

Woodstock Police Re-imagination Taskforce

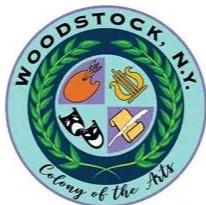
Woodstock Town Board Meeting September 23, 2025

“A Vision for Now and the Future”

Vision for the Future

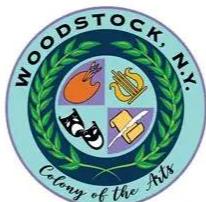
Purpose of the Taskforce

- Provide a template for a re-imagined police Department
- Reviewed the issues, history and needs of the current department
- Provide a plan, that if instituted, would address issues and concerns through a forward-looking vision
- The purpose is NOT to address current issues directly



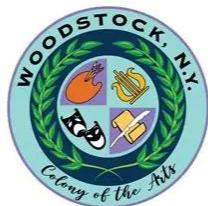
Taskforce Members

- ❖ Jeff DeLisio
 - ❖ 4th Generation Woodstocker, Chairman Board of Fire Commissioners
- ❖ Nancy Allen
 - ❖ Registered Nurse (45 years), Community Resident
- ❖ Gregory Vandebogart
 - ❖ 4th generation life long resident, Woodstock Police Sergeant (20 years) , 41 total years with the department
- ❖ Robert Nuzzo
 - ❖ Woodstock resident since 1991, Retired New York State Police Lt Colonel, Former Saugerties Chief of Police
- ❖ Anula Courtis
 - ❖ Former Chair Human Rights Commission, Town Councilperson
- ❖ Cory Schmidt
 - ❖ Town of Woodstock Police Officer, Community Resident
- ❖ Erin Moran
 - ❖ Woodstock resident (40+ years), Town Volunteer (11 years)
- ❖ Jackie Earley
 - ❖ Former emergency dispatch supervisor (17 years), Current Town Clerk (22 years)



Taskforce Process

- Weekly meetings
- Research similar local police departments
- Web research of broader police agency policies
- Woodstock Police activity Analysis
- Review Police Models
- Diverse group of members
- Meeting with outside experts/ sources
- Public Information, Input, Survey



Vision Statement

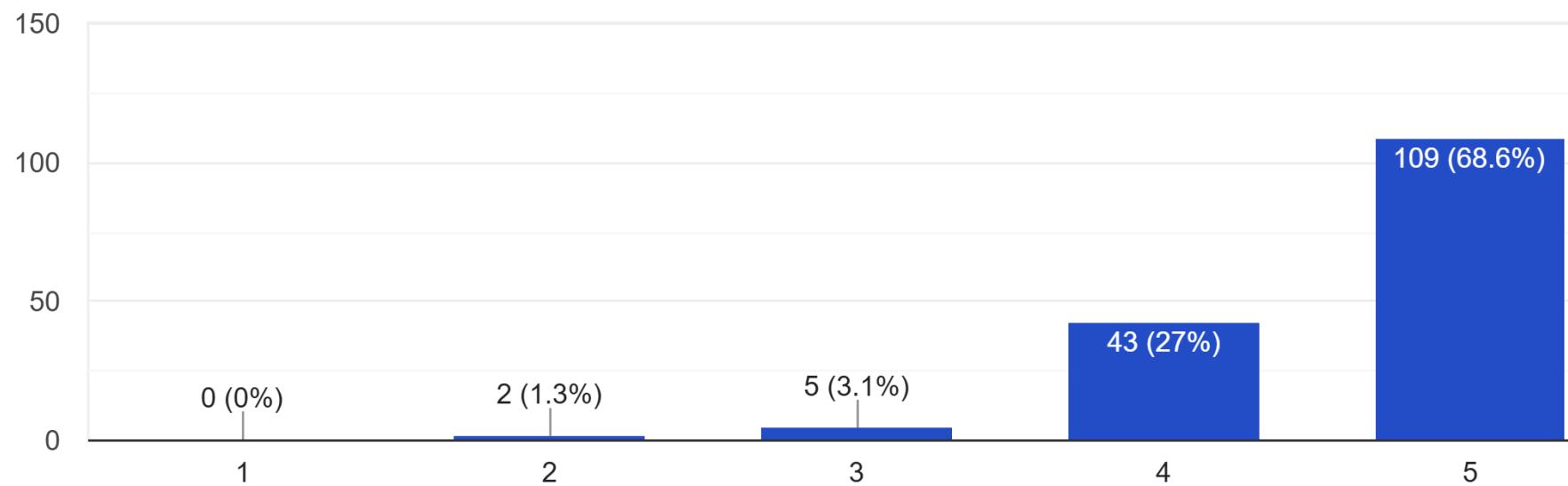
The Woodstock Police Department strives to foster a safe, fair and transparent environment by incorporating Community Policing and mental health awareness into all aspects of its operations and working towards solving the problems that create crime through a partnership with the Community and the Department.

