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**ANNUAL REPORT**  
**1991**

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

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

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

### Overview

The Accreditation Program completed its second full year of operation in 1991. During this time, the number of agencies seeking accreditation increased by 24%, the Accreditation Council resolved several important operational issues, and BMP staff developed or improved a number of resource materials to help agencies complete the accreditation process. The program also received a national award for the innovative way in which it is promoting police professionalism.

This report documents the principal activities and achievements of 1991. The report is divided into three main sections: Operations, Administration, and Prospects for the Future. The report also includes three appendices. The first identifies the agencies that are either accredited or are officially working toward accreditation. The second contains sample articles which were published about the program during the preceding 12 months. The third appendix contains a letter from the Council of State Governments advising Governor Cuomo that the Accreditation Program will be one of just eight initiatives nationwide to be featured in the Council's 1992 Innovations publication series. Additional information about all of the topics covered in this report can be obtained by contacting the Bureau for Municipal Police (BMP).

## I. Operation

### Agency Participation

One hundred sixty-two law enforcement agencies were participating in the state Accreditation Program on December 31, 1990. During 1991, BMP received applications from 39 additional departments, an increase of 24%. Altogether, 201 agencies in 50 counties are currently enrolled. This number represents 36% of the 564 agencies that are eligible to participate.

Table 1 on the following page presents a breakdown of participating agencies by the number of full-time officers that they employ. The

departments range in size from fewer than 25 officers to more than 1,000 full-time sworn personnel. The data confirm earlier findings that senior law enforcement staff in all types of settings believe that the program is both realistic and worthwhile. A complete list of participating agencies can be found in Appendix A.

Table 1.

Sizes of Law Enforcement Agencies That Are Participating in the State Law Enforcement Accreditation Program

<u>Number of Full-Time Officers</u>	<u>Number of Agencies Participating in the Accreditation Program</u>	<u>%</u>
0-9	43	21
10-24	55	27
25-49	49	24
50-99	30	15
100-499	19	10
500-999	2	1
1,000 +	<u>3</u>	<u>2</u>
	201	100

The increase in applications over the last 12 months can be attributed at least in part to BMP's educational and promotional efforts. A major component of these efforts consisted of presentations that program officials made at gatherings of key policy makers. Six speakers collaborated to make the longest and most comprehensive of these presentations at the Annual Training Conference of the State Association of Chiefs of Police. Deputy Commissioner John W. Herritage moderated that discussion and provided detailed program updates during his remarks at the annual meetings of the State Sheriffs' Association and State Association of Towns. Major presentations by the Program Director included speeches at the annual meeting of the State Law Enforcement Training Directors, Police Conference of New York, and Western New York Association of Chiefs of Police. Program staff also participated in the Executive Development Seminars that BMP organized for senior police officials at five locations around the state.

BMP promoted greater agency participation in less formal ways as well. These strategies included writing articles for publication in the Police Chief Executive, contacting officials of non-participating agencies to see if they had any concerns that BMP could address, and sponsoring booths featuring the Accreditation Program at five separate events. The events included the annual conferences sponsored by the State Sheriffs' Association, State Association of Chiefs of Police, State Association of Towns, and State Office of Rural Affairs. Program staff also manned a booth as part of Law Enforcement Training Week festivities at the Empire State Plaza in Albany. Booths can be very effective promotional tools because they provide interested parties with

an opportunity to ask questions and discuss issues of the greatest personal interest in a casual, unhurried manner.

While support for the Accreditation Program increased during 1991, it was not clear why many agencies had not yet submitted applications. To answer this question, program staff first interviewed the chief executive officers of 36 non-participating agencies. The information gained through this process was then used to draft a two page questionnaire. BMP subsequently mailed copies of the questionnaire to non-participating agencies throughout the state.

Officials of 112 agencies returned a completed survey. Nearly 75% of the respondents felt that they had a good understanding of the Accreditation Program. No one doubted the value of the initiative, and 83% agreed that most of the things which they had heard about the program were positive. No one reported hearing mostly negative comments.

The overwhelming majority stated that they were unable to participate because of limited finances or personnel. Other reasons tended to be site-specific such as the lack of political support or the need to complete other initiatives first. Overall, the chief executive officers of 84 departments (82%) stated that they would "definitely participate" in the Accreditation Program if they had sufficient resources.

Another interesting finding of the study was that 50 (45%) of the respondents had already begun to work informally toward accreditation.

The accreditation initiative is thus having an impact far beyond that which one might suspect simply by reviewing the program roster. As one police chief observed, "In a part-time position, I find that much of my time has been consumed as we try to organize and document proper daily procedures. It is nevertheless beneficial to have the guidelines to refer to. All these small efforts should point us in the right direction."

#### Efforts to Facilitate the Accreditation Process

BMP continued to work closely with agency program managers during 1991. BMP has always been willing to help agencies in their efforts to achieve accreditation status, and staff provided direct technical assistance to approximately 100 agencies during 1991.

Much of the assistance was provided over the telephone in response to specific questions about the meaning of particular standards. Program staff also responded to numerous written inquiries and commented on hundreds of draft policies and procedures. In yet another form of assistance, the project director discussed the benefits of becoming accredited during three in-service training sessions at one agency and before a Town Board on behalf of another.

Managers of agencies that are just beginning the accreditation process are typically unfamiliar with the ways in which program files ought to be organized. It is better in these instances for staff to meet with the managers in person rather than address all of their concerns

over the phone or through the mail. BMP provided detailed programmatic overviews for interested officers during 1991 both on-site and in Albany. Staff assigned to the Accreditation Unit revised and expanded its lesson plans for training program managers in March to ensure that the orientations would be thorough and up-to-date.

In addition to the site-specific assistance that BMP provided, program staff developed or revised a number of resource materials to help all participating agencies. Decisions on the nature and priority of these projects were based in large part on the input provided by 25 program managers whom BMP had polled early in the year to identify their principal needs.

The most valuable product that BMP developed during 1991 was a new Resource Manual. The manual contains policies and procedures which have been implemented by New York State agencies and can be used to implement program standards. The first edition was prepared in 1989 just after the program became operational. It included the best procedures that were available at the time, but many of them did not incorporate every element of the standards they were supposed to address. The second edition, by contrast, draws exclusively from the procedure manuals of accredited departments. There are no gaps, and the overall quality is clearly superior.

The Resource Manual now contains samples of all the procedures necessary for an agency to become accredited. Secretarial support at many police departments is limited, however, and several managers

indicated that it would be very helpful if the manual were available on diskettes. The managers could then simply edit rather than retype lengthy procedures that they wanted to use. BMP polled 19 agencies to identify the type of word processing system that would be most useful for this purpose. Fourteen (74%) expressed a preference for Word Perfect. Support staff at BMP began typing key portions of the new manual in Word Perfect during the summer and expect to complete the conversion in early 1992.

BMP developed a separate software package to help agency managers track the development of new policies and procedures. The software enables managers to establish and update records in a number of important areas. The program tracks such variables as the date on which an officer is designated to develop a particular policy, the name of the officer, the date on which the draft policy is due, and whether or not the policy has been approved by the chief executive officer. The program can also perform a variety of sorting functions such as identifying all of the policies that have been assigned to a particular individual. Nine law enforcement agencies participated in a pilot test of the software during March and April. BMP began disseminating the final version of the software to interested agencies in August.

Another computer initiative which began during 1991 is a joint venture involving program staff, the State Law Enforcement Training Directors, and the DCJS Integrated Systems Development Unit. The purpose of the initiative is to improve the software that DCJS now makes available to police administrators. The new software will contain

several upgrades and enhance the ability of the training directors to meet the record keeping requirements set forth in program standards. Representatives of the three groups met for the first time in October. The updated version should be ready for distribution in late 1992 or early 1993.

BMP spent a great deal of time during 1991 exploring various ways in which videotapes could be used to reduce staff travel and expand training opportunities for program managers. The first of what will hopefully be a series of such videotapes was completed in December. The tape provides a detailed overview of program requirements and offers practical tips to help managers organize program files.

Finally, BMP prepared and disseminated a roster that lists the names and telephone numbers of the accreditation program managers at all agencies that were then participating in the Accreditation Program. The agencies are listed alphabetically by county, and there is an addendum at the end of the roster which groups the departments by size. Accredited agencies are preceded by an asterisk. The information provided in the roster enables managers to convene meetings with officials at other participating agencies in their county or training zone to discuss common problems and ways of resolving them. They can also contact the managers of agencies which are the same approximate size to see how their departments plan to implement a particular standard. In addition, the roster can be used to identify knowledgeable officials who might be willing to conduct a mock assessment at no charge.

Accredited Agencies and the Impact of Accreditation

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

Eleven agencies earned accreditation status during 1991. These agencies included the St. Lawrence County Office of the Sheriff and the City of Tonawanda Police Department. Other agencies accredited during 1991 were the police departments serving the towns of Brighton, Evans, Hamburg, Irondequoit, Ogden, Orchard Park, Stony Point, and Yorktown. The Village of Wellsville Police Department was also accredited.

The newly accredited agencies range in size from 10 - 61 full-time officers. Prior to 1991, the smallest agency that had been able to implement all program standards employed 31 full-time officers. The accreditation of a 10 man department gives additional support to the Council's long-held view that program requirements are both realistic and attainable for agencies of all sizes.

It is worth noting that two of the newly accredited agencies were unable to demonstrate full compliance with all applicable standards during their initial assessment. Program assessors made follow-up visits to both sites before recommending that the agencies be accredited. A third agency also failed its initial assessment and is still in the process of complying with selected standards. The experience of these three agencies underscores the integrity of the assessment process. The Accreditation Council will not accredit any agency unless and until it meets all program requirements.

The State Director of Criminal Justice or Deputy Commissioner in charge of BMP presented the certificates of accreditation during public on-site ceremonies. In 1991, the ceremonies were expanded to include the awarding of a Certificate of Accomplishment to the agency program manager. A sample of the newspaper articles which appeared following the ceremonies are included with other press clippings in Appendix B.

Agencies that were accredited during 1991 reported an average cost of just under \$37,000 to comply with program requirements. Nearly all of the cost was related to the salaries and fringe benefits for the officers who were reassigned to develop the necessary policies and procedures. Actual out-of-pocket expenses tended to be minimal as agencies purchased such items as reflective vests and file cabinets. All agencies incurred printing costs for new procedure manuals, and one indicated that it had spent \$950 to improve the security of its property room.

The cost of becoming accredited will be more than offset if the new policies and training practices enable participating agencies to avoid even one lawsuit. Some insurance companies also take an accredited agency's status into account when setting annual liability premiums. Non-monetary benefits include independent confirmation that agency practices are consistent with rigorous professional standards, enhanced administrative and operational effectiveness, assurance that recruitment, selection and promotion processes are fair and equitable, and greater understanding of agency policies by sworn personnel.

