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State of New York
Executive Department
Mario M. Cuomo, Governor
John J. Poklemba, 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 should 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 paper is the second annual report that DCJS has prepared pursuant to Executive Law section 846(h).

Overview

The Accreditation Program completed its first full year of operation in 1990. During this time, the Accreditation Council and DCJS faced the formidable challenge of having to implement the program statewide while simultaneously developing procedures necessary to facilitate effective internal operations. The challenge was made even more difficult by the fact that New York is the first state in the country to accredit law

enforcement agencies. Accordingly, there were few guidelines available to assist program officials during these initial formative months.

Efforts to support the accreditation initiative were very successful during the past year despite the lack of meaningful precedents. Agency participation in the program increased dramatically, and a variety of policies were developed to address important operational issues. This report documents the principal activities and achievements of 1990. The report is divided into three main sections: Operations, Administration, and Prospects for the Future. Additional information about all of these topics can be obtained by contacting the Bureau for Municipal Police (BMP).

I. Operations

Agency Participation

The Division of Criminal Justice Services (Bureau for Municipal Police) began accepting applications for the Accreditation Program on December 1, 1989. By the end of the year, 41 agencies from 23 counties had applied.

BMP used several strategies during 1990 to promote greater agency participation. One approach involved sponsoring a booth featuring accreditation at the annual meetings of the State Association of Chiefs of Police, the Conference of Mayors, and the Association of Towns. In

addition, the Deputy Commissioner in charge of BMP and the Program Director both made presentations at several professional functions. These functions included BMP's Annual Police Training Conference, the summer meeting of the Police Conference of New York, the annual conference of State Law Enforcement Training Directors, and meetings of law enforcement and community leaders in Gloversville and Monroe county. Interest in the program was further stimulated by articles that appeared in the official publications of the State Sheriffs' Association, the State Association of Chiefs of Police, the State Police, and the Police Conference of New York.

In total, BMP received applications from 123 agencies during 1990. Two subsequently withdrew because of internal considerations unrelated to accreditation. There were thus 162 law enforcement agencies actively participating in the program on December 18, 1990. The participating agencies are located in 48 counties and represent 29% of the 564 agencies that submit Uniform Crime Report data to DCJS. A complete list of participating agencies can be found in Appendix A.

The 29% participation rate represents a significant accomplishment considering the fact that the program is so new. Many chiefs still have questions about the ways in which accreditation will impact agency operations, and elected officials in some localities have expressed reservations about assigning an officer from patrol duty to draft new policies and procedures. Another important factor is that 274 police departments in New York State employ fewer than 9 full-time officers. Very few departments of this size have the resources that are needed to

implement all applicable program standards. It would thus be appropriate to delete them from the total group of 564 eligible agencies used to calculate the overall rate of participation. The resulting "effective participation rate" would then be 56%.

Table 1 on the following page presents a breakdown of participating agencies by the number of full-time officers that they employ. The table demonstrates that agencies of all sizes have decided to seek accreditation. It is particularly significant that nearly half (46%) of these agencies employ fewer than 25 full-time officers. This finding supports previous observations that the standards are both meaningful and realistic. It also highlights the program's potential for having a widespread impact on the quality of law enforcement throughout New York State.

Efforts to Facilitate the Accreditation Process

The Bureau for Municipal Police provided a variety of services during 1990 to assist participating agencies in their efforts to become accredited. These services included the scheduling of orientation workshops, the distribution of resource materials, and the provision of technical assistance.

The Bureau initiated its supportive activities by sponsoring orientation workshops at six locations during the month of February. The workshops were designed to ensure that local program managers had the information and skills necessary to guide their agencies through

Table 1.