Woodstock Police Task Force Survey 2025



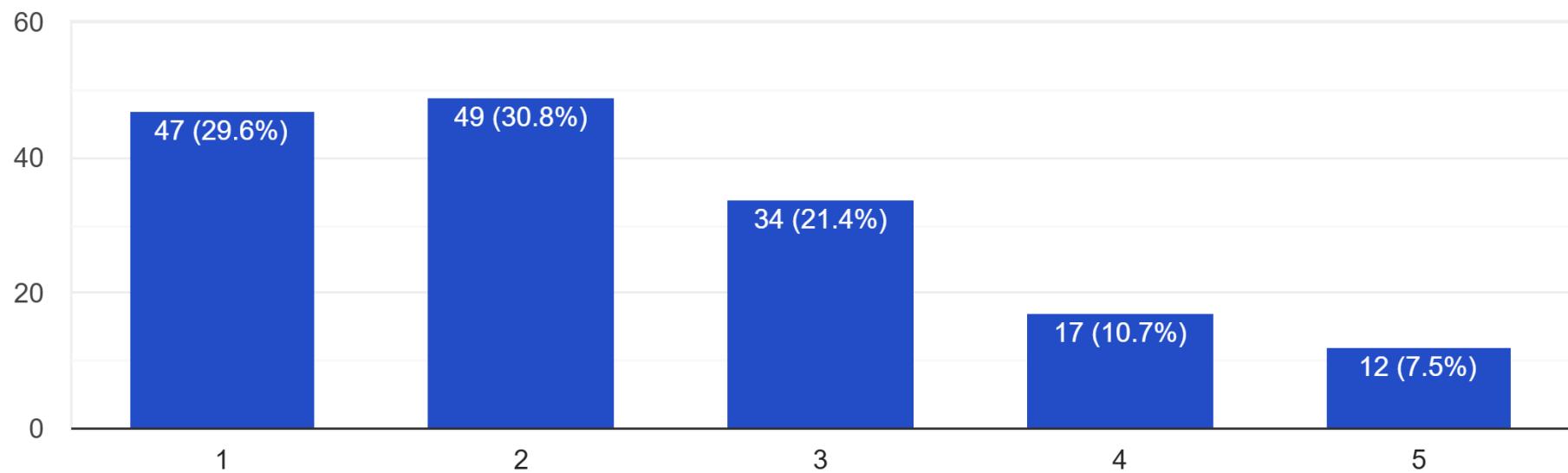
How safe do you feel in your neighborhood?

