

New York State Resources for Law Enforcement Professionals



New York State Association of Chiefs of Police
Training

New York State Law Enforcement
Accreditation Program

Other Resources



New York State Association of Chiefs of Police
in partnership with
International Association of Chiefs of Police
New Police Chief Mentoring Project



Federal partner: **BJA** Bureau of Justice Assistance
Office of Justice Programs • U.S. Department of Justice

Dear New York Law Enforcement Professional:

Since 1997, the International Association of Chiefs of Police (IACP) has been actively supporting smaller agencies through the Smaller Agency Technical Assistance Program funded by the Bureau of Justice Assistance (BJA). In 2003, the program was expanded to include a New Police Chief Mentoring initiative. The focus of the project has been to provide newer police chiefs from smaller agencies with access to seasoned chiefs from similar sized agencies to learn how they achieved success and resolved similar problems. The project is designed to render leadership development and policy guidance to new chiefs as they begin their tenure through mentoring assistance and through the dissemination of the [Police Chiefs Desk Reference \(PCDR\)](#). The New York State Association of Chiefs of Police is partnering with the IACP to provide these services to chiefs in the state of New York.

The PCDR, a major component of the mentoring project, contains a wealth of resources to assist chiefs in their new role and has had an overwhelming response since its release in November 2004. All sizes and types of agencies and levels of staff are requesting this product. It contains information on leadership, ethics, policies and procedures, accreditation, funding, sample internal and community surveys, as well as best practices guides written specifically for smaller agencies on a wide range of topics. Many other resource listings, summaries, and web site referrals, are also incorporated into the reference. There is no charge for this guide and a [copy](#) can be requested or viewed online.

To complement this resource and provide further support to New York State law enforcement professionals, the NYSACOP has created this state specific chapter to be added into the PCDR binder. The New York chapter includes key contacts, legal and procedural issues, training requirements and opportunities, association information and a number of other resources for chiefs in our state. Apologize

The [IACP New Police Chief Mentoring Project](#) is also working with NYSACOP to provide regional mentors to work one-on-one with newer New York chiefs. To serve as an IACP/NYSACOP mentor or to work with an experienced chief visit their website for applications and further information. The NYSACOP encourages you to participate in this valuable program and take advantage of the resources that have been developed to support law enforcement professionals.

By direction of the Executive Board,

A handwritten signature in black ink that reads "John P. Grebert".

John P. Grebert
Executive Director, New York State Association of Chiefs of Police

Table of Contents

Forward

New York State Association of Chief of Police..... NY- 1

NYSACOP Overview

Organizational Structure

- The Executive Department
- NYSACOP Staff
- Board of Governors

Committees

Membership Application

Regional Associations

Training NY- 5

IACP & NYSACOP Mentoring for Newer Police Chiefs

Mentoring Program Services

Law Enforcement Leadership Training

Law Enforcement Executive Development Program

Other Training Opportunities

Training Conferences

New York State Law Enforcement

Accreditation Program NY- 8

Objectives

Design

Benefits

Cost

Participation

Support

Other ResourcesNY-10

Buyers Guide

Medal of Honor Awards Program

Scholarship Program

Counsel's Corner

Employment Opportunities

New York Police Agency Websites

New York State Association of Chiefs of Police (NYSACOP)

(<http://www.nychiefs.org/>)

NYSACOP Overview

The New York State Association of Chiefs of Police was organized on November 30, 1901, in Rochester, New York and incorporated in 1957. It is a not for profit organization dedicated to serve the people of the state of New York in the maintenance of law and order and to support the more than 500 chiefs of police as they carry out the functions of their office.

The primary objective of the association is to achieve professional recognition, uniformity of operation and the advancement of the general welfare of the police profession through the education of its members.

The primary purpose of the association is an educational one; to gather, disseminate, and promote useful and necessary information to the law enforcement agencies of the state of New York. Our ultimate aim and purpose is to develop a more efficient and effective law enforcement and criminal justice system.

We are an association made up of police chiefs, commissioners, superintendents, executives, administrators, agents-in-charge. Our members are the most experienced and respected law enforcement officials in the state of New York from most law enforcement agencies in the state, including village, town, county, city, state and federal Agencies, as well as railroad police.