The chief executive officers of the agencies accredited during 1991 were unanimous in their support for the program. According to Ogden Police Chief Merrit Rahn, "Accreditation and the accreditation process has been a tremendous asset to our department. The process alone has shown that the department together as a team can accomplish and achieve our goals. It has affected the department in many areas. Now each function is performed in a similar manner, using the same reporting system and the same means to accomplish our goals. Prior to accreditation, many of our duties were done in a haphazard manner. Each member of the department currently follows a consistent set of rules that apply to each one equally. Moreover, with accreditation each member has become aware of our goals and objectives, how we expect to accomplish them and what they can do to assist in these goals. All in all, this has made us a more organized and accountable police agency, with each member working in the same direction."

Chief James Morgan of the Yorktown Police Department was equally enthusiastic. Chief Morgan stated that "a major benefit to the department was the application process itself, which caused an intensive self-examination of the rules, regulations, policies, training practices, general orders, and operational procedures that were being applied on a daily basis. We literally had to examine everything we did to ensure that it met the State's established standards and to see if there were procedures we should be doing but weren't." "By achieving accredited status", Chief Morgan concluded, "we can now be sure that the goals, policies, and operational practices of the Yorktown Police Department not only service the needs of our community, but that we meet the rigorous standards established by the New York State Accreditation Program."

## II. Administration

### Activities of the Accreditation Council

The Accreditation Council consists of 17 law enforcement and community leaders who have been appointed by the Governor to guide the Accreditation Program. Its members met four times during 1991 in accordance with the provisions of the enabling legislation.

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

Lamy and the Chairman of the Sullivan County Board of Supervisors, David Kaufman, during 1991 to fill two of the four vacancies.

The Council collectively monitored all program activities through the review of quarterly written updates prepared by BMP staff and through verbal briefings that the Program Director presented at the beginning of each meeting. The Council reviewed staff research studies, assessment reports, and all other substantive documents that were prepared during the year.

The Council addressed a number of significant administrative and operational issues during 1991. Major decisions impacted program standards, the assessment process, and policies for ensuring that accredited agencies remain in compliance with applicable standards during the period of accreditation.

With regard to program standards, the Council adopted a new requirement which identifies specific services that the police must provide to victims of sex offenses. The Council also strengthened field training requirements for new recruits and amended the commentaries of 14 standards to clarify the agency's responsibilities. On a more general note, the Council recommended that the chief executive officers of participating agencies meet with union officials during the development of policies and procedures. Such meetings will provide both parties with an opportunity to discuss the ways in which new practices might impact areas covered by contractual agreements.

The Council had devoted a great deal of time during 1990 to the task of making on-site assessments more rigorous, and the Council continued its work in this area during 1991. The Council first approved a more comprehensive sample assessment report to serve as a model for the team leaders. The new report includes greater detail, gives more attention to documenting the assessors' compliance verification activities, and eliminates prior references to the need for follow-up activities by BMP. References to follow-up activities were eliminated because they were inconsistent with the Council's stated policy that agencies must be in full compliance with all applicable standards at the time of accreditation. The Council also forbade assessors from making their own determination that a standard does not apply to a particular agency. The team leader must henceforth contact BMP and obtain the approval of the Deputy Commissioner whenever a standard's relevance appears in question.

Finally, the Council considered several ways of monitoring agency compliance with applicable standards once the agency has been accredited. In 1990, the Council approved the format of a survey that chief executive officers must submit annually during the five year period of accreditation. The first group of surveys that agencies submitted during 1991 tended to be fairly brief and did not contain as much detail as some members of the Council had expected. The Council therefore asked BMP to draft a sample report to give officials of accredited agencies a better idea of how they might answer the survey questions. The report was subsequently prepared and mailed to appropriate agencies. The Council also adopted a seven point policy that increased agency reporting requirements and gave program staff the right to request additional proof

under certain circumstances to verify the agency's on-going compliance. BMP was instructed to prepare a written report of its findings and recommendations in all such cases for the Council's review.

#### Program Management

Program personnel at BMP serve as staff to the Accreditation Council. As such, they implement Council policies and are generally responsible for the daily administration of the accreditation initiative. Staff duties include processing applications, developing and disseminating resource materials, providing technical assistance, maintaining records, and drafting reports for the Council's review. BMP personnel also recruit and train assessors, schedule assessments, and evaluate program functions.

BMP worked very hard during 1991 to manage the Accreditation Program as professionally and as efficiently as possible. Pro-active steps were taken in five principle areas: internal controls, assessment logistics, agency in-service training, program evaluation, and staff development.

The New York State Governmental Accountability, Audit and Internal Controls Act was passed in 1987 to ensure that adequate internal controls exist to establish firm accountability for state operations and assets. "Internal controls" were defined as encompassing the plan of organization and all of the methods adopted by management to safeguard its assets, check the reliability of its data, promote operational efficiency, and encourage adherence to prescribed managerial policies. Program staff

drafted specific procedures during 1991 to comply with the provisions of this law.

The second project that BMP undertook to improve its overall management was in the area of assessment logistics. As previously noted, three agencies were unable to demonstrate full compliance with applicable standards during their initial assessments. To reduce the risk of future failures, BMP implemented new procedures to increase the likelihood that agencies will meet program requirements before the assessors arrive on-site. The procedures call for program staff to examine agency policies and supporting documentation for 16 standards before the assessment is scheduled. Incomplete files are returned to the agency and must be resubmitted to BMP for a second review. The chief executive officers are also required to sign a new form certifying that all applicable standards have been implemented and that they will be present during the assessment to help resolve any problems that may arise. No agency has failed an assessment since the new procedures were put into place. Finally, if an agency fails the initial assessment, it is required to defray the costs associated with any related subsequent assessment.

On a separate assessment issue, BMP began working more closely with the team leaders to improve the quality of their final reports. The team leaders were also informed that all other members of the assessment team must have an opportunity to comment on the reports before they are sent to BMP.

A third topic that BMP addressed concerned satellite programming that agencies use to meet in-service training requirements. Accredited agencies are required to provide at least 21 hours of annual in-service training for their officers. Agencies can use a variety of resources to meet this requirement, and many are using videotapes of programs aired on the Law Enforcement Television Network (LETN). LETN features two substantive half hour programs daily on a variety of administrative and operational topics. Program staff began watching these programs in late November. In so doing, they can become better informed about the training that agencies provide and will be able to advise the Council if the quality of the programming begins to diminish.

BMP's fourth management initiative encompassed efforts to learn more about the experiences that agencies have during the accreditation process. The first component of this effort focused on agency assessments. In the past, information on the assessments were obtained from brief questionnaires that BMP sent to assessors and the chief executive officers of newly accredited agencies. The questionnaires are still being used, but the Program Director has also begun to call each assessor personally to obtain his/her comments on a confidential basis. This integrated approach provides written feedback for program files as well as an opportunity for assessors to speak off the record on issues that may or may not have been mentioned in the questionnaire. BMP is also in the process of developing an Assessor Rating Form. The form will consolidate information from the assessors, the chief executive officers of assessed agencies, and program staff. It is hoped that the form will provide an objective way of evaluating assessor performance. The

ratings would be of great value when selecting officers for future assignments.

A second component of BMP's enhanced evaluation efforts consisted of having the Program Director schedule an on-site interview with the chief executive officers of newly accredited agencies. The interviews average 90 minutes in length and cover the entire range of the agency's experience with the Accreditation Program. The insights gathered during these interviews can often be put to immediate use and has long-term value for future program evaluations. Prior to 1991, agency feedback was limited to the answers that the chief executive officers provided in a six page Program Impact Survey.

Finally, BMP made a concerted effort to maximize staff effectiveness and efficiency. The Program Director attended a workshop on Organizational Development and Change in December of 1990. During the course, the instructor presented a systematic way of identifying the practices that enable employees to achieve their performance potential. The Director employed this technique in January of 1991 and used the information that he gained to develop a training plan for himself and each of his co-workers. Every person assigned to the Accreditation Program subsequently attended at least one seminar during the year. The seminars included Marketing Government Programs, Effective Writing, The New York State Budget Process, and an introductory course on microcomputers.

### Assessor Recruitment and Training

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

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

The Selection Committee had approved a total of 161 officers to be assessors by the end of 1990. The pool was deemed sufficient to meet projected program needs, so BMP did not actively solicit applications during 1991. BMP did process all applications that it received, however, and the Selection Committee approved 14 of them. The program now has a total of 175 assessors.

Program staff drafted an entirely new application form for the Council's consideration in order to strengthen the review process for

future years when the pool of candidates will have to be replenished. The form poses several different questions and now requires applicants to submit both a resume and a list of three professional references. One of these references must be the applicant's supervising officer if the applicant is not retired or the agency chief executive officer.

BMP sponsored training workshops in Rochester and Fishkill for the assessors who were approved during 1991 and late 1990. A total of 24 officers attended. Agency program managers who wished to learn more about the assessment process were also invited to attend, and seven decided to do so.

Prior to the training, program staff modified the lesson plans to place greater emphasis on compliance verification activities and the annual report. Staff also completed a major revision of the training manual that is given to each assessor. The manual was expanded from 72 to 98 pages and can serve as a comprehensive reference document for later use. BMP mailed a copy of the new manual to all assessors who had received the earlier edition.

#### Program Recognition

The Accreditation Program continued to receive extensive recognition during 1991 for its role in enhancing the quality of police services. Most significantly, the Council of State Governments selected the Accreditation Program to be one of just two programs in the eastern United States and one of eight programs nationwide that will be featured

in the Council's 1992 Innovations publication series. In order to be considered in the selection process, the program had to meet a set of criteria designed to ensure that it has dealt with a significant problem in an effective and innovative manner. BMP also had to demonstrate the program's potential to be transferred to other states. Nearly 300 entries from around the country were submitted for the 1991 competition. A copy of the letter advising the Governor that the program had been selected for this honor can be found in Appendix C.

Other indications of the program's growing visibility can be cited as well. In January, at the request of the Michigan Association of Chiefs of Police DCJS Deputy Commissioner John W. Herritage and Erie County Sheriff Thomas Higgins travelled to Lansing to discuss accreditation at the association's annual mid-winter conference. The Kentucky Association of Chiefs of Police sent three representatives to Albany for three days in July so they could view program operations firsthand. The Northeast Regional Association of Police Planners invited the Program Director to present an overview of the New York program at its annual meeting in New Jersey, and a professor at Utica College of Syracuse University presented a paper on New York's initiative at the annual meeting of the Academy of Criminal Justice Sciences in Nashville. It should also be noted that the creation of the National Law Enforcement Accreditation Network which is described in the next section was a direct outgrowth of the fact that so many agencies were contacting BMP to obtain information about the program. These inquiries were stimulated in part by articles that appeared during 1991 in professional journals such as Law Enforcement Technology.

Finally, newspapers throughout New York published complimentary articles about the program. The articles typically appeared following the accreditation of a local agency, but other program developments were featured in statewide publications such as the Police Chief Executive and The State Report.

#### National Law Enforcement Accreditation Network

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

The network was designed to serve as a formal mechanism through which its members can learn about the standards, policies, and organizational structures of accreditation programs throughout the country. The network will also give its members access to available resource materials and provide a forum for discussing common problems and ways of resolving them. The network has three primary goals:

- (1) To promote the exchange of information among states and law enforcement associations that already administer accreditation programs;

- (2) To serve as a resource for states and law enforcement associations that are interested in implementing accreditation programs; and
- (3) To facilitate research that will assess the impact of accreditation and enhance the value of accreditation programs generally.