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

<u>Number of Full-Time</u> <u>Officers</u>	<u>Number of Agencies</u> <u>Participating in the</u> <u>Accreditation Program</u>	<u>%</u>
0 - 9	32	21
10 - 24	42	25
25 - 49	45	28
50 - 99	22	14
100 - 499	16	9
500 - 999	2	1
1,000 +	<u>3</u>	<u>2</u>
	162	100

the accreditation process. During the workshops, BMP staff described the program's structure and distributed a variety of materials to help agencies meet all applicable requirements. These materials included a three volume Resource Manual, a Compliance Verification Manual, tracking logs, sample folders containing the types of materials that are needed to document compliance, and a supply of Standard Compliance Report Forms. The Resource Manual was particularly valuable because it contains actual policies and procedures that can be used to implement each program standard.

BMP supplemented the workshops by calling all of the program managers in August to see if they had encountered any problems or had questions about specific standards or policies. All of the managers were encouraged to contact the Bureau whenever they had any questions.

Program staff were able to resolve most questions over the phone. In some instances, the agency managers preferred to submit draft policies so that they could receive detailed written critiques in return. In addition, representatives from several departments in the Capital District travelled to Albany to meet personally with one of BMP's training technicians. The technicians, in turn, travelled to a total of 15 agencies in the more distant counties to provide on-site technical aid.

While BMP responded to numerous requests for assistance, officials in several localities met on their own to exchange ideas and information. All such efforts have been very helpful, but the approach developed by Monroe County deserves special mention. Monroe County Executive

Thomas Frey made funds available during 1990 to hire a full-time accreditation coordinator for a period of 12-14 months. The coordinator is responsible for helping all 12 law enforcement agencies in the county. A full-time clerical position was created to assist him, and office space was provided at the regional Criminal Justice and Public Safety Training Center. Monroe is currently the only county in the State in which every law enforcement agency has submitted an application to participate. Two departments have already been accredited.

Accredited Agencies and the Impact of Accreditation

Agencies that wish to be accredited must first implement a total of 168 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 States Association of Colleges and Schools.

No agency had earned accreditation status as of January 1, 1990. During the course of the year, 35 agencies achieved this honor. Twenty-four of them had been previously accredited by the State Sheriffs' Association. These departments were awarded State

accreditation until such time as the three year period of accreditation initially awarded by the Sheriffs' Association is due to expire.

The accredited status of three departments lapsed in the late fall. There were thus 32 accredited agencies as of the time that this report was prepared. These agencies included the State Police, 22 county sheriffs' departments, and 9 municipal police departments. They ranged in size from 12 full-time deputies (the Chenango County Sheriff's Department) to just over 4,100 sworn personnel (the State Police). A complete roster of accredited agencies is included within Appendix A.

The State Director of Criminal Justice and/or Deputy Commissioner in charge of BMP personally presented the certificates of accreditation to the agency chief executive officers. Two of these presentations were made during public ceremonies at which the department also received a legislative proclamation in recognition of its accomplishment. The proclamations and a sample of the newspaper articles which appeared following the ceremonies are included in Appendix B.

The agencies that successfully implemented all 168 standards during 1990 reported an average in-kind contribution of \$40,410 to comply with program requirements. In almost every instance, the expense consisted exclusively of salaries and fringe benefits for the officers who were reassigned to develop the necessary policies and procedures. The sole exceptions were reported by an agency that rented a word processor for \$525 and by an agency that spent \$600 to purchase a file cabinet and

reflective vests for officers who direct traffic. One agency had to obtain a special appropriation (\$2,500) to support its accreditation efforts.

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. Accredited agencies are eligible to obtain cash savings, moreover, in their next insurance premiums. This benefit stems from the decision by two companies that provide police liability insurance to offer a 10% discount to every department that the Council accredits. The discount will be subtracted from the amount due before the companies calculate any other credits or debits to which the agency may also be entitled. The only limitation is that the credit cannot be applied to those agencies which are already paying the minimum premium allowed.

Accredited agencies also benefit in several ways that are not easily quantified in a specific monetary amount. These 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. It is additionally worth noting that the chief executive officers of accredited agencies have stated unanimously that accreditation was worth the effort that they invested to meet the necessary standards. They have also uniformly reported that they would recommend the program to agencies of similar sizes.

