly to calls from the community. Officers are reliable and genuine in their dealings with the community.	12/8/2020 6:35 PM
25	Presents itself very well	12/8/2020 4:40 PM
26	In my experience, they are open to the needs of the people and do their best to help, even though the law changes have tied their hands and made it hard to do their job.	12/8/2020 8:30 AM
27	The cops seem to get along very well with people in the town.	12/8/2020 8:21 AM
28	Takes complains seriously	12/7/2020 4:31 PM
29	Interacting with the public.	12/7/2020 11:48 AM
30	Takes care of the community. And is always there when you need them.	12/7/2020 9:30 AM
31	Professional	12/7/2020 9:19 AM

Village of Liberty Police Reform and Reinvention Committee Survey

32	Charge people after questioning	12/7/2020 5:45 AM
33	Keeps the kids safe while crossing the streets.	12/6/2020 10:49 PM
34	Gives out speeding tickets.	12/6/2020 9:06 PM
35	NOTHING except lie, deceive and waste taxpayer dollars for NO service.	12/6/2020 9:05 PM
36	From what I can see everything is done well.	12/6/2020 7:31 PM
37	My own need of quick response to a hit and run. It was so comforting when they quickly arrived,	12/6/2020 7:25 PM
38	Police the streets.	12/6/2020 7:04 PM
39	Any contact that I have had with a Village of Liberty Office I have found the officer to be very professional and respectful.	12/6/2020 6:55 PM
40	Community policing	12/6/2020 5:49 PM
41	Good question	12/6/2020 3:51 PM
42	Responding to all calls	12/6/2020 2:59 PM
43	Helps the people in the community .. Even those with issues that are only there temporarily..	12/6/2020 11:55 AM
44	Walk in town any time!!	12/6/2020 9:03 AM
45	You see them around, they are present	12/6/2020 8:34 AM
46	For me to not think of anything means they are probably doing a whole lot well.	12/6/2020 8:05 AM
47	Policing	12/5/2020 11:06 PM
48	Community interaction	12/5/2020 10:52 PM
49	Community involvement	12/5/2020 10:08 PM
50	Excellent community policing, addressing broken windows.	12/5/2020 9:54 PM
51	hide behind locked doors with no public accountability	12/5/2020 9:33 PM
52	Very responsive, reliable.	12/5/2020 9:32 PM
53	Slack off, and do their jobs	12/5/2020 8:25 PM
54	Everything	12/5/2020 8:20 PM
55	Everything	12/5/2020 8:08 PM
56	dare	12/5/2020 7:14 PM
57	Everything	12/5/2020 6:22 PM
58	Helping with traffic control by the school.	12/5/2020 6:13 PM
59	Attend social events and work the political angle.	12/5/2020 6:02 PM
60	They do an all around good job.	12/5/2020 5:55 PM
61	Community involvement and promoting the good neighbor feeling	12/5/2020 5:51 PM
62	Nothing	12/5/2020 5:16 PM
63	Highly effective patrol unit - they do a lot with a little	12/5/2020 5:01 PM
64	Listening to the people they are interacting with. They listen to the complaints and make the best decision they can and respond accordingly	12/5/2020 4:17 PM
65	I believe the police department does a wonderful job with the youth of the community	12/5/2020 4:14 PM
66	They are always there when we need them.	12/5/2020 4:13 PM
67	Positive role models, non abusive, problwm solvers	12/5/2020 4:06 PM
68	Fight crime	12/5/2020 4:01 PM