159 responses



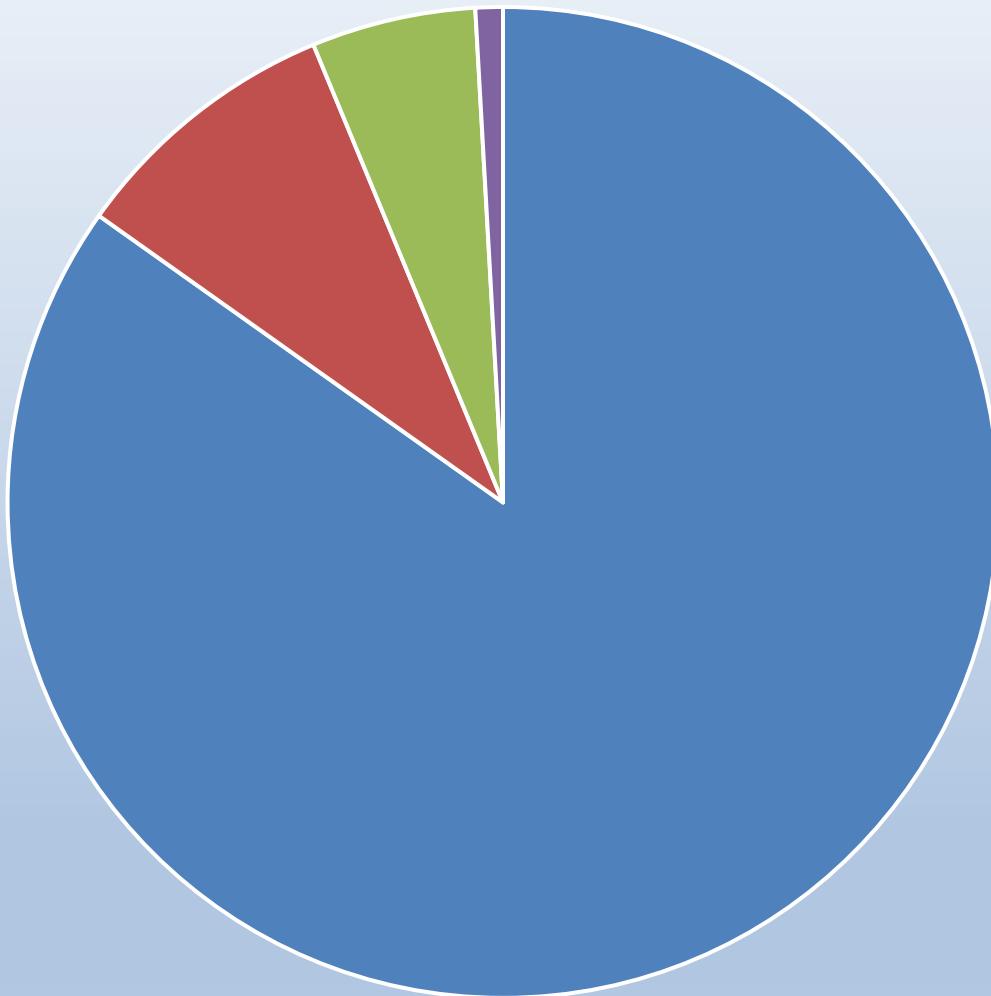
How often do you see police patrolling in your neighborhood?

159 responses



Question #3

Do you feel comfortable approaching and talking to a Woodstock Police Officer?



■ Very ■ Somewhat ■ No ■ Never Had the Opportunity

How important is it for the police to engage in community outreach activities, such as neighborhood watch meetings and community events?

“It's important that the town people get to know the police. Years ago I suggested an event where town people could meet the police in an informal setting. It was called Coffee with Cops. I also think some of our police should be walking around town so people can get to know them. Instead of their cars they could walk or ride bikes.”

“I would be a good idea. Getting to know each builds trust on both sides.”

“It is extremely important to create a community”

“Very important. It should be a priority. People skills go a long way.”

“I think it's important, but the most important outreach is at the youth center, which they frequently do”

“Semi-important”

“Important to build positive relationships with such a small community”

“I think it is important to build relationships with local police officers and the community at these meetings and events.”

“Some level of involvement could be a positive”

“I would say not very; modern police training does not properly prepare officers for things like “outreach,” so I believe that most people would feel more comfortable in most situations without a police presence.”