Each of our active members has proven themselves by achieving a high position of leadership and responsibility in his individual and respective law enforcement agency.

We also have associate members who are concerned citizens who come from all areas of the state and all walks of life. They voluntarily and actively exhibit their support and concern for law and order and for good law enforcement by being members of our association.

We have proven throughout the years to the people of this state that we are united, not only for the advancement of the general welfare of the police profession, but more specifically:

- We are united for the purpose of maintaining law and order,
- For the improvement and professionalization of law enforcement,
- To advocate and promote reforms in the laws in association and collaboration with the legislature,
- For the safety, protection and general welfare of all our citizens,
- And to assist in and facilitate the administration of criminal justice on national, state and local levels.

The officers and members of our association are frequently contacted by and in contact with local, state and federal members of the executive branch of government. Governmental agencies and their representatives and staff solicit our views and recommendations relative to proposed laws, practices and procedures affecting law enforcement and criminal justice.

Many of our members serve on or are advisors to various federal, state, and local committees that relate to law enforcement or the criminal justice system. One example is the Municipal Police Training Council of the state of New York to which our association is legislatively mandated (section 839-Executive Law) to designate two of our members to serve. This council is concerned with the mandated standards and training of police throughout the state.

To further assist the Municipal Police Training Council and the Division of Criminal Justice Services there is, designated within our association, a Police Training Committee. It consists of thirteen (13) training coordinators (one for each of the training zones in the state) and one training sub-coordinator for each county in the state. These coordinators and sub-coordinators are responsible for seeing that appropriate and sufficient training is furnished to the law enforcement officers of their zone. They are the eyes and ears of the Municipal Police Training Council and they are entrusted to ensure that professional training is constantly maintained in sufficient quantity and quality within their respective training zone.

Organizational Structure

The Executive Department

The executive department consists of the Board of Officers and the Board of Governors. The affairs of the association are conducted by and under the supervision and control of the Board of Officers and Board of Governors. Meetings are held quarterly.

In a state-wide election, the member of the association elect the President, 1st, 2nd, and 3rd Vice Presidents and the Retired Members Representative who serve a one year term in office. The Immediate Past President serves, for a one-year term, on the Board of Officers the year immediately following his term as president. The Board of Officers and Board of Governors appoint the executive director and counsel.

President

David Hall
Chief - Harrison Police Department

1st Vice President

Dominic W. Giudice Jr.
Chief - Monroe Police Department

2nd Vice President

Lloyd Perkins
Chief - Camillus Police Department

3rd Vice President

John H. Harzinski
Chief - Gloversville Police Department

Immediate Past President

Richard P. Carey
Chief - Glen Falls Police Department

Executive Director

John P. Grebert
Chief (Retired) - Colonie Police Department

Executive Director Emeritus

Joseph S. Dominelli, Chief (Retired)
Rotterdam Police Department

NYSACOP Staff

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nysacop2@nycap.rr.com

Members - Board of Governors

The members of the Board of Governors are elected by the members of the association within their respective zones to represent those counties at the Board meetings. The past president serves on the Board of Governors, for a one-year term, two years following his term as president of the association. The Retired Members Representative is also a member of the Board of Governors.

Past President

Chief James Russo
Hempstead Police Department

Retired Members Representative

Chief (Ret) Joseph Del Bianco
Mamaroneck Police Department

Zone 1 Suffolk

Chief Woodrow Cromarty
Amityville Police Department
16 Green Avenue
Amityville, NY 11701
(631) 264-0400
Representing: Suffolk County

Zone 2 Nassau

Chief William J. Kilfoil
Port Washington Police Department
500 Port Washington Blvd
Port Washington, NY 11050
(516) 883-0500
Representing: Nassau County

Zone 3 New York City

(Retired) Chief James D. O'Donnell
Metropolitan Transit Authority
Representing New York, Queens, Kings,
Bronx, Richmond
15 Wickham Avenue
Goshen, NY 10924
(845) 291-2799

Zone 4 Westchester

Chief Robert M. D'Angelo
North Castle Police Department
15 Bedford Road
Armonk, NY 10504
(914) 273-9500
Representing: Westchester County