Chief Richard Ream of the Jamestown Police Department shared a number of observations about the value of implementing the prescribed standards during his department's accreditation ceremony on October 22. Excerpts from his remarks follow and are representative of the comments that BMP has received thus far. "Accreditation is probably the most significant program ever to impact on the law enforcement profession. In an occupation where there are so many diversified duties and services to perform, it is often difficult to achieve and maintain the highest levels of efficiency and quality of service that are both expected and deserved by the community. The accreditation process serves as a system of 'checks and balances' which enables us to change and grow as the needs arise. Through this continuous program of self analysis, our effectiveness as well as our image within the community are enhanced."

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 1990 in accordance with the provisions of the enabling legislation.

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. To improve the quality of the monitoring further, the

Council instituted a policy that establishes a formal role for individual Council members who are able to attend the various program functions.

The Council devoted a great deal of time during 1990 to the task of strengthening the credibility of the accreditation process. Specific procedures were adopted to make assessments as objective as possible, and the Council developed a very specific format for the reports which are prepared by the assessment team leaders. The standard format was required to ensure that the Council has all of the information that it needs to make an informed judgement when considering an agency's application for accreditation status.

The Council also approved the use of a detailed standard compliance survey. The chief executive officers of accredited agencies will be asked to submit this survey annually during the five year period of accreditation. The surveys will provide written confirmation that the agencies continue to meet all of the applicable standards or will identify those standards which are no longer being met. The surveys may one day be supplemented by periodic staff monitoring, but the Council has not yet completed its deliberations on the scope or structure of this activity.

Several matters that the Council addressed during the past year had a direct impact on daily program management. The Council resolved questions pertaining to the application process, clarified the intent of individual standards, and solicited legal opinions to clarify such issues as public access to internal records under the Freedom of Information

Law. Other questions that the Council resolved included the use of videotapes to meet in-service training requirements and the dissemination of program manuals to non-law enforcement officials.

Inasmuch as accreditation represents a significant professional achievement, the Council decided to develop a variety of mechanisms to recognize this accomplishment. The Council first drafted a formal Certificate of Accreditation which is signed by the Governor, the State Director of Criminal Justice, the Chairman of the Accreditation Council and the Deputy Commissioner in charge of BMP. The Council then authorized accredited agencies to reproduce the program logo on their stationary and other official documents. The Council also approved the design of special lapel pins, uniform ribbons and decals for marked patrol vehicles. Program staff subsequently made arrangements with private vendors who are now selling these items directly to eligible agencies that wish to purchase them.

Finally, the Council reviewed the design of a research methodology to evaluate the impact of accreditation on participating agencies. The data collected pursuant to this evaluation over the next few years will provide the Council with an empirical basis for determining whether or not the program is accomplishing the objectives set forth in the enabling legislation. The standards and/or accreditation process can then be modified where warranted to assure that the program has maximum impact.

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.

A major Bureau priority during 1990 was to develop consistent internal procedures that would enable staff to administer the Accreditation Program effectively and efficiently. Procedures were needed in four principal areas: Staff services, the maintenance of records pertaining to program assessors, the assessment process, and office management.

The first task that BMP addressed was to develop a system for tracking staff services to participating agencies. Such a system would help to ensure that BMP sends program managers a complete set of resource materials, that staff remember to process all written and verbal requests, and that BMP fulfills all of its related responsibilities in a timely manner. To minimize the risk that an agency's needs might be neglected or overlooked, a three page form was developed that identifies activities which must be accomplished at each stage of the accreditation process. Staff then record the date or make other notes for each entry as appropriate. Program staff also maintain a separate phone log to

document significant contacts with agency representatives. These logs are reviewed periodically so that staff can follow up with officials who have had no recent contact with BMP.

The second administrative project that BMP undertook was to develop a more efficient way of storing and accessing records relating to the program's assessors. More than 120 law enforcement professionals had submitted applications to be assessors by March, and the task of managing these files by hand quickly became very cumbersome. A computer program was written so that staff could automate the most relevant data. The Bureau now has the capability of obtaining printouts of assessors by such variables as county of residence, training zone, size of agency where employed, type of affiliation (i.e., whether the assessors work for State, county or municipal police agencies), and type(s) of expertise. The ability to readily obtain this information is of great assistance when trying to select appropriate members for a given assessment team. Separate computer files maintain information on the date of the assessors' training, their assignments, and the amount of any prior payments.