“If they are there, they should get to know the community, not just stand around like adversaries”

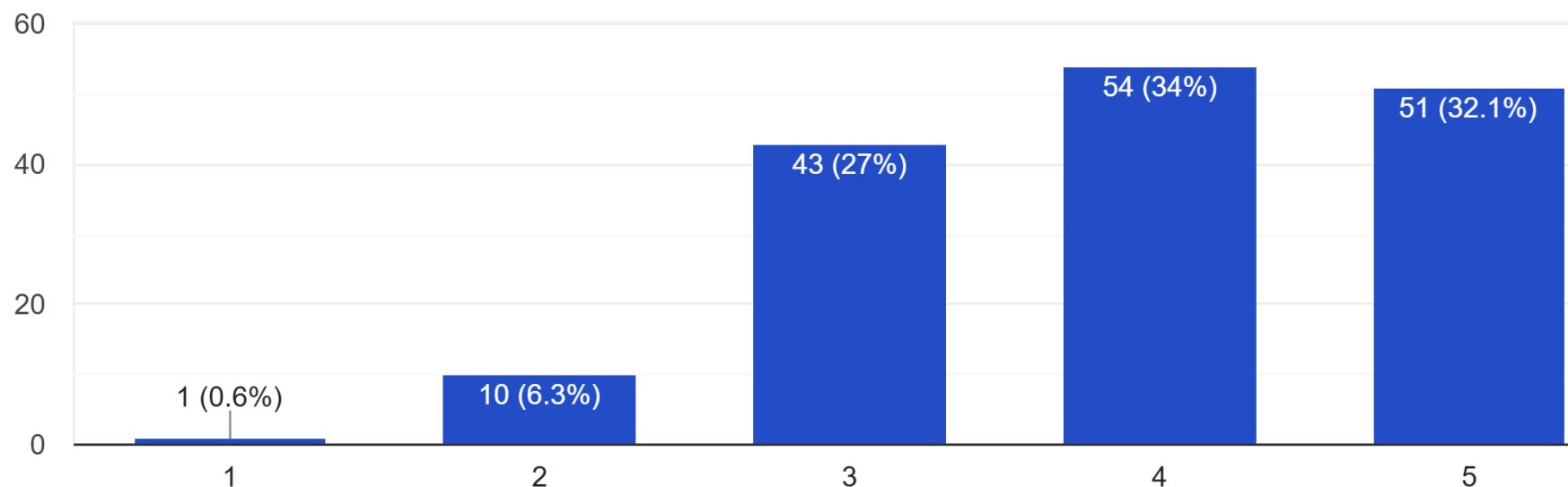
“I think it would be good because a lot of people are fearing the police state right now showing that the police in Woodstock have some sort of compassion and reason”

“I believe it's important for the police departments to have a social aspect in their job that allows them to communicate openly with the community. Therefore, it is vital that they attend neighborhood watch meetings and community events to make civilians comfortable with their presence”.



How would you rate the overall quality of police services in Woodstock?