Zone 5 Mid Hudson

Chief Daniel M. Ricci
Stony Point Police Department
79 Route 210
Stony Point, NY 10980
(845) 786-2422
Representing: Rockland, Orange, Sullivan,
Ulster, Dutchess, Putnam Counties

Zone 6 Northeast

Deputy Chief Dominick G. Macherone
Glenville Police Department
18 Glenridge Road
Glenville, NY 12302
(518) 384-0123
Representing: Columbia, Greene, Scholharie,
Albany, Rensselaer, Schenectady,
Montgomery, Herkimer, Fulton, Saratoga,
Washington, Hamilton, Warren Essex, St.
Lawrence, Franklin, Clinton Counties

Zone 7 Onondaga

Daniel M. Warner
Baldwinsville Police Department
16 West Genesee Street
Baldwinsville, NY 13027
(315) 635-6808
Representing: Cayuga, Madison, Oswego,
Oneida, Lewis, and Jefferson County

Zone 8 Southern Tier

Chief David K. Rouse
Bath Police Department
110 Liberty Street
Bath, NY 14810-1526
(607) 776-2175
Representing: Delaware, Thompsons, Broome,
Chenango, Cortland, Allegany, Tioga, Otsego,
Chemung, Schuyler, Steuben Counties

Zone 9 Monroe County

Chief Merritt A. Rahn
Greece Police Department
400 Island Cottage Road
Rochester, NY 14612
(585) 581-4035
Representing: Monroe, Genesee, Wyoming,
Oprleans, Livingston, Ontario, Wayne, Yates,
SenecaCounties

Zone 10 Erie

Chief Samuel M. Palmiere
Tonawanda Police Department
1835 Sheridan Drive
Kenmore, NY 14223
(716) 876-5300
Representing: Erie, Niagara, Chautauqua,
Cataraugus Counties

Membership Application

If an active member, chief of police, has proposed you for membership, then down load our [Bronze Membership Application](#). If you are current law enforcement and meet the criteria outlined on page 2 of the application, then download our [Active Membership Application](#).

Regional Associations

Our association is comprised of Regional Police Chief Associations covering the state of New York. They provide information from their respective areas to our association.

<http://www.nychiefs.org/about.html>

Northeastern Chiefs of Police Conference

President – Dep. Chief Dominick G.
Macherone, Glenville Police Department

Westchester County Chiefs of Police

President – Chief Emil Califano
Ardsley Police Department

Mid-Hudson Chiefs of Police Association

President – Chief Ronald J. Knapp
City of Poughkeepsie Police Department
PO BOX 863
Poughkeepsie, NY 12603
(845) 451-4132

Nassau County Municipal Police Chiefs Association

President - Commissioner Ernest J. Cipullo,
Garden City Police Department
349 Stewart Avenue
Garden City, NY 11530
(516) 742-9600

**Central New York Association
Chiefs of Police**

President – Chief Daniel M. Warner
Baldwinsville Police Department
16 West Genesee Street
Baldwinsville, NY 13027
(315) 635-06808
Fax (315) 635-7868

**Western New York Police Chiefs
Association**

President – Chief Merritt A. Rahn
Greece Police Department
400 Island Cottage Road
Rochester, NY 14612
(716) 581-4035

Suffolk County Police Chiefs

President – Chief Carlisle E. Cochran Jr.
Southold Police Department
41405 Rte 25-PO BOX 911
Peconic, NY 11958
(631) 765-2671
Fax (631) 734-2315

Training

<http://www.nychiefs.org/training.html>

IACP & NYSACOP Mentoring for Newer Police Chiefs

The beginning of any new police chief's administration can be crucial to achieving a successful transition and to building important relationships within the new agency and the community. New responsibilities as the leader can be overwhelming, confusing and frustrating. Newer chiefs need technical assistance and support.

For this reason, the International Association of Chiefs of Police, Research Center Directorate's Program Services, Support and Technical Assistance to Smaller Police Departments has developed a New Police Chief Mentoring project. With funding support from the Bureau of Justice Assistance of the U.S. Department of Justice, the focus of our activities is to provide services to the some 12,000 smaller agencies around our nation through mentoring. IACP has partnered with the New York State Association of Chiefs of Police to provide this service to chiefs in the state of New York.