Village of Liberty Police Reform and Reinvention Committee Survey

69	Still waiting	12/5/2020 3:51 PM
70	Being present when called for assistance	12/5/2020 3:42 PM
71	Write tickets	12/5/2020 3:05 PM
72	Presence - we see you a lot in non-threatening scenarios	12/5/2020 2:20 PM
73	Approachable officers who are always available & willing to help. Many volunteer their time in the community (coach, fire department, etc.)	12/5/2020 2:17 PM
74	I see them all thr time walking on patrol, biking on patrol and driving. It makes you feel safe knowing they are around. Also the constant checks on the registered sex offenders and violating them when needed.	12/5/2020 2:13 PM
75	Interacts with our school children and residents. They know this community.	12/5/2020 2:12 PM
76	Community/school interaction	12/5/2020 12:51 PM
77	They are very visible	12/5/2020 12:39 PM
78	Check up on calls made	12/5/2020 12:16 PM
79	They do every thing well	12/5/2020 12:00 PM
80	I really have no response to this as I have lost all faith in the Village of Liberty Police and honestly feel like they are just another entity that wastes money within the village.	12/5/2020 11:46 AM
81	community policing	12/5/2020 11:39 AM
82	Quick response time to calls and their community involvement	12/5/2020 11:21 AM
83	Emergency response.	12/5/2020 11:08 AM
84	They have a history of fostering good relationships with the children of the community and always lend a hand to go above and beyond for anyone in need.	12/5/2020 11:07 AM
85	Doing their jobs with out catering to the narrarive	12/5/2020 10:45 AM
86	No knowledge of specifics	12/5/2020 10:33 AM
87	Responds to emergencies .	12/5/2020 10:28 AM
88	Response time regular patrols and always a police presence	12/5/2020 10:26 AM
89	I think they are pretty involved in the community as the department and then as individual officers and their families. You humanize the badge.	12/5/2020 10:12 AM
90	Harassment	12/5/2020 10:09 AM
91	Community policing	12/5/2020 10:07 AM
92	My personal experience has been that they are professional	12/5/2020 10:06 AM
93	Visibility, responsivity	12/5/2020 9:56 AM
94	They are present in the community. They participate and interact with the residents.	12/5/2020 9:41 AM
95	Their presence is known and their responsiveness is top notch.	12/5/2020 9:36 AM
96	Watches out for our children	12/5/2020 9:27 AM
97	excellent response, patrol.	12/5/2020 9:24 AM
98	School interaction	12/5/2020 9:24 AM
99	They are community minded and go above and beyond to help people.	12/5/2020 9:24 AM
100	Response time	12/5/2020 9:18 AM
101	I believe that they're interaction with the public as well as with prominent key community members is equal unjust all around I believe that any profiling that is done is done out of a requirement and a need given the situations that they entail	12/5/2020 9:16 AM

Village of Liberty Police Reform and Reinvention Committee Survey

102	I haven't had any bad experiences with Liberty Pd. That being said they must be doing good things.	12/5/2020 9:15 AM
103	From my perspective the Police Dept. strives to be visible in our schools and community organizations.	12/5/2020 9:14 AM
104	Being a small community, everybody pretty much knows everyone else. Therefore the community knows who the police are.	12/5/2020 9:07 AM

Q14 What is something that you believe the Village of Liberty Police Department can do better?

