

ORLEANS COUNTY SHERIFF'S OFFICE POLICE REFORM COLLABORATION



**SHERIFF CHRISTOPHER M. BOURKE
JANUARY 2021**

INTRODUCTION

Due to events leading to civil unrest within communities throughout our country, New York State Governor Andrew Cuomo issued Executive Order 203 on June 12, 2020.

Executive Order 203 requires law enforcement agencies to comprehensively review all police force deployments, strategies, policies, procedures and practices.

Additionally, a review must be conducted by community stakeholders. Stakeholders will provide input in areas of evidence based policing strategies. Input will include, but is not limited to: policies, procedural justice, implicit bias awareness training, de-escalation training, law enforcement assisted diversion programs, community based outreach, and problem-oriented policing.

Upon completion of this plan, it must be offered for public comment to all citizens within the local community. Upon completion of the review and public comment, the plan must be presented to the local legislature to be adopted by resolution.

ABOUT THE ORLEANS COUNTY SHERIFF'S OFFICE

The Orleans County Sheriff's Office serves a population of 42,883 (2010 Census) and covers an area of 396 square miles on the southern shore of Lake Ontario in Upstate Western New York. The Sheriff's Office provides full service 24-7 law enforcement to un-incorporated

Orleans County, and varying levels of support to three full-time municipal police agencies (Albion, Holley, & Medina), and one part-time agency (Lyndonville). The Sheriff's Office also operates the Orleans County Jail. The Sheriff is the Chief Law Enforcement Officer of the county and is a Conservator of the Peace, a title that dates back to ancient times. The Sheriff serves an elected term of four years. There are currently 103 employees of the Sheriff's Office. (76 full-time & 27 part-time). They comprise both sworn and civilian personnel. Law enforcement services are based in the Public Safety Building, which is also home to the District Attorney's Office and the County Probation Department. The Public Safety Building is located on State Route 31, in the Town of Albion. There is also a Marine Patrol office located at the Oak Orchard Marine Park on Point Breeze Rd., in the Town of Carlton. The county jail is located on Courthouse Square in the Village of Albion. Sheriff Christopher M. Bourke is the 45th Sheriff of Orleans County.

MISSION STATEMENT

The Mission of the Orleans County Sheriff's Office is to be a Sheriff's Office for the people. The Orleans County Sheriff's Office strives to serve and protect the citizens of Orleans County; provide a safe and secure jail, ensuring necessary treatment is provided to better prepare inmates to reenter society; to be visible and accessible; to maintain peace and order in Orleans County; to provide professional public safety dispatching; to properly receive and execute all legal and civil processes referred to the Office of the Sheriff; to deliver effective law

enforcement services to all citizens of Orleans County; and to support and defend the
Constitution of the United States of America.

ROAD PATROL DIVISION DEPLOYMENT AND SERVICES

The most visible division of the Sheriff's Office is the Road Patrol. This division is under the direct supervision of the Chief Deputy. He currently has a command staff of one Lieutenant and three Sergeants, who supervise 17 patrol Deputies. The Chief Deputy also supervises 2 Criminal Investigators and 1 Juvenile Aid Officer. Road Patrol has the task of enforcing state, county, and local. They investigate both criminal and civil complaints, as well as domestic disputes and family matters. They respond to intrusion alarms and investigate motor vehicle accidents. Road Patrol Deputies are tasked with patrolling 739 miles of public roadways in Orleans County.

Patrol Deputies also serve as members of a countywide Special Weapons & Tactics (SWAT) Team. They are appointed by the Sheriff and report to the Chief Deputy. The team also includes select members from two municipal police agencies within the county (Albion & Medina). These dedicated individuals have received specialized training in a variety of topics.

The Sheriff's K-9 Unit consists of a male German shepherd that was imported from Holland and was acquired with community donations. K-9 "Otto" is a criminal apprehension dog, specialized in drug detection. K-9 "Otto" and his handler, Deputy Jeff Cole, are certified through both the New York State.

Department of Criminal Justice Services and North America Police Working Dog Association. Deputy Cole and K-9 "Otto" are available to assist all Law Enforcement agencies

within Orleans County, as well as surrounding counties. The K-9 team is also available for community demonstrations upon request.

One patrol deputy is a certified S.C.U.B.A. diver, and two are trained in Commercial Vehicle Enforcement. Five deputies are certified as Child Safety Seat Technicians. One Sergeant & two patrol deputies also currently serve as Certified Crime Scene Photo & Evidence Technicians. One Deputy Sheriff also provides security for the Orleans County Office Building on a daily basis Monday – Friday. In addition, the Orleans County Sheriff’s Office has two Deputies assigned to School Resource Officer roles in the Lyndonville School District and Kendall School District.

The Orleans County Sheriff’s Office operates on three shifts; day shift, 7:30 AM to 4:00 PM; afternoon shift, 3:30 PM to 12:00 AM; and midnight shift, 11:30 PM to 8:00 AM. Deputies are assigned to a shift based on a bidding process set forth in the Orleans County Deputy Sheriff’s Association contract. The county is split up into three zones for patrol purposes; center, east and west. During each shift, a Deputy Sheriff is assigned to one of the zones and if staffing levels allow, a supervisor will be the fourth car, “floating” not assigned to a zone. It is common practice for deputies to work the same zone on a regular basis. This enables them to become more familiar with their patrol area(s) and the community members therein.

CIVIL DIVISION ROLE AND RESPONSIBILITIES

The Civil Division is responsible for the service of Civil Process. This includes Summons' and Subpoenas, Family Court Orders, Income & Property Executions, Orders of Protection, Notices & Warrants of Eviction, etc. Civil Process Service is a constitutionally mandated responsibility of all Sheriff's Offices in New York State.