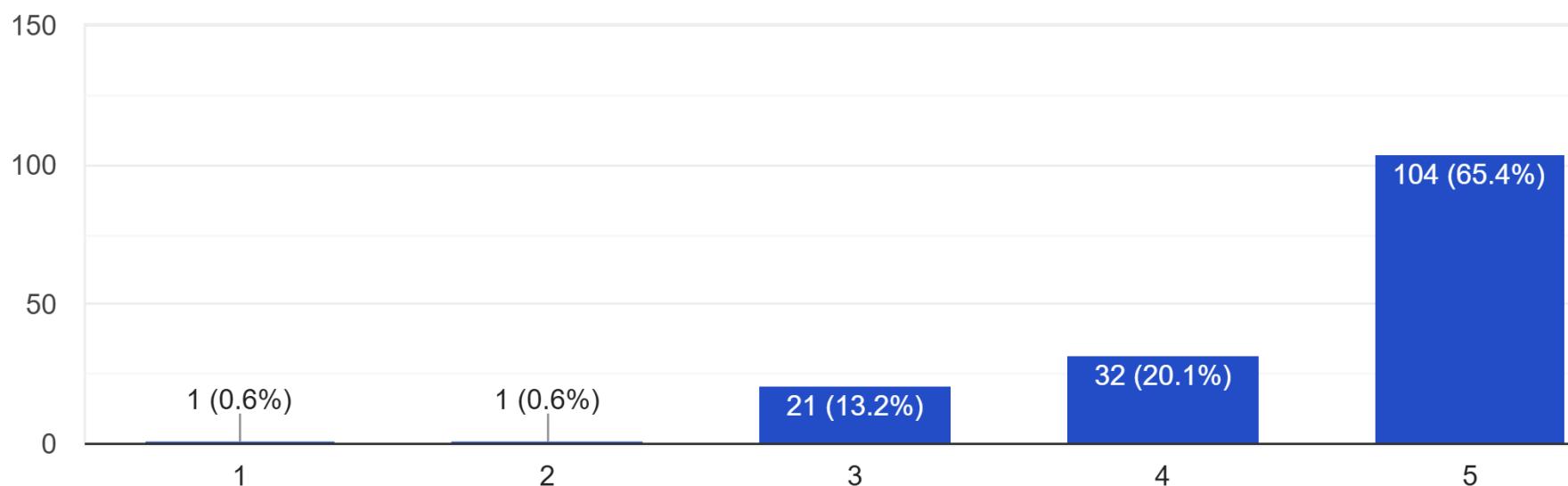
159 responses





How important is it for the police department to collaborate with residents, organizations and leaders to address Woodstock's issues?

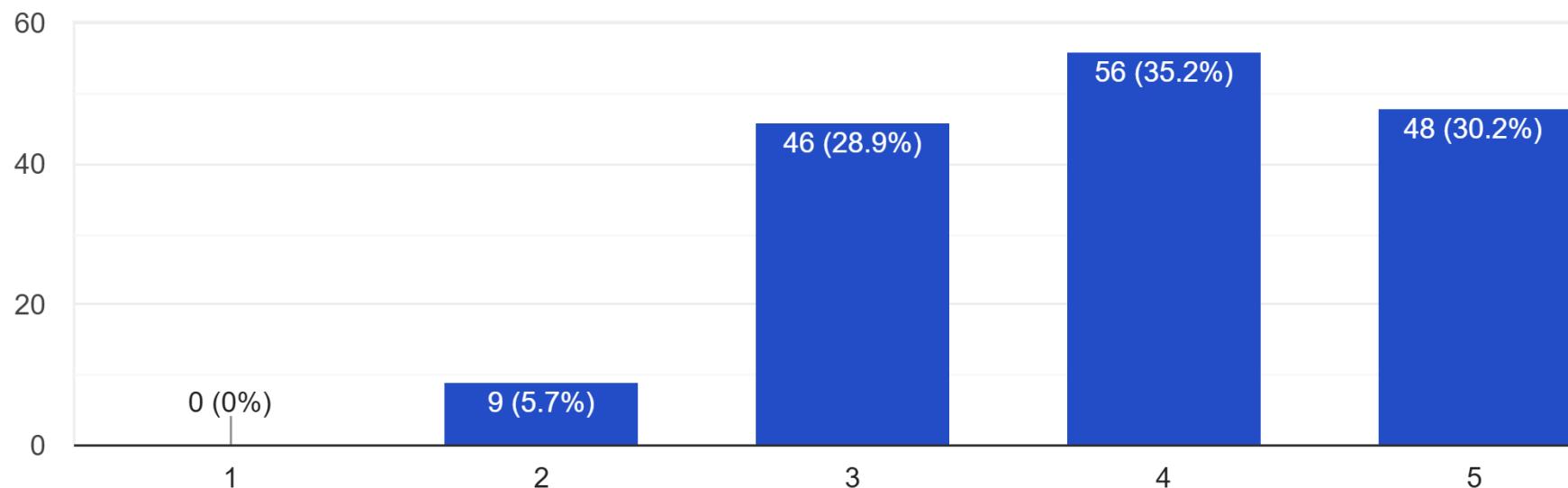
159 responses





How would you rate the overall quality of police service in Woodstock?

159 responses



How satisfied are you with the police department's communication and transparency with the leaders and the residents of Woodstock?

"I'm not really familiar with how they engage. All I know is that the few times I have called 911 they have responded in a helpful and prompt manner".