Answered: 78 Skipped: 64

Village of Liberty Police Reform and Reinvention Committee Survey

#	RESPONSES	DATE
1	They should engage more in the community	12/21/2020 1:26 AM
2	Treat the people who call for help with compassion and don't talk down to them and make them feel like they did something wrong for calling the police. They argue with the people that call them for help.	12/20/2020 4:46 PM
3	They have to look at the bigger picture of how actions can affect a community. If they want to change for the better than they have to plant their roots in the community.	12/15/2020 7:45 PM
4	Interpersonal communication skills	12/14/2020 10:05 PM
5	Community engage s diversity i the officers on the force	12/14/2020 9:56 PM
6	I think newer officers should be more present and involved in the community.	12/14/2020 8:01 AM
7	More visual presence	12/13/2020 7:14 AM
8	Patrolling the village.	12/12/2020 7:19 PM
9	Act like police instead of an army of occupation.	12/11/2020 9:32 PM
10	Cant think of anything right now.	12/11/2020 6:51 PM
11	Participate in more community events.	12/10/2020 10:57 AM
12	Hire more officers	12/9/2020 7:22 PM
13	Hire more officers to patrol ghettos	12/9/2020 7:17 PM
14	Hire more officers	12/9/2020 7:14 PM
15	Everything I have discussed.	12/9/2020 6:37 PM
16	Enforce 2 hr parking on Main Street.	12/9/2020 5:20 PM
17	Same things I have said, being more involved/getting to know the community and checking themselves for racial discrimination when it comes to how many people of specific races get pulled over, how many of them get in trouble for traffic violations, etc. Obviously the latter may take some time to take and gather the data. It should also be noted that maybe this study should be conducted by a third party maybe by using body cam footage? The logistics would have to be figured out.	12/9/2020 8:48 AM
18	I don't think the school resource officers are as effective as they think.	12/8/2020 8:43 PM
19	Be more active during weekends. When people are drinking.	12/8/2020 8:21 PM
20	Smile & have a better tone & vocabulary	12/8/2020 6:42 PM
21	Create quotas or incentives for the officers to ticket and arrest in order to ensure the safety of the community.	12/8/2020 6:35 PM
22	Recruit Spanish speaking officers to communicate with the Hispanic population.	12/8/2020 8:30 AM
23	Maybe try to make the cops on the street let stressed out about things.	12/8/2020 8:21 AM
24	More patrols on the roads.	12/7/2020 11:48 AM
25	N/A	12/7/2020 9:30 AM
26	Hire more officers	12/7/2020 9:19 AM
27	everything isn't a crime. Sometimes its just a bad choice. Shouldn't have to go to prison	12/7/2020 5:45 AM
28	Answer inquiries and messages. You have three or more people in the office to help and yet no response.	12/6/2020 10:49 PM
29	Worry more about what happens on the side walk...	12/6/2020 9:06 PM
30	Do actual police work and follow up with valid complaints and be honest when they are speaking to you rather than lie to your face.	12/6/2020 9:05 PM
31	Staffing and pay.	12/6/2020 7:31 PM

Village of Liberty Police Reform and Reinvention Committee Survey

32	Police the streets with more fairness to all.	12/6/2020 7:04 PM
33	Pay Their officers More Money	12/6/2020 5:49 PM
34	Treat people fairly and not terrorize the ones going into a store that are not doing anything wrong	12/6/2020 3:51 PM
35	Doing a great job	12/6/2020 2:59 PM
36	Activity wit comunity	12/6/2020 9:03 AM
37	First, I think the folks who the Police answer to process wise should be in the conversation the Mayor, et al and those who set policy never take responsbnsibility for their lack of leadership.	12/6/2020 8:05 AM
38	See question 8.	12/5/2020 9:54 PM
39	pretend they care	12/5/2020 9:33 PM
40	Be more approachable less intimidating	12/5/2020 9:32 PM
41	Actual police work	12/5/2020 8:25 PM
42	Nothing	12/5/2020 8:20 PM
43	Nothing	12/5/2020 8:08 PM
44	everything	12/5/2020 7:14 PM
45	Nothing	12/5/2020 6:22 PM
46	Be more empathetic to all people.	12/5/2020 6:02 PM
47	They do an all around good job.	12/5/2020 5:55 PM
48	Enforce current laws	12/5/2020 5:51 PM
49	Be more involved with community	12/5/2020 5:16 PM
50	Receive more funding for growth	12/5/2020 5:01 PM
51	Maybe a mentoring or youth program to deter children from crime and idle time. Maybe included, community service.	12/5/2020 4:17 PM
52	Better communication with community as well as when responding to calls	12/5/2020 4:14 PM
53	I think they are doing the best they can.	12/5/2020 4:13 PM
54	More diversity as officers since community is extremely diverse. How many are bi lingual is a great question	12/5/2020 4:06 PM
55	Nothing	12/5/2020 4:01 PM
56	Everything	12/5/2020 3:51 PM
57	Always work to be seen and friendly	12/5/2020 3:42 PM
58	Leave people alone.	12/5/2020 3:07 PM
59	Not because you're not doing a good job but because it's a tough problem - getting drug users connected with treatment.	12/5/2020 2:20 PM
60	Continue to serve with honor, integrity, and pride.	12/5/2020 2:17 PM
61	The drug trafficking seems to be a little out of control as are loitering issues	12/5/2020 12:51 PM
62	Be out there	12/5/2020 12:16 PM
63	I have said it numerous times actually follow up and investigate situations rather than tell you go in your house and be quiet. If you are not comfortable in your home then leave.	12/5/2020 11:46 AM
64	increase the size of the force	12/5/2020 11:39 AM
65	Some officers could use a diet. Not naming names.	12/5/2020 11:15 AM
66	Friendly community relations.	12/5/2020 11:08 AM