The project is designed to provide newer police executives, leadership development and policy guidance as they begin their tenure. New chiefs from appointment to year three may receive mentors. The project serves agencies of 25 or fewer sworn officers or those serving population sizes of 25,000 or less.

Mentoring Program Services

<http://www.theiacp.org/research/RCDChiefMentoring.html>

One-on-One Mentoring

Newer chiefs are provided with access to seasoned chiefs from similar sized agencies to learn how they achieved success and resolved similar problems. To participate in the mentoring program, newer chiefs are asked to complete a profile indicating areas of professional concern. Mentors also complete a profile indicating their areas of expertise. The newer chief is then matched with an experienced chief best fitting the new chiefs profile information. Every effort is made to match chiefs from the same regions and with similar experiences.

Mentors guide newer chiefs to solutions for problems specific to their respective jurisdictions. They provide support and assistance in tapping into available support systems and obtaining needed resources. Together the mentor and new chief review and discuss problem areas, set goals, and develop plans of action. Mentors also provide a valuable service by being a confidant to a newer chief. Typically mentoring is done by phone or email for a period of three months. Many new chiefs and their mentors continue to remain in contact after the formal mentoring period is over.

Site Visits

The New Police Chief Mentoring Project is funded to provide a limited number of newer chiefs with on-site support and technical assistance. The on-site visit structure is designed through an assessment of the new chief's needs and in collaboration with an assessment team. The goals of the site visit are to identify and discuss priorities and their status. The team will work with the new chief in identifying appropriate resources, training and contacts. Mentors participating in site visits are reimbursed for their expenses and time. This is a great opportunity to initiate a mentoring relationship.



Written Materials & Resources

The [Police Chiefs Desk Reference](#) was designed to render leadership and policy guidance to newly appointed police leaders. This resource has had an overwhelming response since its release in November 2004. All sizes and types of agencies and levels of staff continue to request the product. There is no charge for this guide. Other resources and materials may be provided directly from mentors.



[Request a copy](#)

Leadership Training

One element becomes clear when looking at all of the issues facing new chiefs of any size department chiefs need to understand how to lead first. Responding in an ad hoc fashion to multiple and complex issues will not succeed. Chiefs must demonstrate that they can lead their department at all times, and address any issue successfully. Training that focuses on this over-arching leadership issue for newer chiefs is currently being developed.

Applications and further information about mentoring services can be found on the [IACP New Police Mentoring Project website](#) or contact Kristine Saltarelli, Project Coordinator, 1-800-THE –IACP ext.338 saltarelli@theiacp.org

Law Enforcement Leadership Training

The New York State Division of Criminal Justice Services (DCJS) is pleased to announce that it will be sponsoring several outstanding programs during 2005 as part of Governor George Pataki's Law Enforcement Leadership Training initiative. The training will be provided in the 15 counties participating in Operation IMPACT but is open to all law enforcement officials.

The programs are being offered to facilitate Governor Pataki's plan to make New York the safest state in the nation within the next five years. It was launched in October 2004 with the first of several seminars on "The 7 Habits of Highly Effective People for Law Enforcement." This component of the initiative is based on the international best seller by Dr. Steven Covey and reinforces the principles, character, service, and integrity that are at the foundation of the law enforcement profession. The Division will offer additional training in the 7 Habits during 2005 as well as several presentations by nationally recognized authorities on leadership, juvenile gangs, guns, and illegal drugs.

This memo contains brief descriptions of the programs that have been scheduled thus far. You can register by completing the attached registration form and faxing it to DCJS at the number indicated. Seating will be limited, so I encourage you to register as soon as possible. Please note that some of the programs may be modified to make them even more helpful and that additional presentations will be announced in the near future. Details will be posted on the Division's web site at www.criminaljustice.state.ny.us/training as they become available.

The Governor's leadership training initiative targets some of the most important problems facing law enforcement today. If you have any questions, please contact Bill Holt (518) 457-4917 or willard.holt@dcjs.state.ny.us. You can also direct your inquiries to Karen Audi at (518) 485-1642 or karen.audi@dcjs.state.ny.us.