"As a resident I don't see communication or transparency from our police department"

"I am not sure, don't normally talk with them"

"I feel like there is a disconnect between the department perhaps speaking to leadership and that translating out to citizens. I would love for 360 degrees of communication so that the police and the community feel collaborative and supported in what's best for the town as a whole".

Horrible communications. For instance, no website.

This is the first communication I have ever received.

"Not enough information to answer this question. Does the PD have a website? If not that would be a good idea".

"i have no idea how that works or if there are I've had no problems with the local police department".

"I have never received a communication from the police in 26 years"

"I have been here 30 years, but I don't feel I can answer questions like this one or the ones above about quality of service".

"I have only had good experiences with the police department and leaders of the community".

"I don't know why I'm asked about transparency of the residents".

"I haven't been aware of any police communication with residents, other than when called or approached"

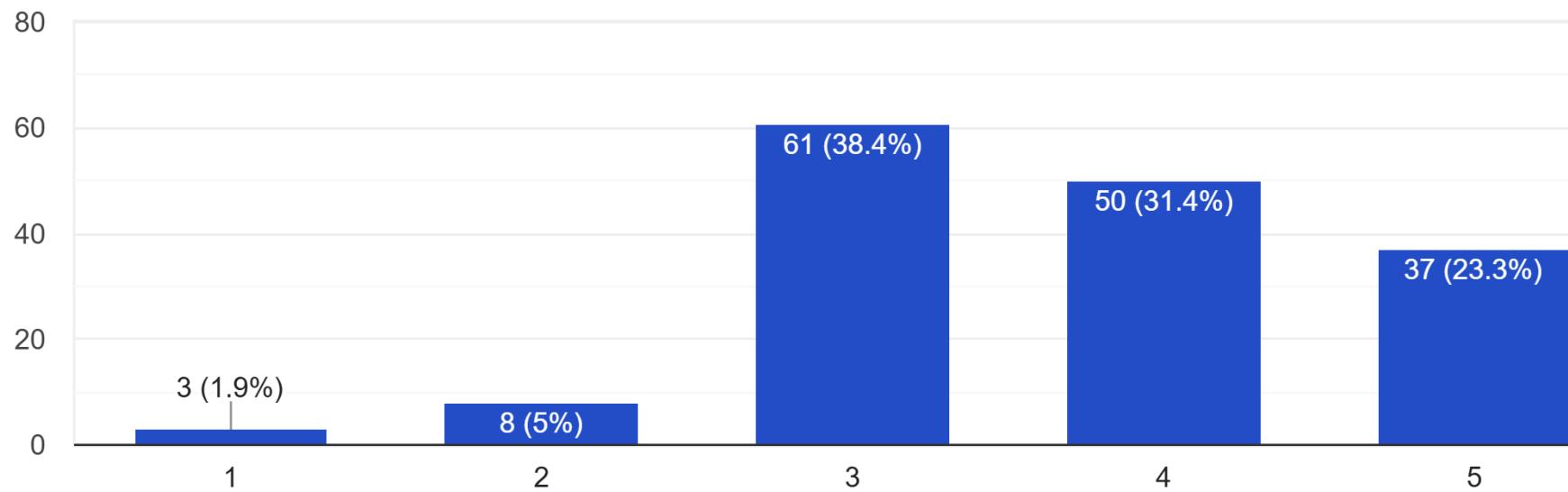
"I have no firsthand experience in this topic to be able to answer"

"I'm mostly fine with it. I don't spend a lot of time communicating with the police department, but from my limited interactions they do appear to comport themselves with integrity".



How effective do you feel the police department's current crime prevention efforts are in Woodstock?

159 responses



Additional Comments: 92 responses

“This is a matter that should always be worked on and striving for better. For the most part I feel that this is an issue that is pressed throughout our country and for good reason. Change needs to happen. However, from my outside of town privileged stance, I don’t really think Woodstock is burdened by a lot of what is wrong with the police force throughout this country. Simply sending out this survey and striving to be better is enough for me at the moment to feel happy about our community”.