A third area of administrative activity focused on the assessment process. The process had been carefully examined during the pilot test, but neither BMP nor the assessors had the experience needed to anticipate all of the possible contingencies. Program staff therefore drafted a two page questionnaire for distribution following each assessment. The questionnaire asks the chief executive officer to evaluate both the assessors and the assistance provided by BMP prior to

the assessment. The form also invites the CEO to share any thoughts that he might have on the accreditation process as a whole. The feedback received through these surveys was generally quite favorable. Equally important, however, it is the fact that several chiefs and sheriffs offered constructive criticism. BMP was then able to use this information to correct several perceived deficiencies.

Finally, program staff prepared a three volume "Policy Book" for general office management. The Policy Book contains form letters directives from the Accreditation Council, and a variety of reference documents that are frequently used to administer the program. Each staff member was given a copy as part of the Bureau's on-going in-service training.

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 assure 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 responsible 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.

In 1989, the Assessor Selection Committee approved the first 66 applications from law enforcement professionals interested in serving as program assessors. BMP trained 19 of these professionals by the end of the year. Major goals for 1990 were thus to complete the training of those in the initial group and to significantly enhance the pool of available assessment personnel.

Recruitment efforts included preparing articles for publication in the New York State Contract Reporter and in various journals that are widely circulated among New York law enforcement officials. In addition, applications were distributed at professional conferences and following all presentations that program staff made concerning accreditation.

Ninety-five active and retired police officers submitted applications that the Selection Committee ultimately approved during 1990. BMP currently has a total of 161 program assessors.

Each officer must complete a six hour training workshop prior to participating in any assessments. The morning is spent discussing program history, standards and commentaries, the assessment process, and logistics (contracts, travel arrangements, etc.). The afternoon session applies the lessons that were presented earlier in the day. The officers work on sample problems relating to standard compliance, and an experienced assessor is invited to share his insights and

recommendations. Each person receives a Standards Manual, a 178 page Compliance Verification Manual, and a 73 page Assessor Training Manual. The first edition of the Training Manual was prepared in April of this year and contains a variety of materials that are reviewed during the course.

BMP sponsored workshops for new assessors at six locations during 1990. Training opportunities were offered in the counties of Albany (April 24), Cortland (August 16), Suffolk (August 20), Westchester (August 23), Erie (October 10), and Monroe (October 11). A total of 105 officers attended.

Participants were encouraged to complete a two page evaluation form at the conclusion of each workshop. The first part asked respondents to rate eight different aspects of the training on a scale of 1-5. A score of 1 indicated no value, while a rating of 5 signified a very high value. The "Training as a Whole" received a composite mean score of 4.3.

BMP conducted a thorough evaluation of the training process in early September prior to the last two workshops. While most of the comments made on the critiques had been very positive, several people offered suggestions to enhance the training. These suggestions included extending the length of the training, reducing the size of the classes, and allowing more time for practice exercises. The lesson plans were then adapted to incorporate the research findings.

In making these changes, program staff also considered input from a separate four page questionnaire. This questionnaire is submitted by assessors following the completion of an actual assessment. Part of the form contains questions concerning how well the training had succeeded in conveying the information and skills that the assessors needed while on site. The form also requests that they describe any problems encountered for which they did not feel adequately prepared. The information received through this second evaluation tool was particularly helpful because it provided the most specific examples of how the training could be improved.

Program Recognition

As previously noted, New York is currently the only State that accredits law enforcement agencies. The concept is receiving a growing amount of support around the country, however, and several states are exploring the possibility of sponsoring a program similar to the one in New York.

BMP received inquiries about the accreditation initiative from 14 states and Canada in 1989. Six additional states sought information during 1990, and many of the first group corresponded a second time to obtain the latest program updates. BMP responded to all of these inquiries once all pending requests for information from agencies within New York State had been adequately addressed.