BMP distributed an initial concept paper throughout the country in August. The paper described the network's structure, the services that the network offers, and discusses such issues as cost and eligibility to participate. The formation of the network was reported in Police Chief magazine, and Crime Control Digest subsequently reprinted the paper in its entirety. Copies of both articles are included in Appendix B.

Program staff conducted the first network mailing in October. The mailing included a membership directory, a list of documents that are available through the network repository, and the first draft of a proposal for a workshop on state accreditation issues at the 1992 conference of the International Association of Chiefs of Police. Updated versions of the directory and repository holdings were disseminated along with a brief newsletter in mid-December.

Officials in 21 states and two Canadian provinces are currently enrolled in the network. Members include several state chiefs' and sheriffs' associations, commissions on Peace Officer Standards and Training, and a variety of other criminal justice organizations.

Much of the work necessary to operate the network was assigned to a graduate student in criminal justice. The student received academic credit in lieu of payment for his services. BMP intends to seek federal or corporate funding for the network during 1992 to help the network realize its full potential.

### III. Prospects for the Future

The Accreditation Program had a very successful year in 1991. The number of participating agencies grew significantly, major resource materials were developed or improved, and the chief executive officers of all newly accredited agencies have recommended the program to their peers without reservation. It was also gratifying to see the program receive a prestigious award and become the focal point of a nationwide accreditation network.

One of the reasons for the program's on-going success has been the close working relationship that DCJS has forged with New York's law enforcement community to develop and administer the initiative. Between 1986 and 1989, a total of 17 law enforcement agencies served on the program Planning Committee, Subcommittee and/or participated in the pilot test. Officials from 50 other agencies provided input following a statewide mailing of draft standards. The partnership continued in 1991 as program staff consulted agency managers on numerous occasions to test new products and obtain ideas for additional services.

Major goals for 1992 include the development of new resource documents and advanced assessor training materials. Staff also hope to conduct the first comprehensive evaluation of program impact on accredited agencies.

BMP's ability to foster the development of the Accreditation Program during fiscal year 1992-93 will depend in large part on the level of financial support that it receives. Adequate funding to assess agencies that have implemented applicable program standards will be especially critical. Many departments are in the final stages of policy development and will soon need a formal assessment in order to become accredited. Enthusiasm for the accreditation process will fade dramatically if BMP does not have the resources to schedule these assessments in a timely manner.

The Accreditation Program is having a substantial positive impact on policing throughout New York State. Support from the chiefs and sheriffs is strong, and a solid foundation has been laid for even greater success in the years ahead. The program is emerging as one of the most successful initiatives that New York has ever sponsored to promote police professionalism.

APPENDIX A.

ROSTER OF AGENCIES PARTICIPATING IN THE  
LAW ENFORCEMENT ACCREDITATION PROGRAM

December 11, 1991

POLICE DEPARTMENTS PARTICIPATING IN THE STATE LAW  
ENFORCEMENT ACCREDITATION PROGRAM

(A total of 201 agencies have submitted applications: 168 Police Departments, 32 Sheriffs' Departments, and the State Police. Agencies from 50 counties are currently participating.)

The 41 agencies preceded by an asterisk are currently accredited.

	<u>Sworn Personnel</u>		<u>Date Application</u>	<u>Date Accredited</u>
	<u>Full-Time</u>	<u>Part-Time</u>	<u>Received</u>	
<b>ALBANY COUNTY</b>				
Albany County S.D.	70	0	02/06/90	
*Bethlehem Town P.D.	31	0	*	09/20/90
Colonie Town P.D.	106	0	01/18/90	
Green Island Village P.D.	9	0	01/12/90	
Watervliet City P.D.	25	0	01/19/90	
<b>ALLEGANY COUNTY</b>				
Alfred Village P.D.	6	2	01/02/90	
*Wellsville Village P.D.	11	5	01/22/90	
<b>BROOME COUNTY</b>				
Binghamton City P. D.	135	0	05/14/90	
*Broome County S.D.	43	0	*	09/21/90
*Endicott Village P.D.	38	0	*	12/06/90
Johnson City P.D.	36	19	01/02/90	
Port Dickinson Village P.D.	3	1	01/29/90	
Vestal Town P. D.	31	5	08/08/90	
<b>CATTARAUGUS COUNTY</b>				
*Cattaraugus County S.D.	27	9	*	02/21/90
<b>CAYUGA COUNTY</b>				
Auburn City P.D.	55	0	01/17/90	
<b>CHAUTAUQUA COUNTY</b>				
*Chautauqua County S.D.	67	2	*	02/21/90
Dunkirk City P.D.	31	0	03/02/90	
Ellicott Town P.D.	11	5	09/12/91	
*Jamestown City P.D.	74	0	*	09/20/90
Silver Creek Village P.D.	5	3	12/26/89	
Westfield Village P.D.	5	8	01/08/90	
<b>CHEMUNG COUNTY</b>				
*Chemung County S.D.	30	0	*	05/10/90
Elmira City P.D.	83	0	12/26/89	
Southport Town P.D.	1	0	06/17/91	
Horseheads Village P.D.	11	0	11/07/91	
<b>CHENANGO COUNTY</b>				
*Chenango County S.D.	12	2	*	02/21/90
New Berlin Village P.D.	0	3	07/05/91	

	<u>Sworn Personnel</u>		<u>Date Application</u>	<u>Date Accredited</u>
	<u>Full-Time</u>	<u>Part-Time</u>	<u>Received</u>	
<b>COLUMBIA COUNTY</b>				
Chatham Village P.D.	3	12	01/22/91	
*Columbia County S.D.	38	33	*	02/21/90
Hudson City P.D.	22	0	01/25/90	
Philmont Village P.D.	0	5	06/07/91	
Stockport Town P.D.	0	1	01/08/90	
<b>CORTLAND COUNTY</b>				
*Cortland County S.D.	25	21	*	05/10/90
<b>DUTCHESS COUNTY</b>				
Dutchess County S.D.	97	66	01/10/91	
East Fishkill Town P.D.	18	4	01/22/91	
Fishkill Village P.D.	0	25	04/06/90	
Millbrook Village P.D.	0	6	06/12/91	
<b>ERIE COUNTY</b>				
Amherst Town P.D.	140	0	01/19/90	
Buffalo City P.D.	970	0	02/05/90	
Cheektowaga Town P.D.	128	0	12/18/89	
*Depew Village P.D.	31	0	*	09/20/90
Eden Town P.D.	4	5	12/18/89	
*Erie County S.D.	326	53	*	05/10/90
*Evans Town P.D.	19	6	02/12/90	
*Hamburg Town P.D.	61	0	*	03/07/91
Hamburg Village P.D.	16	0	02/14/90	
Lancaster Town P.D.	21	0	02/14/90	
Lancaster Vg. P. D.	16	0	03/27/91	
*Orchard Park Town P.D.	29	0	*	06/07/91
*Tonawanda City P.D.	33	0	03/14/90	
Tonawanda Town P. D.	112	0	11/14/90	
West Seneca Town P. D.	67	0	11/14/90	
<b>FULTON COUNTY</b>				
Gloversville City P.D.	33	0	04/27/90	
<b>GENESEE COUNTY</b>				
Batavia City P. D.	30	12	06/21/90	
Le Roy Village P.D.	8	2	06/05/91	
<b>GREENE COUNTY</b>				
Catskill Village P.D.	14	5	07/16/90	
*Greene County S. D.	17	6	*	05/10/90
Hunter Town P. D.	3	8	10/29/90	
<b>HAMILTON COUNTY</b>				
Inlet Town P. D.	2	3	08/19/91	

	<u>Sworn Personnel</u>		<u>Date Application</u>	<u>Date Accredited</u>
	<u>Full-Time</u>	<u>Part-Time</u>	<u>Received</u>	
<b>HERKIMER COUNTY</b>				
Ilion Village P.D.	16	4	09/06/90	
Little Falls City P.D.	15	7	06/06/91	
<b>LIVINGSTON COUNTY</b>				
Dansville Village P.D.	7	1	11/18/91	
Geneseo Village P.D.	6	3	01/25/90	
Livingston County S.D.	38	25 *	03/02/90	
Mount Morris Village P.D.	3	8	01/18/90	
<b>MADISON COUNTY</b>				
Canastota Village P.D.	7	5	12/13/89	
Madison County S.D.	13	9	12/12/89	
<b>MONROE COUNTY</b>				
*Brighton Town P.D.	40	0	*	09/05/91
Brockport Village P.D.	13	3	08/21/90	
East Rochester Village P.D.	7	4	05/17/90	
Fairport Village P.D.	7	0	06/13/90	
Gates Town P. D.	26	0	09/14/90	
Greece Town P. D.	92	0	10/29/90	
*Irondequoit Town P.D.	52	0	01/18/90	
*Monroe County S.D.	237	51	*	02/21/90
*Ogden Town P.D.	10	1	*	09/05/91
*Rochester City P.D.	601	0	*	02/21/90
Webster Tn. & Vg. P. D.	29	0	10/11/90	
Wheatland Town P. D.	3	4	09/18/90	
<b>MONTGOMERY COUNTY</b>				
Amsterdam City P.D.	37	11	12/29/89	
<b>NASSAU COUNTY</b>				
Centre Island Village P.D.	3	7	10/21/91	
Freeport Village P.D.	87	0	06/05/91	
Great Neck Estates Village P.D.	14	0	01/12/90	
Hempstead Village P. D.	98	0	04/10/91	
Laurel Hollow Village P.D.	9	2	05/30/91	
Long Beach City P. D.	78	0	10/03/90	
Lynnbrook Village P.D.	45	0	10/18/91	
Port Washington Village P.D.	51	3	12/26/89	
Rockville Center Village P.D.	53	0	06/21/91	
<b>NEW YORK CITY</b>				
Transit Authority Police	3,905	0	02/21/90	
<b>NEW YORK STATE</b>				
*State Police	4,059	0	*	02/21/90
<b>NIAGARA COUNTY</b>				
Lockport City P.D.	52	0	12/11/89	
*Niagara County S.D.	149	0	*	05/10/90