“I think more enforcement and communication with involvement in community activities would be a great thing. This is a small town and residents need to have contact with our police officers so we can get to know each other. But enforcement is a key issue with so many things”.

“I don’t believe the questions asked are answerable by most people in our town. I would like to see community policing initiatives in Woodstock. For instance, each of the areas of town would have the same officers assigned to that area”.

“We are a generally a safe neighborhood and police presence surely helps”.

“I think we have a good local police force, and I hope we can keep it this way”.

“This is an exercise in futility as the Town and PD ignored most if not all recommendations from the last police reform task force. Why will that change”.

"Drug use among our young people has always been a concern and I would like to see more collaboration with the youth center etc. It would be good to have police involved in all local community planning efforts with Family ,local churches and relevant task forces"

"I don't think Woodstock needs "more policing," but more socially-oriented policing"

"I think/feel that all of the Woodstock Police are professional and good".

"That we have such a low crime rate it's certainly indicative of high quality police work, but I have no idea what work they're doing so I couldn't say for sure"

"Regarding the comfort in approaching question, not all officers are equal in their communication skillsets or possibly their desire to serve the community".

"I feel the police can work with community by creating a Community Emergency Response Team as per FEMA. It is a great program to introduce citizens to basic EMT services and assist the police in basic traffic control"

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Having the officers interact on a daily basis with the community builds trust, both ways.

I do see a very good level of police presence in the main area of town where there are a number of people during the day/evening. For any call I may have had to make to the station, it has been answered and addressed very efficiently.

"Thanks for your service"!

Stack Ranking of Key Areas

Enhanced and Additional Training Opportunities

Community/Communications

Technology (Create Transparency)

Facilities

Oversight (Ombudsman, Commission) and Policy, Unbiased Policing

Staff/Recruit/Retain (Include Dispatch) HR/Union/Contract

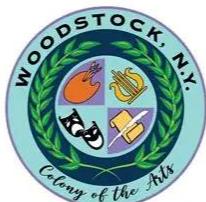
Accreditation

Vision Statement



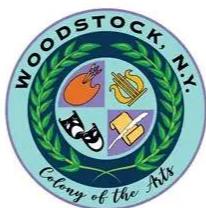
Accreditation

- 112 Standards
 - Admin 52
 - Personnel
 - Mission
 - Responsibilities and delegation of authority
 - Training 12
 - Basic, in service, supervisory and records
 - Operations 48
 - Patrol, Investigations, Unusual Events



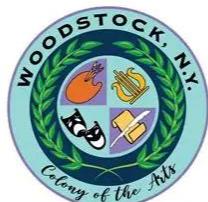
Staff-Recruit-Retain

- Full Time Police Department 24/7
- 10 Full-Time Employees plus part time (3 shifts)
 - Chief
 - Minimum 1 Investigator (Plain Clothes)
 - Sergeant for Each Shift
 - Minimum 2 Patrol per Shift
- Dispatch 4 Fulltime plus part time 24/7
 - Essential to police operations and community
- Pro-Active Recruiting Policy
- Retention Plan
 - Compensation
 - Advancement
 - Training
 - Wellness



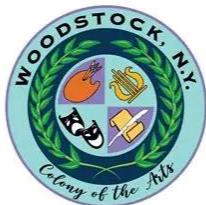
Oversight-Policy-Unbiased Policing

- Police “Commissioner”
 - Responsible for overseeing and addressing complaints against the police department, acting as a neutral and independent entity that investigates allegations of misconduct or corruption, ensuring accountability and transparency.
 - Enhance public trust in the police department
 - Provide input to policy and operational planning
 - Enforce compliance of policy
- Department Policy collaboration between Town Board and Chief
 - Board role is administrative (Town)
 - Chief- Operational (Department)
- Monitor for any Bias activity