Other examples of the program's growing reputation came to BMP's attention as well. Several newspapers within New York published highly favorable articles about the program following the accreditation of local police agencies. Publicity on a national scale was obtained through articles in such publications as Law Enforcement News and The Florida Police Chief. In addition, a producer from the Texas based Law Enforcement Television Network spent nearly a full day in Albany interviewing program officials for a number of segments that were aired nationwide in December 1990. Finally, students from three colleges contacted BMP during 1990 to obtain information on accreditation for research that they were conducting on police professionalism.

III. Prospects for the Future

Goals for 1991

The next twelve months should be a very exciting time in the history of the accreditation initiative. Under the overall guidance of the Accreditation Council, the Division of Criminal Justice Services will continue to promote and refine all aspects of the program to the full extent that its resources permit.

Core activities (processing applications, providing technical assistance, etc.) during 1991 will be very similar to those that were reported for 1990. Some modification in the program's administration may nevertheless be necessary to accommodate anticipated developments in the needs of participating agencies.

The most significant change will probably be associated with the demand for more assessments. In order to obtain a meaningful estimate of how many agencies may be ready for assessment in the months ahead, BMP mailed a memo to the chief executive officers of 112 agencies that were working toward accreditation on August 22, 1990. In the memo, BMP requested a brief status report regarding the amount of progress that had been made thus far. Eighty-one departments (72%) responded to this request. Most reported that they were doing very well. The problems that were reported tended to be internal, moreover, and were beyond BMP's control (manpower shortages, change of administration, etc.). Significantly, officials from 51 agencies predicted that they would be able to meet all program requirements by December of 1991. The logistics of scheduling and implementing this number of assessments will require an enormous investment of staff time.

BMP will make a substantial commitment during 1991 to assure that all of the assessments are done properly. Part of this effort will include the preparation of a greatly expanded Assessor Training Manual, the presentation of additional workshops for new assessors, and the continued evaluation and updating of the training lesson plans. If the budget permits, BMP will also sponsor in-service seminars for assessors who have already been trained. The primary purposes of the class will be to discuss common problems, to refine assessment skills, and to provide assessors with the latest program updates. Those who attend will also be able to use this forum for the purpose of sharing their experiences and for raising any concerns or questions.

Another major priority during 1991 will be to improve the array of resource materials that are currently available. One such project that is already in progress concerns the revision of the Resource Manual. While it is very useful in its current form, the Manual can be strengthened considerably by including policies and procedures from agencies that have been accredited since the Manual was first prepared in 1989.

On a similar note, BMP would like to disseminate the suggestions of experienced program managers so that participating agencies can benefit from the insights of those who have completed the process. These insights will be organized and made available through a Program Implementation Guide. A two hour videotape will also be prepared to serve as an orientation for agency officials who are just beginning to work toward accreditation. This orientation was conducted during on-site seminars in 1990 but can be accomplished just as effectively and at a lower cost through the use of videotapes.

Conclusion

The Accreditation Program became fully operational in 1990. The number of participating agencies nearly quadrupled, and the first 30 agencies had been accredited by the end of the year. Many important operational issues were resolved as the Accreditation Council developed new policies and the Bureau for Municipal Police established consistent management practices. The program also acquired a strong pool of available assessors as a result of efforts by the Assessor Selection Committee and program staff who offered extensive technical training.

Assessors, participating agencies, and the community as a whole have been unanimous in their support of accreditation throughout the past 12 months.

The achievements of the last year virtually ensure that participation in the Accreditation Program will continue to grow during 1991. A great deal remains to be accomplished, but every indicator suggests that the program is already having a substantial positive impact on the quality of law enforcement throughout New York.

In closing, it is important to note that an adequate financial base will be essential during the coming years in order for the program to realize its full potential. The lack of such a base, by contrast, will seriously limit BMP's ability to provide meaningful technical assistance and to schedule assessments for agencies that have worked very hard to meet all of the program's requirements. The success of the Accreditation Council and program staff at DCJS during 1991 will greatly depend upon the funding that is made available to meet the program's rapidly expanding needs.