	<u>Sworn Personnel</u>		<u>Date Application</u>	<u>Date Accredited</u>
	<u>Full-Time</u>	<u>Part-Time</u>	<u>Received</u>	
<b>ONEIDA COUNTY</b>				
Clinton Village P.D.	1	4	01/11/90	
New Hartford Tn. and Vg. P.D.	10	8	06/28/91	
New York Mills Vg. P.D.	4	4	10/11/90	
Oneida County S.D.	83	8	01/22/90	
Rome City P.D.	63	2	01/29/90	
Sherill City P.D.	4	6	12/12/89	
Whitestown Town P.D.	4	2	01/22/90	
<b>ONONDAGA COUNTY</b>				
Baldwinsville Village P.D.	13	2	11/14/90	
Clay Town P. D.	19	9	07/01/91	
Dewitt Town P.D.	28	0	01/12/90	
East Syracuse Village P.D.	7	3	12/18/89	
Geddes Town P.D.	12	2	01/11/90	
Liverpool Village P.D.	10	5	12/11/89	
North Syracuse Village P.D.	12	7	10/15/91	
*Onondaga County S.D.	199	0	*	02/21/90
Solvay Village P.D.	12	0	03/09/90	
Syracuse City P.D.	431	0	03/05/90	
<b>ONTARIO COUNTY</b>				
Ontario County S. D.	51	13	07/17/91	
<b>ORANGE COUNTY</b>				
Chester Town P.D.	1	15	09/07/90	
Cornwall Town P.D.	10	6	12/18/89	
Maybrook Village P.D.	0	13	11/14/91	
Middletown City P.D.	49	0	04/06/90	
Monroe Village P.D.	13	0	09/19/91	
Orange County S.D.	83	0	05/28/91	
Tuxedo Town P.D.	9	0	03/08/90	
Walden Village P.D.	9	8	06/14/90	
Woodbury Town P.D.	10	1	01/26/90	
<b>ORLEANS COUNTY</b>				
Orleans County S.D.	25	2	05/03/90	
<b>OSWEGO COUNTY</b>				
*Oswego County S.D.	51	1	*	02/21/90
Oswego City P.D.	48	0	07/19/90	
Phoenix Village P.D.	4	7	08/29/91	
<b>OTSEGO COUNTY</b>				
Cooperstown Village P.D.	6	1	01/12/90	
Oneonta City P.D.	27	0	02/09/90	
*Otsego County S.D.	15	2	*	02/21/90
<b>PUTNAM COUNTY</b>				
Carmel Town P.D.	36	1	01/22/90	
Kent Town P. D.	13	4	03/26/90	
Putnam County S.D.	56	2	12/22/89	
<b>RENSSELAER COUNTY</b>				
Rensselaer City P.D.	26	0	03/12/90	

	<u>Sworn Personnel</u>		<u>Date Application</u>	<u>Date Accredited</u>
	<u>Full-Time</u>	<u>Part-Time</u>	<u>Received</u>	
Schodack Town P.D.	5	0	04/11/90	
Troy City P.D.	128	0	02/08/90	
ROCKLAND COUNTY				
Clarkstown Town P.D.	133	0	05/10/91	
Rockland County S.D.	203	40	01/15/91	
Spring Valley Village P.D.	39	1	03/05/90	
*Stony Point Town P.D.	22	5	*	09/05/91
SAINT LAWRENCE COUNTY				
Canton Village P. D.	11	0	07/01/91	
Ogdensburg City P.D.	27	0	01/22/90	
*St. Lawrence County S.D.	34	3	*	09/05/91
SARATOGA COUNTY				
*Saratoga County S.D.	47	3	*	05/10/90
Saratoga Springs City P.D.	60	0	08/24/90	
SCHENECTADY COUNTY				
Glenville Town P.D.	18	0	12/12/89	
Niskayuna Town P.D.	26	0	03/19/90	
Rotterdam Town P.D.	36	0	06/21/90	
Schenectady City P.D.	144	0	01/16/91	
SCHOHARIE COUNTY				
Cobleskill Village P.D.	14	6	01/26/90	
STEUBEN COUNTY				
Bath Village P.D.	10	4	04/05/90	
Corning City P.D.	26	0	05/28/91	
Hornell City P.D.	22	0	01/18/90	
SUFFOLK COUNTY				
East Hampton Town P.D.	48	1	12/20/89	
Head-of-the-Harbor Vg. P.D.	2	4	05/10/91	
Quogue Village P.D.	8	5	12/20/89	
Sag Harbor Village P.D.	11	4	12/29/89	
Shelter Island Town P.D.	8	4	02/14/90	
Southampton Town P.D.	79	29	01/04/90	
Southampton Village P.D.	23	5	12/18/89	
Suffolk County P.D.	2,625	0	01/29/90	
Westhampton Beach Vg. P.D.	15	6	12/14/89	
SULLIVAN COUNTY				
Fallsburg Town P. D.	17	2	11/23/90	
Liberty Village P.D.	14	3	01/02/90	
Monticello Village P.D.	22	0	06/29/90	
TIOGA COUNTY				
*Tioga County S.D.	37	16	*	05/10/90
Waverly Village P.D.	13	9	01/16/90	
TOMPKINS COUNTY				
*Tompkins County S.D.	30	0	*	02/21/90

	<u>Sworn Personnel</u>		<u>Date Application</u>	<u>Date Accredited</u>
	<u>Full-Time</u>	<u>Part-Time</u>	<u>Received</u>	
<b>ULSTER COUNTY</b>				
Ellenville Village P.D.	11	7	06/21/90	
*Kingston City P.D.	65	0	*	12/06/90
New Paltz Town and Village P.D.	18	5	12/11/89	
*Ulster County S.D.	32	2	*	02/21/90
<b>WARREN COUNTY</b>				
Glens Falls City P. D.	32	0	08/06/91	
*Warren County S.D.	56	4	*	09/20/90
<b>WASHINGTON COUNTY</b>				
Granville Village P.D.	5	1	06/25/90	
Hudson Falls Village P.D.	11	9	12/13/89	
<b>WAYNE COUNTY</b>				
Lyons Village P. D.	8	3	05/06/91	
Newark Village P.D.	19	0	08/20/90	
Palmyra Village P.D.	5	0	02/05/91	
*Wayne County S. D.	41	4	*	05/10/90
<b>WESTCHESTER COUNTY</b>				
Ardsley Village P. D.	16	0	12/07/90	
Bedford Town P.D.	37	0	04/06/90	
Bronxville Village P.D.	23	0	12/26/89	
Eastchester Town P.D.	52	0	02/26/90	
Elmsford Village P.D.	16	0	10/18/90	
Greenburgh Town P. D.	100	0	12/02/90	
Harrison Town P. D.	63	0	04/04/91	
Irvington Village P.D.	21	0	10/10/91	
Mount Kisco Village P.D.	25	0	01/08/90	
Mount Pleasant Town P.D.	41	0	11/21/90	
Mount Vernon City P.D.	160	0	01/16/90	
New Rochelle City P.D.	186	0	12/18/89	
North Castle Town P.D.	26	0	01/29/90	
Ossining Town P.D.	11	0	12/21/89	
Ossining Village P.D.	45	0	04/06/90	
Peekskill City P.D.	47	0	12/14/89	
Port Chester Village P.D.	53	0	04/02/90	
Rye City P.D.	36	3	07/19/90	
*Scarsdale Village P.D.	43	0	*	09/20/90
Tuckahoe Village P. D.	23	0	09/25/90	
Westchester County				
Department of Public Safety	275	0	01/12/90	
*White Plains City P.D.	200	0	*	02/21/90
*Yorktown Town P.D.	50	0	*	09/05/91
<b>WYOMING COUNTY</b>				
*Wyoming County S.D.	19	16	*	05/10/90

APPENDIX B.

NEWSPAPER ARTICLES REGARDING THE LAW  
ENFORCEMENT ACCREDITATION PROGRAM

## *Polishing the star of Bethlehem*

Bethlehem, N.Y., police officials greet a smiling Deputy Commissioner John W. Herritage (l.) of the New York State Division of Criminal Justice Services as he presents them with a formal certificate of accreditation for their agency. The Bethlehem Police Department last month became the 30th agency accredited under the New York State Law Enforcement Accreditation Program, which recently completed its first full year of operation. On hand for the ceremony were (l. to r.): Herritage, Police Chief Paul Currie, Lieut Fred Holligan, and Dennis McCarty, the Bethlehem P.D.'s accreditation program director.

(Photo: Albany Times-Union/Roberta Smith.)



**John T. Maccarone**  
Chief of Police

As one of the first five police agencies in New York State to receive an accreditation assessment team review, I feel compelled to share my thoughts on this very worthy program with my fellow Chiefs of Police and Law Enforcement Officers throughout the State of New York.

As an early advocate of New York State accreditation for all police agencies within New York State, the notification that the accreditation process had begun was met with enthusiasm by myself and staff members of the Depew Police Department.

Upon receiving our resource manual, a four member accreditation team was selected. The group consisted of Program Co-ordinator Captain James Brennan, Training Officer Steven Lehman, Clerk-Stenographer Louise Nagy, and myself. The assigned task was "LET'S MAKE IT WORK" with our goal to qualify in all one hundred sixty-eight standards with no exemption requests. The program was disseminated in the three areas in question: Administration, Training, and Operations. Work commenced on January 24, 1990 on a part-time basis when free time was available between our regular duties.

From January 24th until May 11th, when our letter for the on-site assessment was requested, the resource manual was ever present on our desks.

I cannot emphasize strongly enough the need for those departments that have not started their accreditation program to study and know the requirements of this manual. We found it to be an invaluable aid toward achieving those standards which were not in place in the proper manner.

The date of the arrival of our assessment team, consisting of Team Leader Roger Fulton, Chief Michael Robich, and Chief William Przybylek, was a day that myself and all members of this department will long remember. We found the assessment team to be extremely helpful in explaining each and every one of the one hundred sixty-eight standards needed for passage. Within the next three days, the assessment team was to be seen all over police headquarters, requesting documentation, reviewing files, and testing individual officers for their knowledge of the procedures contained in the standards submitted.

On the final day of the assessment team's work, Team Leader Roger Fulton submitted his assessment report to me with a full report of his findings. I am most pleased to say that the findings were positive and the Depew Police Department has been recommended for approval for accreditation. All standards were met with no exemption requests.

I have been asked by colleagues what my feelings were concerning final approval and being certified for accreditation.

My answer has been one of pride in that our peers have examined the operation of this department and concluded that we meet the efficiency standards prescribed. I would hope that our experience with the Accreditation Program would encourage other departments in New York State to follow suit. I can honestly say that the Depew Police Department has

## ACCREDITATION ASSESSMENT



Depew PD welcomes its team of Assessors. L to R are Depew PD Captain James Brennan, State Police Captain (Ret) Roger Fulton, Cohoes PD Chief Michael Robich, and Glenville PD Chief William Przybylek.



Depew PD personnel explaining their accreditation program preparation to the Assessor Team Leader. L to R are State Police Captain (Ret) Roger Fulton (Team Leader), Depew PD Chief John T. Maccarone, and Depew PD Captain James Brennan.



Reviewing Depew PD Detective Bureau Operations. L to R are Cohoes PD Chief Michael Robich and Depew PD Detective Lieutenant Edward Moore.



Glenville PD Chief William Przybylek reviews Communications Bureau operations with Depew PD Training Officer Peter Lehman and Depew PD dispatchers.

## Depew Police Receive State Accreditation

County Executive Dennis Gorski last Monday joined Deputy Commissioner John Heritage of the State Division of Criminal Justice Services (DCJS), Depew Village officials, and other police dignitaries from throughout the state and county in presenting the Village of Depew Police Department with their state accreditation award.

Depew is the first municipality in Erie County to have an on-site inspection and to receive this prestigious ranking.

The accreditation culminates 10 months of on-site inspections and intense review of department

administration, training and operating procedures.

Under the direction of Chief John Maccarone the department met 168 standards set forth by DCJS.

In recognition of this distinction, Gorski proclaimed Monday as Depew Police Day in the county and presented the proclamation to Village Mayor Art Domino and Chief Maccarone.

State Senator Dale Volker, Assemblyman Paul Tokasz, County Legislator Ray Dusza and District Attorney Kevin Dillon also joined in the presentation.