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67	More visibility ie : More street patrols both car and foot.	12/5/2020 11:07 AM
68	Nothing. Everything is fine	12/5/2020 10:45 AM
69	See above comments	12/5/2020 10:33 AM
70	Treat the Hassidics the same way residents are treated. They are treated as seasonal royalty.	12/5/2020 10:28 AM
71	Nothing at all I think they operate very well	12/5/2020 10:26 AM
72	Hire more officers	12/5/2020 10:07 AM
73	just continue the connection with the children	12/5/2020 9:24 AM
74	Reallocate and reconsider capital purchases and budget. Budget needs to be curtailed and put in check. Instead of purchasing new vehicles, redistribute that to provide more value to tax payers.	12/5/2020 9:18 AM
75	I think although they do an excellent job being in the public eye in a positive manner I think there's always ways to be a little more in the community and fellowship	12/5/2020 9:16 AM
76	Again nothing to my knowledge I feel safe and comfortable to approach a village officer for help if needed.	12/5/2020 9:15 AM
77	Always be fair but strive to provide protection to the members of the community.	12/5/2020 9:14 AM
78	Don't know.	12/5/2020 9:07 AM

Q15 Is there anything else that the Village of Liberty's Police Reform and Reinvention Committee should consider?

Answered: 80 Skipped: 62

Village of Liberty Police Reform and Reinvention Committee Survey

#	RESPONSES	DATE
1	Hire more female officers!!!	12/21/2020 1:26 AM
2	Changing its leadership because you need a leader who will take people's complaints seriously and do their job.	12/20/2020 4:46 PM
3	Yearly evaluations for officers to make sure they are able to make the correct decisions in different scenarios. A license renewal system where every renewal date an officer has to take a test to certify they still pass the requirement to be a officer.	12/15/2020 7:45 PM
4	Revamp use of force policy by requiring the step of Necessity. Was the level of force use the reasonable necessity for incident.	12/14/2020 10:05 PM
5	applying for grants to support the spirit of this initiative.	12/14/2020 9:56 PM
6	Not to my knowledge	12/14/2020 8:01 AM
7	More officers, continue training on mental health issues	12/13/2020 7:14 AM
8	N/A.	12/12/2020 7:19 PM
9	Disbanding completely and letting the NYS Police and Sheriff's Department patrol the town. I think they, especially the Sheriff's Department, would do a much better job than is being done now.	12/11/2020 9:32 PM
10	Nothing at the moment. Thanks for keeping Liberty safe!	12/11/2020 6:51 PM
11	The department should raise salaries to be more competitive with other agencies. This should help keep officers from leaving the department and help save money and time in the long run.	12/10/2020 10:57 AM
12	Sending out questions like this asking other leaders in our community. We can't expect the Police to be the cure all. Can we?	12/10/2020 9:14 AM
13	Allocating more funds to police to hire more officers And offer more training	12/9/2020 7:22 PM
14	Funding the police better to allow for more officers training and equipment	12/9/2020 7:17 PM
15	Holding public accountable	12/9/2020 7:14 PM
16	INCLUDE THE NAACP IN THE COMMITTEE! Call the Youth Economic Group and have them be the nonprofit organization involved in the committee. YEG is right across the street from you. You can knock on our door and we will gladly be involved. We fight against inequality and injustice, we are the perfect group to have in the conversation.	12/9/2020 6:37 PM
17	Yeah. How about... dropping it! Why is there even a committee?? Wasting peoples time and energy and money? I have never felt unsafe in my community. I have never even locked my doors living in Liberty and I've been here 50 years. I'm Hispanic as well and have never felt any racism from the Liberty P.D. They do their jobs and should not be subjected to these political antics! I'll certainly remember Cuomo when I vote in 2022.	12/8/2020 8:43 PM
18	Do more about drugs. Please.	12/8/2020 8:21 PM
19	Consolidation.	12/8/2020 7:37 PM
20	Black & Hispanic officers	12/8/2020 6:42 PM
21	Community outreach to improve the treatment of officers who are now being continuously disrespected by members of the community.	12/8/2020 6:35 PM
22	Consider spending their time finding grants to offset the cost of hiring more officers, and bettering the community as a whole so people want to move their homes and businesses to Liberty, making it a better place. Find a way to clean up the crappy buildings on Main Street, which would help chase the scum out of town. Monetarily penalize landlords for the amount of time police spend at their apartment buildings or houses.	12/8/2020 8:30 AM
23	I don't know it the committee can fire the Chief and make someone else chief but it seems like they should.	12/8/2020 8:21 AM
24	I dunno, maybe let the officers blend in a little more, let them have tattoos and beards and what not.	12/7/2020 11:48 AM