December 18, 1990

POLICE DEPARTMENTS PARTICIPATING IN THE STATE LAW
ENFORCEMENT ACCREDITATION PROGRAM

(A total of 162 agencies have submitted applications: 131 Police Departments, 30 Sheriffs' Departments, and the State Police. Agencies from 48 counties are currently participating.)

The 32 agencies preceded by an asterisk are currently accredited.

	<u>Sworn Personnel</u>		<u>Date Application</u>
	<u>Full-Time</u>	<u>Part-Time</u>	<u>Received</u>
ALBANY COUNTY			
Albany County S.D.	70	0	02/06/90
*Bethlehem Town P.D.	31	0	02/15/90
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
ALLEGHENY COUNTY			
Alfred Village P.D.	6	2	01/02/90
Wellsville Village P.D.	11	5	01/22/90
BROOME COUNTY			
Binghamton City P. D.	135	0	05/14/90
*Broome County S.D.	43	0	01/16/90
*Endicott Village P.D.	38	0	12/13/89
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
CATTARAUGUS COUNTY			
*Cattaraugus County S.D.	27	9	02/02/90
CAYUGA COUNTY			
Auburn City P.D.	55	0	01/17/90
CHAUTAUQUA COUNTY			
*Chautauqua County S.D.	67	2	01/12/90
Dunkirk City P.D.	31	0	03/02/90
*Jamestown City P.D.	74	0	12/11/89
Silver Creek Village P.D.	5	3	12/26/89
Westfield Village P.D.	5	8	01/08/90
CHEMUNG COUNTY			
*Chemung County S.D.	30	0	02/20/90
Elmira City P.D.	83	0	12/26/89
CHENANGO COUNTY			
*Chenango County S.D.	12	2	12/26/89
COLUMBIA COUNTY			
*Columbia County S.D.	38	33	02/12/90
Hudson City P.D.	22	0	01/25/90
Stockport Town P.D.	0	1	01/08/90

	<u>Sworn Personnel</u>		<u>Date Application</u>
	<u>Full-Time</u>	<u>Part-Time</u>	<u>Received</u>
CORTLAND COUNTY			
*Cortland County S.D.	25	21	04/09/90
DUTCHESS COUNTY			
Fishkill Village P.D.	0	25	04/06/90
ERIE COUNTY			
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	12/12/89
Eden Town P.D.	4	5	12/18/89
*Erie County S.D.	326	53	05/07/90
Evans Town P.D.	19	6	02/12/90
Hamburg Town P.D.	61	0	12/26/89
Hamburg Village P.D.	16	0	02/14/90
Lancaster Town P.D.	21	0	02/14/90
Orchard Park Town P.D.	29	0	12/12/89
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
FULTON COUNTY			
Gloversville City P.D.	33	0	04/27/90
GENESEE COUNTY			
Batavia City P. D.	30	12	06/21/90
*Genesee County S.D.	32	0	01/18/90
GREENE COUNTY			
Catskill Village P.D.	14	5	07/16/90
*Greene County S.D.	16	5	04/06/90
Hunter Town P. D.	3	8	10/29/90
HERKIMER COUNTY			
Ilion Village P.D.	16	4	09/06/90
LIVINGSTON COUNTY			
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
MADISON COUNTY			
Canastota Village P.D.	7	5	12/13/89
Madison County S.D.	13	9	12/12/89
MONROE COUNTY			
Brighton Town P.D.	40	0	01/16/90
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