On the beat . . .

# Investigate the Accreditation Program

By Anthony D. Magnello, Troy PBA



In the January-February-March 1990 issue of *The State Report*, I devoted this column to the NYS Law Enforcement Accreditation Program. This program is now entering its third year of existence and there are already 172 agencies participating in the process. According to the DCJS Bureau for Municipal Police, this figure represents 32% of all law enforcement agencies in the state.

Much of the success experienced to date is the result of a great deal of hard work and initiative by Deputy Commissioner John Herritage and Program Director Dennis McCarty. As one of the 17-member Accreditation Council, I can personally attest to the many hours of diligent devotion to this program that Dennis and his staff have displayed over the last two years. Both in terms of financial and human resources, the staff allocation for law enforcement accreditation is small compared to other programs in New York State, which have similar goals and objectives to be accomplished. In terms of work performed and services provided, the accreditation staff is giving the people of New York State their money's worth many times over.

### Helping with the process

This group of dedicated individuals is . . .

departments throughout the state in an effort to assist them with the accreditation process. As I pointed out in the 1990 January-February-March issue, there are five basic stages of the accreditation process. They are (1) application, (2) policy development, (3) assessment, (4) council review and (5) awards ceremony. Commissioner Herritage, through Dennis McCarty and his staff, have kept an incredible pace since March of 1989 when I attended my first council meeting. Throughout the course of the next two years they have made themselves available to a number of police and sheriff departments, assisting them with some or all of the above mentioned stages of the accreditation process.

### Find out all you can

We, as rank-and-file police officers, should learn as much as we possibly can about this accreditation program. We need to become as committed to it as the people at DCJS and the 17 members of the Accreditation Council are to its concept and goals.

If you work for a department that is currently undergoing accreditation, you should cooperate fully and try to become as much involved in the process as you possibly can. Consider this section from

*The Standards Manual* found on page viii: "It is important to stress that the on-site assessment will not be strictly a 'paper' exercise. The agencies will be vigorously evaluated on their administrative, training and operational practices as well as on their policies, rules and procedures." This program is designed to make a department work more efficiently and professionally and allows a department the opportunity not only to meet certain standards, but to prove it to the communities we serve and to the rest of law enforcement community of which we are a part.

If you are employed by an agency that has applied for accreditation or is contemplating it but have not gotten into the policy development stage, then a serious initiative should be made by you through your PBA to sit down with management and let them know that you want to be a partner in the process.

### Commitment and cooperation needed

Policy development is probably the most time-consuming part of the application process. With a high level of commitment and cooperation directed toward the common goal of accreditation for

your agency, a successful assessment is a realistic next step. Any problems with contractual language vs. department policy has a greater potential to be resolved at the beginning of the process. The result could be a realistic policy as well as a financial savings in potential grievances that may have popped up later on down the road.

In this regard you should try to follow the lead of Executive Law 846h, signed by Governor Cuomo in August 1988, which established the New York State Law Enforcement Accreditation Program and the Accreditation Council. One of the 17 members specified in the law is the leader of a statewide labor group representing police officers. Our president, Ed Guzdek, has served in that capacity since 1989 and continues to represent our interests. Labor involvement is vital to the success of the program. The State of New York recognized it and you and your municipality should be cognizant of it also.

If anyone wants a copy of the January-February-March 1990 article to which I referred, send a note to me care of Troy Police PBA, PO Box 1041, Troy, New York 12181, and I will be glad to mail you a copy.

# State lauds police department for meeting rigid standards

By TOM WAKEMAN  
Freeman staff

KINGSTON — The Kingston Police Department has become the eighth municipal agency in the state and the first in the mid-Hudson region to meet new state standards for administration, training and crime fighting.

At a City Hall ceremony Friday, John W. Herritage, deputy commissioner of the state Division of Criminal Justice Services, presented city Police Chief James K. Riggins with an accreditation certificate that expires Dec. 6, 1995.

The accreditation process, which sets 168 standards for police agencies to document, was adopted by the state Legislature in 1989. Herritage said the process was developed largely in response to the insurance crisis and court rulings involving the use of force and the conduct of searches and investigations.

Statewide standards will decrease the likelihood of lawsuits against police departments, increase public trust and make for more efficient cooperation between departments, Herritage said.

"Today, we believe future development of state and municipal law enforcement will not be set by the courts and insurance companies," Herritage said. "It will be set by the law-enforcement agencies themselves."

Herritage said afterward that accreditation will not open the departments to any special funding

## Kingston



Freeman file photo

### RIGGINS: accepts honor

programs, but noted that some insurance companies are offering discounts to agencies that have met the standards.

All told, there are 32 agencies statewide that have achieved accreditation, including the Ulster County Sheriff's Department and 23 other sheriff's departments, though Riggins noted that the sheriff's departments initially were not required to meet all 168 standards. "There is indeed a difference," he said.

When the program

State Accreditation Council agreed to accept the New York State Sheriff's Association's own accreditation standards for three years. At the conclusion of that term, the sheriff's departments would have to meet all 168 standards to be re-accredited.

Ulster County Sheriff Michael LaPaglia, who attended Friday's ceremony, said his department would meet the current standards if it were to be recertified today.

Richard Ross, a spokesman for the state Division of Criminal Justice Services, said the decision was made at the time to incorporate the sheriff's association accreditation because it met the essentials of the state program. "There was a smaller number of criteria, but many of the core criteria were in fact met," Ross said.

Other municipal police departments that have been fully accredited are in Bethlehem, Depew, Endicott, Jamestown, Scarsdale, White Plains and the city of Rochester.

The Kingston Police Department, which will be 100 years old this May, currently employs 72 sworn officers.

Kingston Mayor John P. Heitzman on Friday offered high praise for the police department, calling it "the best in the state."

Riggins commended the department's administrative lieutenant, Douglas Gaston.



**PROFESSIONAL POLICE** — The Town of Hamburg Police Department is one of the first police departments in the state to earn certification under the Law Enforcement Accreditation Program of the state Division of Criminal Justice Services. Pictured at a May 13 ceremony held before the Hamburg Town Board, are from left: Capt. John Gracon, Capt. Joseph Coggins and Chief Mathew Czerwiec, all of the Hamburg Police Department, and Deputy Commissioner John Herritage and Dennis McCarty, both of the state Division of Criminal Justice Services.

## Town of Hamburg Police Earn Accreditation

The Town of Hamburg Police Department recently became one of the first police agencies in New York to be certified under the Law Enforcement Accreditation Program, according to John J. Poklamba, Gov. Mario M. Cuomo's director of criminal justice and commissioner of the Division of Criminal Justice Services.

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

John W. Herritage, deputy commissioner of the Division of Criminal Justice Services, presented a certificate of accreditation to Chief Mathew Czerwiec during a 7 p.m. ceremony May 13 at the Hamburg Town Hall.

In accepting the certificate, Chief Czerwiec said he was "pleased to have the opportunity to demonstrate the department's commitment to provide the best police protection available to the citizens of the Town of Hamburg."

Chief Czerwiec's office, which employs 65 full-time officers, was accredited through March 7, 1996. While 171 law enforcement agencies in 48 counties are participating in this initiative, only 33 are currently ac-

credited. They are the Division of State Police; the municipal police departments in Bethlehem, Depew, Endicott, the Town of Hamburg, Jamestown, Kingston, Rochester, Scarsdale and White Plains; plus the sheriffs' departments in the counties of Broome, Cattaraugus, Chautauqua, Chemung, Chenango, Columbia, Cortland, Erie, Genesee, Greene, Monroe, Niagara, Onondaga, Oswego, Otsego, Saratoga, Tioga, Tompkins, Ulster, Warren, Washington, Wayne and Wyoming.

Twelve police departments in Erie County are currently in the accreditation process. They are located in the cities of Buffalo and Tonawanda, the towns of Amherst, Cheektowaga, Eden, Evans, Lancaster, Orchard Park, Tonawanda and West Seneca, and in the villages of Hamburg and Lancaster.

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

The standards that the police department had to meet are grouped in three categories — administration, training and operations. The five-step review of those standards is almost identical to that employed by other accrediting entities, such as the American Correctional Association (for prisons); the Joint Commission on Accreditation of Hospitals; and the Middle Atlantic States Association of Colleges and Schools.

"The accreditation program provides a mechanism whereby agency activities can be systematically updated, measured and evaluated," Herritage

this process clearly demonstrates Chief Czerwiec's commitment to the goal of providing the best possible law enforcement services."

## Kingston Police Accredited

The Kingston Police Department became one of the first police agencies in New York to be certified under the new Law Enforcement Accreditation Program, according to John J. Poklemba, Governor Mario M. Cuomo's Director of Criminal Justice and Commissioner of the Division of Criminal Justice Services.

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

John W. Herritage, Deputy Commissioner of the Division of Criminal Justice Services, presented a certificate of accreditation to Chief James Riggins during a 10:00 a.m. ceremony at the Kingston City Hall.

In accepting the certificate, Chief Riggins said, "The New York State Law Enforcement Accreditation Program has provided our department with a premier opportunity to demonstrate our commitment to excellence. Through the accreditation process, our professional growth has significantly enhanced our level of competence, public

confidence, and officer esteem. Every professional law enforcement agency should endeavor to achieve this formal recognition."

Chief Riggins' office, which employs 72 sworn officers, was accredited through December 6, 1995. While 166 law enforcement agencies in 48 counties are participating in this initiative, only 32 are currently accredited. They are the Division of State Police, the municipal police departments in Bethlehem, Depew, Endicott, Jamestown, Kingston, Rochester, Scarsdale and White Plains, plus the sheriffs' departments in the counties of Broome, Cattaraugus, Chautauqua, Chemung, Chenango, Columbia, Cortland, Erie, Genesee, Greene, Monroe, Niagara, Onondaga, Oswego, Otsego, Saratoga, Tioga, Tompkins, Ulster, Warren, Washington, Wayne, and Wyoming.

The police departments in Ellenville and New Paltz are currently in the accreditation process.

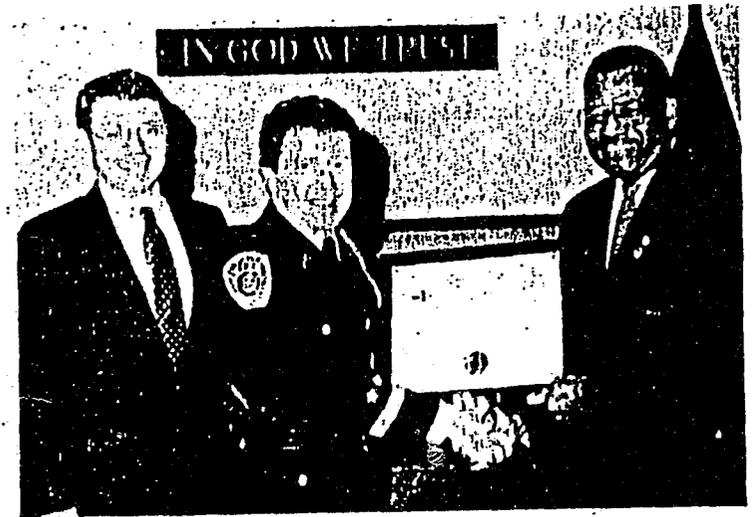
The benefits of accreditation include independent confirmation that agency practices are consistent with rigorous professional standards; enhanced administrative and operational effectiveness; assurance that recruitment, selection and promotion processes are fair

and equitable; greater understanding of agency policies by sworn personnel, plus diminished vulnerability to civil lawsuits and costly settlements.