Village of Liberty Police Reform and Reinvention Committee Survey

25	Having "community" police persistent offenders	12/7/2020 9:19 AM
26	Having weekly monthly meeting open to everyone and with a seat filled by local non profit organizations as directed by the executive order.	12/6/2020 10:49 PM
27	Pay them more for good deeds not just years there.	12/6/2020 9:06 PM
28	The village of Liberty police department is poorly run and a huge waste of money that this defunk village does not need. Personally I have resorted to not calling the Village police at all and would prefer to call the State Troopers or Sheriffs Departments. They are at least willing to hear you and treat you fairly. There are also a few newer officers in the department that should be let go as they are very racist and disrespectful. The police department not only need reform but needs a true investigation into their actions. They will feed into mentally ill people and give them personal police escorts as long as they lie enough to the officers.	12/6/2020 9:05 PM
29	Not that I can think of right now.	12/6/2020 7:31 PM
30	Meet regularly with community members and activists. Keep an open dialogue. Thanks.	12/6/2020 7:04 PM
31	Retraining the public that lacks accountability or a moral Compass	12/6/2020 5:49 PM
32	Watch their employers and how they treat the public	12/6/2020 3:51 PM
33	No	12/6/2020 2:59 PM
34	Just be fair and keep in mind that most people are hating on the law now thanks to media bias..	12/6/2020 11:55 AM
35	Diversity ethnic!!	12/6/2020 9:03 AM
36	There absolutely needs to be more grassroots inclusion into this process. To be honest, Fallsburg has opened their system to include pretty much all while Liberty's system seems to be closed to input they choose not to have. This is kind of scary, and it seems a little disingenuous. Seems like it looks good to have a survey, but I am not hopeful that proper feedback will be taken because of how this process is more of a pick and chose, rather than open.	12/6/2020 8:05 AM
37	Not really I support the people in blue.	12/5/2020 10:53 PM
38	See question 4.	12/5/2020 9:54 PM
39	closing down. The state police can handle just fine	12/5/2020 9:33 PM
40	Be open minded to change. The community served is ever changing and change is good.	12/5/2020 9:32 PM
41	Investigating all manners and not take the sides of people who are mentally challenged	12/5/2020 8:25 PM
42	No. Don't reform anything.	12/5/2020 8:20 PM
43	No	12/5/2020 8:08 PM
44	Extend there patrol lines futher.	12/5/2020 6:22 PM
45	Using social workers to mitigate conflicts.	12/5/2020 6:02 PM
46	They don't need reinvented. Let them do their jobs. The government made the laws. That them enforce them. That is their job. Courts need to stop the catch and release program. Also stop releasing criminals early. There is no deterrent for crime. The government needs to stop worrying about feelings and pandering and making everything about race and gender. A criminal is a criminal no matter what color or gender they are.	12/5/2020 5:55 PM
47	The police don't need to be reinvented-they need to be allowed to do the job they swore to do.	12/5/2020 5:51 PM
48	Full time, well compensated, career minded, highly trained police officers are professionals. Anything less than full funding and community support results in community/police tension and low personnel retention	12/5/2020 5:01 PM
49	Standing against the defund police movement. We respect and need you to be there for the community	12/5/2020 4:17 PM
50	The fact that the police are human beings just like the rest of us. They see things most of us could not handle. Give them a break.	12/5/2020 4:13 PM