Law Enforcement Executive Development Program

Our association also provides an on-going training and educational program for law enforcement executives and administrators, conducted jointly and cooperatively by our association and the Division of Criminal Justice Services, Bureau for Municipal Police, state of New York. This program provides annual seminars, training and informational sessions throughout the state. These programs are of three days duration and are conducted generally at seven different locations throughout the state.

Other Training

The New York State Association of Chiefs of Police offers many other training programs such as:

- Fraudulent Documents Instructor Training Course
- Suicide Terror Training
- Characteristics of an Armed Gunman

Current training opportunities can be found at: www.nychiefs.org/training.html.

Training Conferences

Conferences are a wonderful opportunity to network with other NYSACOP members and receive valuable training. These events also feature exhibitors dedicated to enhancing law enforcement through the latest police equipment, services, technology, and publications. Learn more about these events: http://www.nychiefs.org/training_conference.html.

New York State Law Enforcement Accreditation Program

www.nychiefs.org/aboutus

The New York State Association Chiefs of Police promotes training and professionalism for law enforcement. Our association in cooperation with the state Sheriff's Association and the New York State Division of Criminal Justice Services developed an accreditation program for all law enforcement within the state. This undertaking is critical to support our role to promote professionalism in law enforcement by establishing standards of performance. Accreditation is a process in which officials evaluate and update an organization's policies and procedures according to commonly accepted standards and goals. An authoritative body then verifies that the standards have been implemented and that all other program requirements have been met. Accreditation status is granted in recognition of the fact that the institution has met or exceeded general expectations of quality in the field.

Objectives

The legislation, which establishes the accreditation program, authorized the development of model standards that will accomplish four principal objectives:

1. To increase the effectiveness and efficiency of law enforcement agencies in the delivery of law enforcement services utilizing existing personnel, equipment and facilities to the extent possible;
2. To promote increased cooperation and coordination among law enforcement agencies and other agencies of the criminal justice system;
3. To ensure the appropriate training of law enforcement personnel is consistent with other provisions of law; and
4. To promote public confidence in law enforcement agencies.

Design

The standards manual contains a total of 149 standards with three primary functions: administration, training, and operations. The accreditation process is similar to the process used by accrediting bodies in other disciplines. The process consists of five major steps: application, policy development, on-site assessment, council review, and the awards ceremony.

Benefits

Participation in the accreditation program has many tangible and intangible benefits. These benefits impact the agency's command staff, line officers, local government, and the community as a whole. Through accreditation, agencies can:

- Identify and correct procedural deficiencies;
- Develop proactive management systems;
- Reduce the likelihood of liability litigation;
- Secure community, state, and local government support.

The New York State Association Chiefs of Police is proud of its role in the development, implementation, and support of the Law Enforcement Accreditation Program. We will continue to promote professionalism in law enforcement through our leadership role.

Cost

There is no application fee and all materials are provided at no cost. Associated costs to participate in the Program could include salaries of personnel assigned to work on the project, however this would not represent new costs to the agency. Other expenses could include non-personal service costs to purchase supplies and equipment to meet program standards. These expenses have been minimal according to agencies that have completed the process.

Participation

Officials who wish to participate in the Accreditation Program must submit an application. The enabling legislation specifies that applications must be signed by both the agency's chief law enforcement officer, and by the municipality's chief elected officer or a representative of the local governing body. The chief or sheriff will also be asked to sign an Agency Participation Agreement, which specifies the mutual responsibilities of the agency, and Accreditation Council. The [Application and Agency Participation Agreement](#) form is available on-line.

Support

The Division of Criminal Justice Services (DCJS) provides support to agencies that are participating in the Accreditation Program. The following resources are available at no cost.

Resources Materials

Participating agencies receive copies of the program Standards and Compliance Verification Manual and the Program Implementation Guide. The Standards and Compliance Verification Manual contains all of the program standards and offers guidelines that agencies may use when deciding how to demonstrate that they have met all requirements. The Implementation Guide provides an overview of the accreditation process and outlines requirements step-by-step. The [Manuals and forms are available on-line](#) in the Publications and Forms section.