The standards that the police department had to meet are grouped in three categories — administration, training and operations. The five-step review of those standards is almost identical to that employed by other accrediting entities, such as the American Correctional Association (for prisons), the Joint Commission on Accreditation of Hospitals, and the Middle Atlantic States Association of Colleges and Schools.

"The accreditation program provides a mechanism whereby agency activities can be systematically updated, measured and evaluated," Mr. Herritage said. "The successful completion of this process clearly demonstrates Chief Riggins' commitment to the goal of providing the best possible law enforcement services."

For further information, contact: James B. Flateau, spokesperson for the Director of Criminal Justice and Commissioner (518) 457-6699 (office) (518) 449-1670 (residence)



(Right to Left) John W. Herritage, Deputy Commissioner of the Division of Criminal Justice Services presents Certificate of Accreditation to Chief James K. Riggins.

## College Assists County Police Agencies to Earn Accreditation

For the first time, every town and village police department in Monroe County is striving for accreditation. The effort is being coordinated at the Criminal Justice/Public Safety Training Center.

Currently, the Rochester Police Department (RPD) and the Monroe County Sheriff's Office are the only accredited departments in Monroe County. John Girvin, an RPD lieutenant, has been commissioned by the county to assist accreditation managers from 10 town and village police departments.

"Accreditation is confirmation from an outside agency that the department meets some of the highest standards in law enforcement," said Girvin. "The sharing of information from other agencies in New York and throughout the United States is invaluable."

According to Girvin, the police accreditation program, coordinated by the Bureau for Municipal Police, is relatively new in New York state. "There are many benefits for departments that are accredited, including greater confidence both within the department and in the community," said Girvin. "The ultimate goal of accreditation is better delivery of police services to the



Lieutenant John Girvin (center), with the Rochester Police Department, is coordinating an accreditation program at the Criminal Justice/Public Safety Training Center for police departments in Monroe County. With Girvin are accreditation managers, Debra Dwyer and Tom Voelkl, from departments in Greece and Brighton, respectively.

community."

During the accreditation assessments, departments will be measured by approximately 170 standards, such as administration and operations, officer training,

specialized units and disaster planning.

The 14-month project at the Center will be completed this September. ■

### Purpose

The network is being established to improve the quality of accreditation programs that are sponsored by states and professional law enforcement associations. The network will serve as a formal mechanism through which its members will be able to learn about the standards, policies, and organizational structures of accreditation programs throughout the country. The network will also provide its members with access to available resource materials and will provide a forum for discussing common problems and ways of resolving them. The network will have three primary goals:

1. To promote the exchange of information among states and law enforcement associations that already administer accreditation programs;
2. To serve as a resource for states and law enforcement associations that are interested in starting accreditation programs; and
3. to facilitate research that will assess the impact of accreditation and enhance the value of accreditation programs generally.

Participation in the network shall be open to any group or individual who has a legitimate interest in law enforcement accreditation. Members may thus include administrators of state level accreditation programs, representatives of planning committees that are developing or exploring the feasibility of developing an accreditation program, and state associations of sheriffs or chiefs of police. Other potential members include organizations that set peace officer standards, and college professors of criminal justice.

### Your Ideas Welcomed:

#### N. Y. SEEKS INPUT ON PLAN FOR LAW ENFORCEMENT ACCREDITATION NETWORK

The New York State Division of Criminal Justice Services (Bureau of Municipal Police) has formed a national State Law Enforcement Accreditation Network. This document represents an initial concept paper and is subject to change following the input of those who wish to participate.

John W. Herritage, Deputy Commissioner, asked *Crime Control Digest* to publish the concept paper for the network in the hope that other criminal justice professionals will provide input. The concept paper follows.

### Structure

The Bureau for Municipal Police (BMP) in New York State is prepared to coordinate the Accreditation Network. BMP has designated staff to work full-time on New York's accreditation program and has both the space and resources necessary to support this initiative.

### Services

The network will offer five types of services to its members: access to a repository of relevant materials, special notification concerning developments of particular interest, a semiannual newsletter, the facili-

tation of professional linkages, and advance notice of an annual state law enforcement accreditation workshop.

#### Document Repository:

BMP will maintain a repository of journal articles and any documents that network members may wish to contribute. It is envisioned that the repository will one day include program proposals, standard manuals, resource materials, administrative forms, annual reports, and a variety of related documents. BMP currently has information from other states on file for its own internal use but will not include these documents in the repository without the express written consent of the agencies which shared them.

A comprehensive list of materials that are available through the repository will be prepared and sent to all network members. Staff assigned to work on the network will contact the contributing agencies twice a year to ensure that the material on file is up-to-date. Staff will also inquire if the agencies have developed any additional material that they would like to contribute.

Copies of repository documents will be mailed to interested parties upon receipt of a written request. The cover letter will instruct officials to contact representatives of the appropriate program if they have specific questions about any of the material that they receive.

BMP will periodically update and distribute the list of documents contained in the repository. New additions will be preceded by an asterisk or identified in some other appropriate manner.

The Bureau for Municipal Police will prepare a quarterly report listing the name and affiliation of all individuals who have requested information through the network during the previous three months. The report will also list any documents that these individuals received. The report will be mailed to all agencies that have contributed items for the repository so that program officials can know who has obtained copies of their material.

#### Special Notification:

BMP will maintain a list of individuals who wish to be notified whenever a new program becomes operational or a particular type of document is received for the repository. An appropriate notice will be sent to these individuals in a timely manner.

#### Newsletter:

BMP will edit and disseminate a state law enforcement accreditation newsletter twice a year. The newsletter will keep readers informed of significant developments and will serve as a vehicle for exchanging ideas and exploring new administrative options. All members of the network will be encouraged to submit letters or articles for the newsletter.

#### Professional Linkages:

Members of the network may call the director of the New York State program between 8:00 a.m. and 5:00 p.m. Eastern Standard Time to discuss any aspect of accreditation. The director will provide information about the network and/or respond to any questions that the caller may have about the New York State program. Callers will be referred to other members of the network as necessary to ensure that all questions are answered accurately. Personal linkages will also be promoted through the distribution of a roster containing the names, addresses, and phone numbers of all network members.

#### Annual Meetings:

BMP will request permission to host a seminar for officials interested in state accreditation issues at the annual meeting of the International Association of Chiefs of Police. Program staff will draft an agenda and mail it to all network members in advance for their review and input. BMP will make an audio tape of the meeting and make copies available to members of the network upon request.

#### Cost

Organizations that administer accreditation programs and contribute material for the repository shall be entitled to use all network services at no charge. Organizations that are in the process of developing an accreditation program shall likewise be able to use the network's services for free. All other members will be charged at a rate which equals the cost of processing their requests.

*Editor's Note: If you are interested in participating in this network, please contact: John W. Herritage, Deputy Commissioner, New York Division of Criminal Justice Services, Executive Park Tower, Stuyvesant Plaza, Albany, NY 12203-3764. Phone: 518-457-6101. Herritage said other organizations that currently sponsor accreditation programs include the Colorado Association of Chiefs of Police and the Washington State Association*

*of Sheriffs and Police Chiefs. "To the best of our knowledge," he told Washington Crime News Services, "all of the state-level accreditation programs have been initiated within the last six years. We should thus be able to learn a great deal from each other's experience as we continue to refine our respective programs. BMP has received requests for information about the New York State program from officials in 26 states and Canada, moreover, so the creation of a formal accreditation network should be of considerable value nationwide." ■*



THE POLICE CHIEF/OCTOBER 1991

## New York to Establish an Accreditation Network

The New York State Division of Criminal Justice Services (Bureau for Municipal Police) is currently in the process of establishing a national State Law Enforcement Accreditation Network.

Designed to serve organizations that are interested in sharing ideas about the accreditation programs sponsored by individual states or state-level law enforcement associations, the network will serve as a formal mechanism through which members will be able to learn about standards, policies and organizational structures of accreditation programs throughout the country. It will also provide its members with access to available resource materials and offer a forum for discussing common problems and ways of resolving them.

The network will have three primary goals: to promote the exchange of information, to serve as a resource and to facilitate research.

For more information on the State Law Enforcement Accreditation Network, contact John W. Herritage, Deputy Commissioner, State of New York, Division of Criminal Justice Services, Executive Park Tower, Stuyvesant Plaza, Albany, NY 12203-3764; 518/457-6101.

# Yorktown police gain accreditation

By Gary Fleming  
Staff Writer

The Yorktown Police Department has become the third in Westchester to make the grade and gain accreditation by a state-wide program.

Along with White Plains and Scarsdale, Yorktown becomes one of 38 law enforcement agencies around New York now certified by the state's Law Enforce-

ment Accreditation Program.

The program "provides a formal mechanism by which activities of law enforcement agencies can be systematically updated, measured and evaluated," said state Division of Criminal Justice Services Commissioner Richard H. Girgenti. "It offers a comprehensive strategy to enhance police professionalism and promote public confidence," Girgenti said as he made the announcement

Sept. 6 in Albany.

A three-member team of state investigators visited the 52-member department in June, Yorktown police Lt. Anthony Masi said. They evaluated 168 standards in the areas of administration, training and operations.

A benefit of accreditation is the reduced vulnerability to civil lawsuits that allege an officer was improperly trained or certified, said Richard Ross, a spokesman for the commissioner.

Some 194 law enforcement agencies, about a third of those in the state and two-thirds of those that employ more than eight full-time officers, have applied to the 2-year-old program for certification, according to the Division of Criminal Justice Services.

The award, good for five years, is made by the New York State Law Enforcement Accreditation Council, a 17-member body of state officials, county sheriffs, municipal police chiefs, elected officials, criminal justice experts and legislative representatives.

Bedford, Mount Kisco, the Ossinings, Peekskill as well as Westchester County police have applied for evaluation, Ross said. In Putnam County, Kent, Carmel and the Sheriff's Department also have applied, Ross said.



The Brighton Police Department recently received accreditation from the state of New York. Pictured are, from left, William J. Principe, treasurer of the Brighton Police Patrolmen's Association; Eugene Shaw, chief of police; Brighton Supervisor Donald Conners; and James A. Proietty president of the Brighton Police Patrolmen's Association.

## Brighton PD accredited

The Brighton Police Department has received a five-year accreditation from the State of New York, Division of Criminal Justice Services, under the New York State Law Enforcement Accreditation program, the first statewide accreditation program in our nation; Supervisor Donald M. Conners announced last week.

By receiving the accreditation, the town of Brighton Police Department

has been recognized as meeting high professional standards in administration, training, and operations.

Conners, Police Chief Eugene Shaw, Brighton Police Patrolman's Association (BPPA) President James A. Proietty, and William J. Principe, treasurer of the BPPA, were recognized for the achievement by the New York State Law Enforcement Accreditation Council in Albany Thursday, Sept. 5.