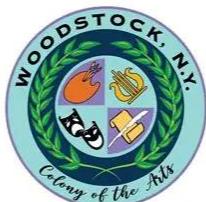
Facilities

- Meet the Accredited Standards
- Vehicles
 - Maintenance policy
 - Vehicle rotation plan
- Offices
 - Accommodations for specific situations
- Additional Requirements
 - Specific to law enforcement
 - Specific to Wellbeing
- Dispatch Area
- Security and Availability



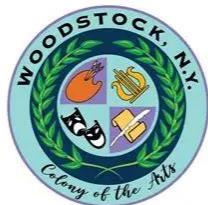
Technology

- Social Media
 - Facebook, X, Instagram.....
- Website
- Computers
- Body cams, Dash Cameras
- Sound Meters
- Electronic legal and policy Updates (Lexipol)



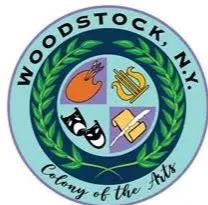
Community

- Bike / Foot Patrol
- Public Info Officer
- Mental Health Awareness
- Juvenile Officer
- Wellness Coordinator
- Coordination of Emergency Services



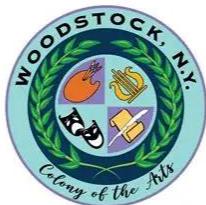
Enhanced Training

- Mental Health
- Firearms
- Wellness
- Critical Incident
- Youth Officer
- Active Shooter
- Search and Rescue
- Drone



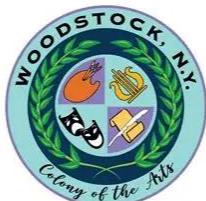
The Woodstock Police Department will adhere to the highest values of:

- Integrity
- Safety
 - Officers and Public
- Service
- Transparency
- Leadership
- Zero Tolerance
- Hybrid Policing
 - Community Policing
 - Mental Health



Public Input

- Survey Link on Woodstock Town Site
 - WWW.Woodstockny.org
 - Police Task Force Survey
- woodstockpdtf@woodstockny.org
- Email out to Registered Voters



Appendix

- **Links**
- **Documents**
- **Research**



1. Traditional Policing: This model focuses on reactive responses to crime, emphasizing patrol, investigation, and arrest. It often relies on a hierarchical structure and strict adherence to rules and procedures.
2. Community-Oriented Policing: This model emphasizes partnerships with the community to address public safety issues, involving shared priorities and decision-making. It aims to foster trust and improve police-community relations.
3. Problem-Oriented Policing (POP): POP focuses on identifying and addressing the underlying causes of crime and disorder, rather than just responding to individual incidents. It uses the SARA model (Scanning, Analysis, Response, Assessment) to analyze problems and implement solutions.
4. Co-Response Models: These models involve collaboration between police officers and other professionals, such as mental health clinicians, to address issues involving individuals in crisis. For example, a team might pair a trained officer with a mental health professional to respond to calls involving mental health concerns.
- 5 Other Considerations: Some agencies may also adopt specialized approaches like predictive policing, which uses data analysis to anticipate and prevent crime. Additionally, agencies need to consider organizational structures, personnel, and technology to support the chosen policing model.

<https://www.vera.org/publications/police-perspectives-guidebook-series-building-trust-in-a-diverse-nation>

<https://www.google.com/search?q=municipal+police+department+standards&ie=UTF-8&oe=UTF-8&hl=en-us&client=safari>

<https://www.criminaljustice.ny.gov/ops/accred/>

<https://www.calea.org/law-enforcement>

<https://www.criminaljustice.ny.gov/ops/accred/>

<https://www.townofnewpaltz.org/police/pages/new-york-state-accreditation>

<https://boards.criminaljustice.ny.gov/law-enforcement-agency-accreditation-council>



19-009-Model-Police-Officer-Survey-Report_web.pdf



Incident Reports 2020 - 2024.pdf



200-7 Discovery.pdf



200-8 SAFE GUARDING CASH.pdf



200-9 OFFICER WELLNESS.pdf



200-10 Pregnancy and Lactation.pdf



200-11 HEALTH OF PERSONS IN CUSTODY.pdf



200-16 RECORDS MANAGEMENT SYSTEM (RMS).pdf