Technical Assistance

Experienced program staff provides assistance upon request and agencies are encouraged to call whenever there are questions. Staff can help interpret and apply applicable standards and can offer valuable insight on how other agencies approached various situations. In addition, staff is available to review draft procedures to determine compliance and discuss ways in which a department's unique circumstances might affect the way in which a given standard should be implemented.

Networking

Agency personnel often wish to speak directly with officials who have completed the accreditation process. [Office of Public Safety](#) (OPS) will provide a Roster of Accredited Agencies and Contact Persons to facilitate such linkages. Program Managers and CEO's are encouraged to use this directory to network with other agencies that have completed the process. Additionally, OPS has established a [mentor program](#) that links accredited agencies with departments that are willing to make a firm commitment to complete the accreditation process. Agencies involved in the mentor program provide guidance and direction on a regular basis to help organize and prioritize the tasks that must be accomplished. Additionally, many of these agencies will provide copies of their policy and procedures manuals as a reference for agency personnel in the drafting their own policies.

OPS also provides a directory of CEO's who participate in The Law Enforcement Executive's Accreditation Forum. The Forum is comprised of a group of professional executives from accredited agencies who are willing to share their experiences and knowledge of the accreditation process, and provide guidance to CEO's who are interested in pursuing accreditation. OPS will provide the directory upon request.

Training

The Office of Public Safety also provides training for agency program managers. This training focuses on the day-to-day tasks leading to accreditation and incorporates the most useful insights acquired since the program became operational.

Other Resources

Buyers Guide

The New York State Association of Chiefs of Police presents a buyers guide as an easy way to research products and services. It is intended for police agencies and individuals as well. Information on the following categories can be found online:

[Communications/Electronics](#)
[Computer Equipment/Software](#)
[Financial Services](#)
[Uniforms and Equipment](#)

Medal of Honor Awards Program

The association's Medal of Honor is awarded yearly to a deserving police officer(s) in the state of New York who performed an act of heroism above or beyond the call of duty.

Scholarship Program

College or university scholarships are awarded annually to sons, daughters, grandchildren and spouses of Active, Active Retired, Active/Retired Deceased Members; Active and Active Retired members are also eligible. For more information on this program contact John Grebert, Executive Director at our [Headquarters Office](#).

Counsel's Corner

In response to several requests from active New York State police chiefs, we have prepared a summary of our responses to inquiries regarding the legal consequences of off-duty police conduct. These involve disciplinary action, risk liability for injuries/damages to a third-party, and employer restrictions on an employee's ability to engage in certain kinds of off-duty conduct, including working a second job. www.nychiefs.org/counsels_corner.html

Employment Opportunities

Pacific Architects & Engineers (PAE), Homeland Security Corporation (HSC), and the U.S. Department of State (USDS) are seeking qualified civilian police officers to assist in the establishment and maintenance of contemporary law and order techniques in priority areas around the globe. To learn more about this opportunity please visit www.paecivpol.com.

New York Police Agency Websites

[Albany City PD](#)
[Allegany Village PD](#)
[Amityville Police Department](#)
[Albany County Sheriffs Office](#)
[Bethlehem Police Department](#)
[Cohoes Police Department](#)
[Colonie Police Department](#)
[East Hampton Police Department](#)

[East Syracuse Police Department](#)
[Glens Falls Police Department](#)
[Guiderland Police Department](#)
[Harrison Police Department](#)
[Hudson Falls Police Department](#)
[Ithaca Police Department](#)
[Liverpool Police Department](#)
[Manlius Police Department](#)

[Monroe Police Department](#)
[Nassau County Police Department](#)
[New York City PD](#)
[New York State Police](#)
[New York Senate](#)
[North Castle NY Police Department](#)
[Oneida Indian Nation Police](#)
[Oneida County Sheriff's Department](#)
[Peekskill Police Department](#)
[Rochester Police Department](#)
[Saratoga Police Department](#)
[Schenectady Police Department](#)

[Scotia Police Department](#)
[Suffolk County Police](#)
[S.U.N.Y. Albany](#)
[Tonawanda Police Department](#)
[Warren County Sheriffs Office](#)
[Waterford Police Department](#)
[Watervliet Police Department](#)
[Webster Police Department](#)
[Westchester County Department of Public Safety](#)
[Whitestown Police Department](#)
[Yonkers Police Department](#)