# Stony Point P.D. earns state accreditation

First in county to receive honor

By Glenn Blain  
Staff Writer

The Stony Point police department was honored yesterday as the county's first law enforcement agency to be accredited by the state's Division of Criminal Justice Services.

A host of political and law enforcement officials were on hand as John W. Heritige, deputy commissioner of the state agency, presented Chief Stephen Scurti with the certificate of accreditation at Stony Point police headquarters.

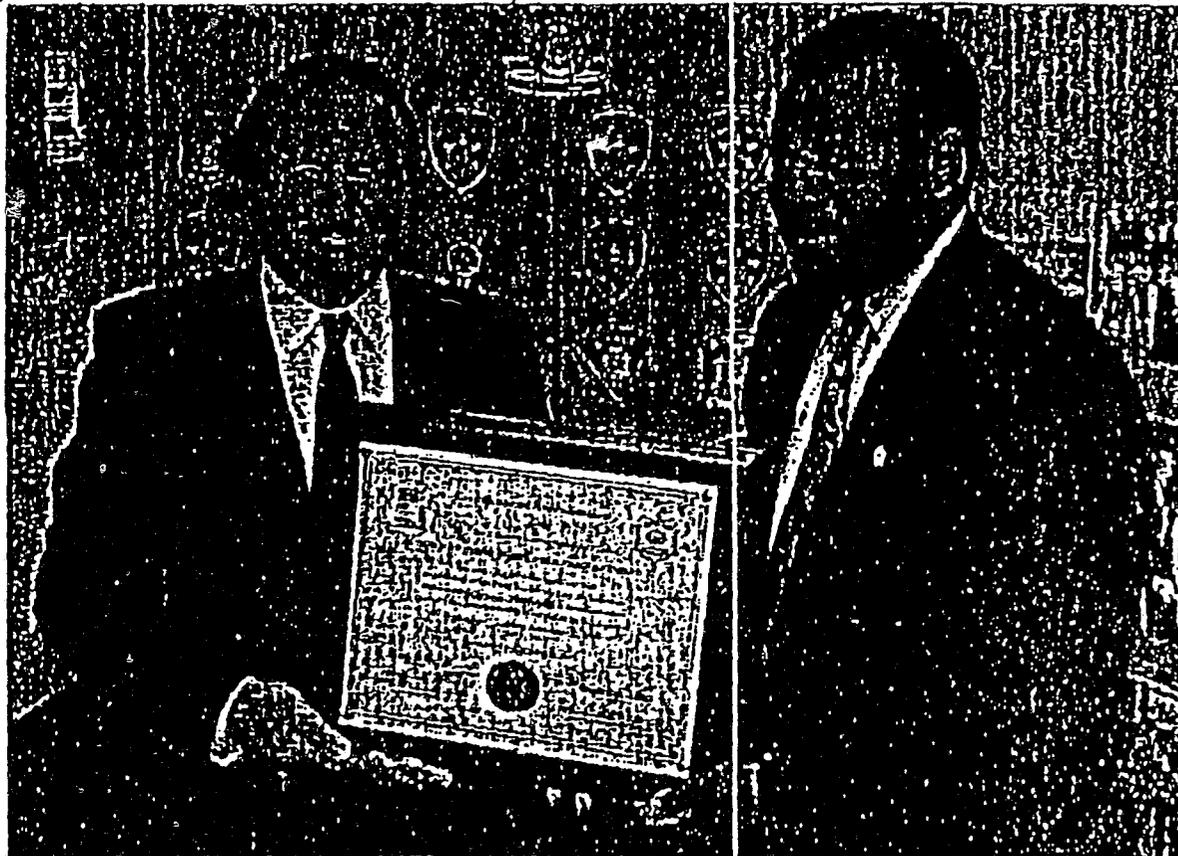
"Accreditation is the wave of the future," said Scurti, who is running for Rockland County Sheriff. "It mandates that you have to meet 168 standards."

The Law Enforcement Accreditation Program was first proposed by Gov. Mario Cuomo in 1986 as a way of instituting a statewide set of standards and practices for law enforcement agencies, Heritige said.

"It would show to a community that a department has a certain level of professionalism and it will ensure that the department is properly trained," Heritige said. "It would also ensure that each member of the department knows what is expected of him because there are written rules and standards."

To be accredited, a department must meet 168 standards that the state has set in the areas of training, administration and operations, Heritige said.

Stony Point began its efforts to gain the state certification last year.



Staff photo/Robert F. Rodriguez

Stony Point Police Chief Stephen Scurti receives the NYS Accreditation Certificate from John W. Heritige, deputy commissioner of the state Division of Criminal Justice Services.

In August, a team of inspectors visited the department to see whether it met the qualifications.

So far, only 39 of the state's 564 law enforcement agencies have been accredited, Heritige said. In Rockland, the Clarkstown police, the Sheriff's Department and the Spring Valley police are currently in the

accreditation process.

"I can attest first hand that these are some of the finest people and finest police officers I have ever met," said Rockland District Attorney Ken Gribetz. "The non-police community should be very proud of what they have here in Stony Point."

Gribetz said he hoped the other

police departments in Rockland would follow Stony Point's example and seek accreditation.

Joining Gribetz in attendance yesterday were Assemblyman Sam Colman, Assemblyman Alexander Gronack, state Senator Joe Holland, Legislator Ken Ingenito and town Supervisor John Shankey.



# Village of Spencerport

27 West Avenue

Spencerport, New York 14559

Telephone: 352-4771

JOHN G. HUBBARD, Mayor  
GINA M. TOJEK, Clerk

GARY R. BOUGHTER, Treasurer  
JAMES H. SICKELCO, Attorney

JAMES C. BLEIER, Supt. Public Works

## TRUSTEES

ALVIN R. ZARNSTORFF  
CLYDE CARTER

JAMES E. MCKINNEY  
JOANNE Y. DIEHL

October 1, 1991

Chief Merritt Rahn  
Ogden Police Department  
2430 S. Union Street  
Spencerport, NY 14559

Dear Chief,

The entire Village Board, on behalf of all of our Village residents, would like to congratulate the Ogden Police Department upon receiving accreditation from the State of New York.

To be the first non-city police department in Monroe County to achieve this status has got to be a high point for all members of the Force.

In addition, providing a better level of service to our residents while saving tax dollars demonstrates both aggressive initiative and an opportunistic attitude which serves as an envious example to all area public service organizations.

We commend those involved, both uniformed and civilian personnel, for bringing distinction to the Town of Ogden, the Village of Spencerport, and especially the Ogden Police Department.

Respectfully,

*John G. Hubbard*  
*Joanne Y. Diehl*  
*Alvin R. Zarnstorff*  
*James E. McKinney*  
*Clyde W. Carter*

## Getting the job done



Diane Becker Democrat and Chronicle

Ogden police officer Scott Oklowicz, right, files a report for a stolen check at Jeanette Pecora's home in Spencerport.

# The little police department that could

## State accreditation makes officers proud

By Sean McNamara  
Democrat and Chronicle

The 10-officer Ogden Police Department has become the smallest police agency in New York to be accredited by the state.

"I think it gives us a lot of credibility.

It's an assurance to the community that the police department is meeting certain standards," said officer Steven Brown, who helped the department prepare for the rigorous accreditation process.

To gain accreditation, the department had to meet 168 standards set by the state and had to pass a three-day, on-site assessment conducted by a crew of state officials.

"They are very tough standards," said Brown, who cut short his honeymoon to work on the accreditation process.

John Herritage, an official with the

Division of Criminal Justice Services who spoke at a ceremony awarding the accreditation during last Wednesday's Town Board meeting, said the accreditation program requires that law-enforcement agencies and municipal governments "look at every significant procedure concerning training, administration and operation within a law-enforcement agency."

"You should be very proud of your department," Herritage said.

Town Supervisor Donald Walzer said he was pleased the police department had been accredited.

"We may not be the biggest, but these guys, in my eyes, are all very big men," he said. "They did one heck of a job. I am very proud of what they accomplished. I think the town of Ogden is only going to benefit by what they have gone through and achieved."

Ogden began the process in August 1990 and submitted its application for accreditation in May.

Brown said the department had to make some procedural changes, including changing the way its property room was

controlled, to be able to receive the accreditation.

The department will be reassessed by the state every five years to see if it continues to meet the standards of accreditation, Brown said.

The department patrols the town of Ogden and village of Spencerport.

Ogden is one of only 39 departments statewide and four in Monroe County to be accredited by the state's Division of Criminal Justice Services. The other local police agencies that are accredited are the Brighton police, Rochester police and Monroe County Sheriff's departments.

Eight other Monroe County police departments — Brockport, East Rochester, Fairport, Gates, Greece, Irondequoit, Webster and Wheatland — currently are in the process of becoming accredited by the state.

State officials said the benefits of accreditation include independent confirmation that a department's practices "are consistent with rigorous professional standards," assurance that recruitment, selections and promotions are fair and diminished vulnerability to lawsuits.



Receiving the certificate in Albany for Ogden Police Department's recent accreditation were (l to r) Ogden Police Chief Merritt Rahn, Officer Steve Brown, Deputy Commissioner NYS Bureau of Municipal Police John Heritage, and Ogden Town Councilman Tom Vandertang.

## Ogden Police earn statewide recognition

by Paul Humphrey

In order to improve the performance of all its 900 police agencies, the State of New York set up The New York State Law Enforcement Accreditation Program, a compilation of 168 categories covering all phases of police procedure. Compliance with each of these "standards" required the precise definition of each responsibility and activity down to the smallest detail - from murder investigation to location of medals on uniforms.

Sources for these summaries included state-mandated obligations, previous codifications, samples from other communities and provisions appropriate to the local situations. Each such project is subdivided into three general areas: administration, training and operations.

### Firsts

Monroe was the first county in which all police departments signed up for this program. The Ogden department was the

first local (City of Rochester excepted) organization to complete its program, accomplishing all this in eight months rather than the usual eighteen. In addition, the Ogden project has been selected as a model for the whole state, and Officer Steve Brown, local accreditation manager, will be used throughout the state as a resource person wherever needed.

### People

Ogden Police Chief Merritt Rahn, partly due to his previous experience as a Rochester officer, initiated this program in September, 1990. Major credit is due to the efforts of Officer Steve Brown, appointed accreditation manager, Rahn says. Brown fulfilled these demands while continuing actively in police work. The Chief points out, very firmly, that completion of this program was a team effort in which every employee took an active and constructive part. Also to be recognized is the cooperation of the town board which shared in essential input a

### Process

This has been an exacting enterprise. Once finished, the Bureau of Municipal Police sent out three inspectors who spent three days refining details.

Last Thursday (September 5), on the occasion of a meeting including Richard H. Girgenti, Commissioner of the Division of Criminal Justice Services, Chief Rahn, Officer Brown and John Heritage, Deputy Commissioner, New York State Bureau of Municipal Police, it was announced that the Accreditation Council had voted unanimously that the Ogden Police Department be accredited, one of sixteen, and the smallest, in the whole state.