Village of Liberty Police Reform and Reinvention Committee Survey

51	Trying people to aid and gain trust in Latin community	12/5/2020 4:06 PM
52	Raises for police.	12/5/2020 4:01 PM
53	Pay attention to bullied children and when they say they want to stab someone, PUT THEM IN THERAPY IMMEDIATELY	12/5/2020 3:51 PM
54	Keep an open door to suggestions	12/5/2020 3:42 PM
55	Consider evidence based policing	12/5/2020 3:07 PM
56	Get rid of Simon	12/5/2020 3:05 PM
57	Reviewing cases that go to court and are dismissed. Like dwi arrests. I'm sure like mine they make many false arrests to show numbers for government funding. Should be on convictions not arrests because those numbers are not the same	12/5/2020 3:03 PM
58	Continue to support officers who protect their community.	12/5/2020 2:17 PM
59	Again lead by example. Be present. Transparency. Don't be a bully because you wear a badge.	12/5/2020 12:16 PM
60	Not let past officials influence thier actions.	12/5/2020 12:00 PM
61	Support all churches . They are essential.	12/5/2020 11:55 AM
62	Assuring the polices officers are trained to detect lies and not just press charges against people because they do not want to investigate or put in a little work. They ruin people's lives when they just placate crazy and allow lies to be written on statements and do not follow up on potentially life threatening situations that could cause harm to children and hard working adults within the village.	12/5/2020 11:46 AM
63	stay strong and don't let these uneducated liberals and anarchists get you down. You've been around for 100 years and you'll be around for 1000 more	12/5/2020 11:39 AM
64	That your committee a waste of time and money.	12/5/2020 11:15 AM
65	Less para-military approach.	12/5/2020 11:08 AM
66	Unsure	12/5/2020 11:07 AM
67	I'm born and raised in Liberty and moved out because the main street looks and feels like a ghetto. This is not the fault of the police department but if the village would crack down on the low income and section 8 individuals, actually enforce the codes when it comes to the trash and make landlords accountable, the police force may have less issues !	12/5/2020 10:54 AM
68	Yes, tell the criminals and Democrats to stop protecting the criminals, that is what this is all about	12/5/2020 10:45 AM
69	Sensitivity training	12/5/2020 10:33 AM
70	Yes, have the Police Reform and Reinvention Committee take a long walk off a short pier. PD does not need a reinvention committee. They do their job, and do it well...	12/5/2020 10:28 AM
71	Praise the men and Women for A job well done	12/5/2020 10:26 AM
72	Training the public and parents	12/5/2020 10:07 AM
73	Nope	12/5/2020 10:06 AM
74	Look at what resources you can grab to make your work better. there are a lot of calls that you respond to that are simple dispute, mental health, elderly issues, other , that are not law enforcement issues but community or social service issues. so,LPD needs to utilizing and engage with those resources .	12/5/2020 9:24 AM
75	I believe that what happen in the city has tainted the view of all police agency, I would hope that the committee would have the courage to really look at the good the police agency in our area, we are a rural agency and many times the police are the first ones there handling a situation from waiting for a ambulance for a injured person, diffusing a family dispute. When you look at reform please remember the needs and safety of our police agencies as well.	12/5/2020 9:24 AM
76	We should be more respectful of tax payer dollars. Though I do understand the concern for peoples jobs, We should have a plan in place to merge departments with Town Of Liberty. This	12/5/2020 9:18 AM

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is important you do a study now(what positions will be shared, cost savings, etc), and publicly report this, Vs being forced into it - which is likely with the state managed shared services panels. With tax revenue declining, the state is going to turn to you guys and mandate this changes. It's better to have some sort of a plan, or idea now.

77	I think there could always be more cops on the beat as in walking through communities or cycling through communities one of my favorite things to see is the officers outside the school districts especially in the morning and afternoons when kids are coming and going I think that that is vital to encouraging a positive relationship between the next generation and law enforcement	12/5/2020 9:16 AM
78	I would like to say they are a wonderful part of our community and thank them for their protection and loyalty to our community. Our police officers and their families sacrifice so much to keep this village safe. Their a amazing group!	12/5/2020 9:15 AM
79	Not get caught up in all the political jargon regarding "reform" to the extend it hobbles the officers from performing their jobs. As far as I am aware the Liberty Police strive to do their job effectively and objectively for all the members of our community.	12/5/2020 9:14 AM
80	Don't know.	12/5/2020 9:07 AM