	<u>Sworn Personnel</u>		<u>Date Application</u>
	<u>Full-Time</u>	<u>Part-Time</u>	<u>Received</u>
*Monroe County S.D.	237	51	12/18/89
Ogden Town P.D.	8	1	01/22/90
*Rochester City P.D.	601	0	01/11/90
Webster Tn. & Vg. P. D.	29	0	10/11/90
Wheatland Town P. D.	3	4	09/18/90
MONTGOMERY COUNTY			
Amsterdam City P.D.	37	11	12/29/89
NASSAU COUNTY			
Great Neck Estates Village P.D.	14	0	01/12/90
Long Beach City P. D.	78	0	10/03/90
Port Washington Village P.D.	51	3	12/26/89
NEW YORK CITY			
Transit Authority Police	3,905	0	01/02/90
NEW YORK STATE			
*State Police	4,059	0	01/05/90
NIAGARA COUNTY			
Lockport City P.D.	52	0	12/11/89
*Niagara County S.D.	149	0	02/20/90
ONEIDA COUNTY			
Clinton Village P.D.	1	4	01/11/90
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 Village P.D.	4	2	01/22/90
ONONDAGA COUNTY			
Baldwinsville Village P.D.	13	2	11/14/90
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
*Onondaga County S.D.	199	0	01/22/90
Solvay Village P.D.	12	0	03/09/90
Syracuse City P.D.	431	0	03/05/90
ORANGE COUNTY			
Cornwall Town P.D.	10	6	12/18/89
Middletown City P.D.	49	0	04/06/90
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
ORLEANS COUNTY			
Orleans County S.D.	25	2	05/03/90

	<u>Sworn Personnel</u>		<u>Date Application</u>
	<u>Full-Time</u>	<u>Part-Time</u>	<u>Received</u>
OSWEGO COUNTY			
*Oswego County S.D.	51	1	12/11/89
Oswego City P.D.	48	0	07/19/90
OTSEGO COUNTY			
Cooperstown Village P.D.	6	1	01/12/90
Oneonta City P.D.	27	0	02/09/90
*Otsego County S.D.	15	2	02/12/90
PUTNAM COUNTY			
Carmel Town P.D.	36	1	01/22/90
Kent P. D.	13	4	03/26/90
Putnam County S.D.	56	2	12/22/89
RENSSELAER COUNTY			
Rensselaer City P.D.	26	0	03/12/90
Schodack Town P.D.	5	0	04/11/90
Troy City P.D.	128	0	02/08/90
ROCKLAND COUNTY			
Spring Valley Village P.D.	39	1	03/05/90
Stony Point Town P.D.	22	5	03/16/90
SAINT LAWRENCE COUNTY			
Ogdensburg City P.D.	27	0	01/22/90
St. Lawrence County S.D.	34	3	04/11/90
SARATOGA COUNTY			
*Saratoga County S.D.	47	3	02/21/90
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
SCHOHARIE COUNTY			
Cobleskill Village P.D.	14	6	01/26/90
STEUBEN COUNTY			
Bath Village P.D.	10	4	04/05/90
Hornell City P.D.	22	0	01/18/90
SUFFOLK COUNTY			
East Hampton Town P.D.	48	1	12/20/89
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

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Southhampton Town P.D.	79	29	01/04/90
Southampton Village P.D.	19	5	12/18/89
Suffolk County P.D.	2,625	0	01/29/90
Westhampton Beach Village 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	02/12/90
Waverly Village P.D.	13	9	01/16/90
TOMPKINS COUNTY			
*Tompkins County S.D.	30	0	12/19/89
ULSTER COUNTY			
*Kingston City P.D.	65	0	02/14/90
New Paltz Town and Village P.D.	18	5	12/11/89
*Ulster County S.D.	32	2	12/29/89
WARREN COUNTY			
*Warren County S.D.	56	4	12/06/89
WASHINGTON COUNTY			
Granville Village P.D.	5	1	06/25/90
Hudson Falls Village P.D.	11	9	12/13/89
*Washington County S.D.	21	30	12/06/89
WAYNE COUNTY			
Newark Village P.D.	19	0	08/20/90
*Wayne County S. D.	41	4	03/26/90
WESTCHESTER COUNTY			
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
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	12/18/89

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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	12/11/89
Yorktown Town P.D.	50	0	12/11/89
 WYOMING COUNTY			
*Wyoming County S.D.	19	16	02/05/90