### Values

At a time, such as the present, when the

reputation and regard for police work has been made silly by television and suspect by facts, it is consoling and consequential to realize that a statewide effort is at hand designed to "enhance professionalism and promote confidence" in law enforcement. Hereabouts, town officials say all residents can be proud of the labor and recognition expended and deserved by the local department.

### Benefits

Public benefits from all this will be improved and consistent police service, better protection and the assurance that all incidents will be treated with courtesy, fairness, promptness and legal certainty. On the economic side, there will be a 10% decrease in departmental insurance rates.

## Ogden Police receive state certification

The Town of Ogden Police Department was recently certified under the State Law Enforcement Accreditation Program, according to Richard H. Girgenti, Governor Mario M. Cuomo's Director of Criminal Justice and Commissioner of the Division of Criminal Justice Services.

In accepting the certificate, Chief Merritt Rahn said, "Accreditation and the accreditation process has been a tremendous asset to our department. The process alone has shown that the department together as a team can accomplish and achieve our goals. It has affected the department in many areas. Now each function is performed in a similar manner, using the same reporting system and the same means to accomplish our goals. Prior to accreditation many of our duties were done in a haphazard manner. Each member of the department follows a consistent set of rules that applies to each one equally. Moreover, with accreditation each member has become aware of our goals and objectives, how we expect to accomplish them and what they can do to assist in these goals. All in all this has made us a more organized and accountable police agency with each member working in the same direction."

Chief Rahn's office, which employs 10 full-time sworn officers, was accredited through September 5, 1996. While 196 law enforcement agencies in 50 counties are participating in this initiative, only 39 are currently accredited. Besides the Ogden Police Department, accredited agencies in the area include the police departments in Brighton and Rochester, and the Monroe County Sheriff's Department.

In addition to the four agencies in Monroe County that are already accredited, eight are currently in the accreditation process, including the Brockport Police Department.

John W. Herritage, Deputy Commissioner of the Division of Criminal Justice Services, presented a certificate of accreditation to Chief Rahn during a 7:30 p.m. ceremony October 9 at the Ogden Police Department.

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

Rochester Democrat and Chronicle,  
October 19, 1991, page 10A.

### EDITORIALS

## Thumbs up, thumbs down



For the Ogden Police Department, which this week became the smallest police agency in New York to be accredited by the state. The 10-member department had to meet 168 state standards and pass a three-day on-site inspection.

Ogden is one of only 39 departments in the state and four in Monroe County to pass the test by the Division of Criminal Justice Services.

"We may not be the biggest, but these guys, in my eyes, are all very big men," said Ogden Supervisor Donald Walzer. Bravo!

## Kentucky Police Chiefs Visit New York To Learn About Accreditation

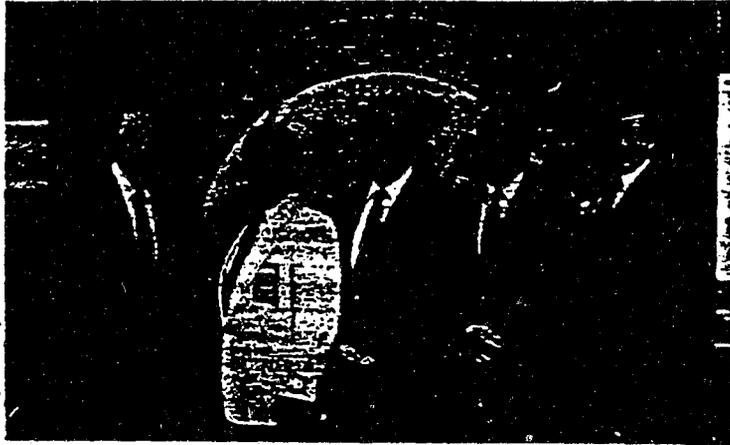
Three representatives of the Kentucky Association of Chiefs of Police visited Albany from June 30-July 2 to learn about the New York State Law Enforcement Accreditation Program. The delegation included Robert Shields, Chief of the Southgate Police Department and former President of the Kentucky Chiefs' Association, Chief Ted Evans of the Frankfort Police Department, and Chief Roger Holbrook of the Morehead State University Department of Public Safety.

During their stay, the chiefs met with BMP Deputy Commissioner John Herritage, NYSACOP Executive Director Joseph Dominelli, Bethlehem Police Chief Paul Currie, PCNY President Edward Guzdek, and Program Director Dennis McCarty. The chiefs also received a complete set of manuals and program documents to review with other Kentucky officials after

returning home.

According to Chief Shields, the Kentucky Chiefs Association decided earlier this year to sponsor its own accreditation program. As part of the planning process, the Association has sent representatives to Colorado and Washington State as well as to New York in order to obtain as much informa-

tion as possible about the various types of accreditation initiatives that now exist. Chief Shields characterized the model developed by New York State as the "Cadillac of accreditation programs." All three chiefs expressed the hope that Kentucky might one day have a program as successful as the one in New York.



From left to right: Chief Paul Currie, Bethlehem Police Department; Chief Robert Shields, Southgate Police Department; Chief Ted Evans, Frankfort Police Department; Chief Roger Holbrook, Morehead State Univ. Public Safety; and Dennis McCarty, BMP, Director, NYS Law Enf.

# Gates Police Department Nears The End of New York State Accreditation Process

By Mike Murphy  
Gates-Chill News

The Gates Police Department is at the tail end of a New York State accreditation process that would constitute a significant achievement according to state and local officials.

"The program is designed to improve the quality and delivery of police services in the community," Michael J. Carpenter of the Bureau for Municipal Police and law enforcement accreditation program said.

"Participating agencies have to comply

with 169 standards that are broken down into three categories - administration, training and operations."

The process could be complete within the a month, Gates Police Chief Thomas Roche said.

"Accreditation reassures the public that not only are the policies and procedures of the police department adequate and appropriate, they meet set standards for each area of the state," Gates Police Chief Thomas Roche said.

Continued on page 28

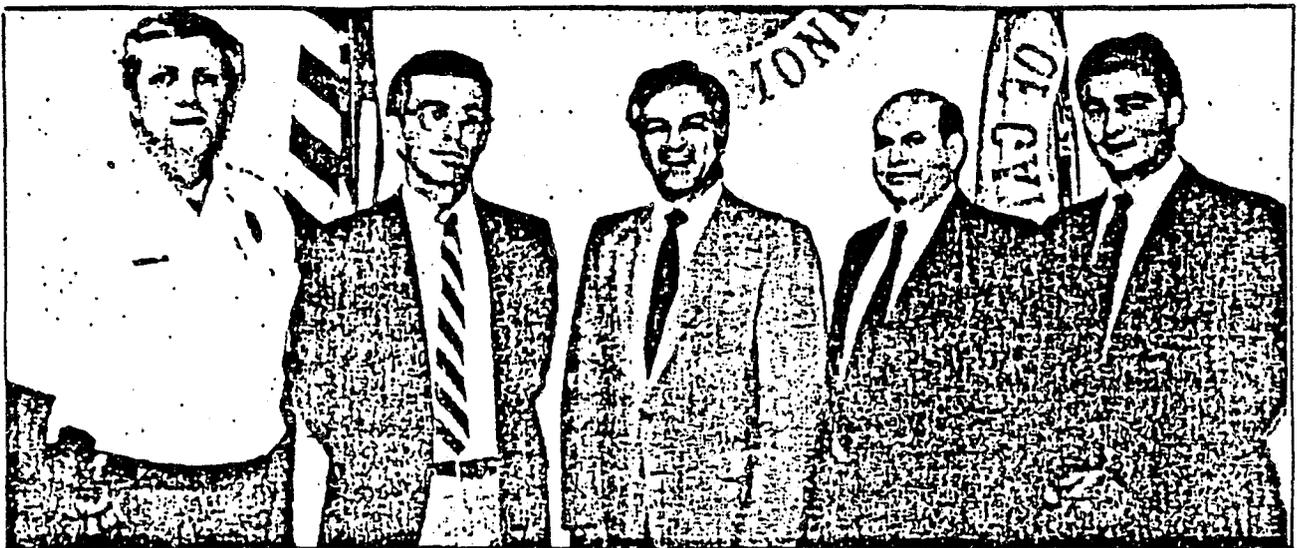
## GPD Striving for Accreditation

From page 1

Other benefits of accreditation include:

- department practices are consistent with rigorous professional standards.
- enhanced administrative and operational effectiveness.
- assurance that recruitment, selection and promotion processes are fair.
- enhanced understanding of agency policies and procedures.
- diminished vulnerability to civil lawsuits and settlements.
- possible reductions in liability insurance costs.

Monroe County Accreditation Program Coordinator John M. Girvin, a lieutenant with the Rochester Police Department, said every agency in Monroe County is trying to achieve accreditation.



From left: Gates Police Lt. Allyn Hammel, Bureau for Municipal Police Michael J. Carpenter, Gates Supervisor Ralph Esposito, Gates Police Chief Thomas Roche and Rochester Police Lt. John M. Girvin.

APPENDIX C.

NOTIFICATION OF THE NATIONAL AWARD WON BY THE  
LAW ENFORCEMENT ACCREDITATION PROGRAM



**The  
Council of  
State  
Governments**

Chairman  
Senator W. Paul White, Massachusetts

President  
Governor Terry Branstad, Iowa

Headquarters Office  
Iron Works Pike  
P.O. Box 11910  
Lexington, KY 40578-1910  
(606) 231-1939  
FAX (606) 231-1858

Executive Director  
Daniel M. Sprague

November 7, 1991

The Honorable Mario Cuomo  
Office of the Governor  
Executive Chamber  
State Capitol  
Albany, NY 12224

Dear Governor Cuomo:

It is my pleasure to inform you that The Council of State Governments has selected New York's "Law Enforcement Accreditation Program" to be highlighted in our 1992 Innovations publication series. This is a national recognition in which you may take great pride. Your state's program was one of two selected by the Eastern regional selection panel.

Since 1975, the Council has undertaken such an annual review and selection of innovative programs successfully implemented by individual states. In order to even be considered in our Innovations selection process, a state's program must meet a set of criteria designed to insure that it has dealt with a significant problem in an effective and innovative manner and that it has the potential to be transferred to other states, at least in principle.

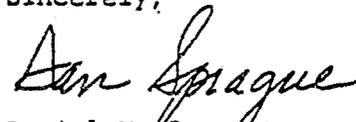
Early next year, our analysts will be in contact with the appropriate officials and program staff within your state to gather more indepth information about the program's background, characteristics, performance, and transferability. The Innovations report will be issued next year, and the program will be honored during an awards ceremony at CSG's Annual Meeting in December 1992.

The Council's Innovations Transfer Program is designed to encourage state officials to exchange information on exemplary and successful efforts. We hope that in the future you will share information about other innovative programs in your state with us.

If you have any questions regarding this recognition, please feel free to have your staff contact Keon Chi, Innovations Transfer Program coordinator, at the Council's headquarters office in Lexington, Kentucky, (606) 231-1834.

On behalf of The Council of State Governments, congratulations on the selection of "Law Enforcement Accreditation Program" for the 1992 Innovations series.

Sincerely,

  
Daniel M. Sprague  
Executive Director

DMS:dpc

cc: Deputy Commissioner John W. Herritage  
Alan Sokolow, Director CSG Eastern Office