A Sergeant is assigned to the Civil Division and oversees the day to day operations. This includes developing the departmental budget in cooperation with division heads and for

approval of the Sheriff, administering purchasing procedures, supervising the processing of personnel, the maintenance of personnel records, supervising budget control and administration, assisting employees with retirement benefits, compiling statistics, maintaining time and attendance records for both full-and part-time employees, responding to employment inquires.

CORRECTIONS DIVISION ROLES AND RESPONSIBILITIES

The Corrections Division operates under the direct supervision of the Jail Superintendent. The Corrections Division is responsible for the safe and secure operation of the Orleans County Jail. The facility is approved to house 82 inmates and often exceeds that capacity with variances issued by the NYS Commission of Correction. The jail serves as a detention center for pre-trial felony or misdemeanor defendants & those convicted of misdemeanors or violations in county or town courts. The Jail Superintendent currently has a command staff of 3 Lieutenants and 6 Sergeants. They supervise 17 full-time and 10 part-time Correction Officers. There are also 7 civilian employees. In addition to their normal duties, Correction Officers are also responsible for inmate transports to and from county and town courts. They also handle transports to and from medical and dental appointments, and they deliver convicted state-ready inmates to the

NYS Department of Corrections & Community Supervision (DOCCS). The jail occasionally houses inmates from other counties or for Immigration & Customs Enforcement, the United States Border Patrol, or the United States Marshal's Service. The Orleans County Jail operates within the standards & guidelines established by the New York State Commission of Correction.

COMMUNICATIONS DIVISION

The mission of the Orleans County Emergency 9-1-1 Communication Center is to provide all citizens with a lifeline to all of the emergency service agencies within the county. Our goal is to be reliable, courteous, and knowledgeable first link in the chain of organizations that provide law enforcement, fire, and emergency medical assistance for any individual who may request it.

The Communications Division strives to provide this through the dedication of Public Safety Dispatchers, who maintain high standards of service and concern for individuals in need. Even as technology evolves, it is still a human voice that first answers the call for help.

Public Safety Dispatchers provide 24/7 Police, Fire and Emergency Medical Dispatch services to all of Orleans County. This includes the Sheriff's Office, New York State Police, and village police departments located in Albion, Medina, Holley and Lyndonville.

MARINE PATROL DIVISION

The Marine Patrol Division is under the direct supervision of the Chief Deputy. This division is staffed by 1 full-time and 9 seasonal deputies, all of whom are NYS Certified Law Enforcement Officers. The division maintains two vessels that patrol approximately 24 miles of Lake Ontario Shoreline and adjacent coastal waters. A third vessel patrols Lake Alice, a large body of water on Oak Orchard River. A fourth vessel was recently acquired and completely funded by the United States Department of Homeland Security. This this vessel is a Jet Boat, which is a boat propelled by a jet of water from the back of the craft. It is particularly useful in shallow bodies of water. The Marine Patrol Unit responds to various calls for service including disables vessels, boaters in distress, overturned vessels, vessel fires, vessel accidents and drownings. The Marine Patrol Unit is also visible at various community events, building a stronger community within Orleans County.

ANIMAL CONTROL DIVISION

The Orleans County Sheriff's Office is under the supervision of the Chief Deputy. It is staffed by two full-time Animal Control Officers and one part-time. Officers respond to lost animal complaints, found animal reports, aggressive and disowned animals. Officers and volunteers at the Orleans County Animal Shelter provide proper feeding and nutrition, cleaning, warm shelter and disease control. The Orleans County Animal Control, in coordination with the Friends of Orleans County Animal Shelter volunteers facilitate adoptions for animals.

STRATEGIES

The Orleans County Sheriff's Office deploys several strategies to provide effective and efficient law enforcement services to our community. These strategies involve not only responding to calls for service and targeting crime, but also ensuring the community has necessary resources offered by the Sheriff's Office. The Orleans County Sheriff's Office strives to be transparent, sharing as much information with the public as possible. The Sheriff's Office believes in working with the community to provide professional service, promoting the ultimate goal of public safety.

Community Policing

The Orleans County Sheriff's Office believes in serving our community with integrity, honor and respect. The Sheriff's Office is committed to engaging with the community, and

building a stronger connection with the residents we serve. Members of all divisions within the Sheriff's Office (Road Patrol, Marine Patrol, Corrections and Animal Control) frequently attend community events, interacting with the public, providing activities and resources for children, adults and families. Our K-9 handler, Deputy Jeff Cole is frequently at community events and schools, doing demonstrations and interacting with the community. The Sheriff's Office provides child safety seat checks to the public, as well as providing new and updates safety seats to low income families to ensure their children are safe. Additionally the Marine Patrol Division provides boater safety courses, and routine boat inspections as an educational tool to enhance the safety of individuals on our waterways. The Sheriff's Office acquired a DWI diving simulator, which is transported to the schools within Orleans County to educate students on the dangers of drunk and impaired driving. During the Christmas season, the Sheriff's Office partners with Albion Walmart for "Shop with a Cop" for underprivileged youth. The Criminal Investigation Division operates a computer system at community events to provide children and families with Safe ID cards. These cards include a picture of the child, their information and fingerprint, all of which can be used in the tragic events they go missing or are abducted. Deputies are encouraged to get out of their patrol vehicles and interact with the community beyond responding to calls for service. Deputies often take opportunities to go into the school districts to sit down and have lunch with children and students. The Sheriff's Office provides pistol permit classes for the public. Orleans County has a strong network of pastors and religious leaders. The Sheriff's Office has tapped into this network and has created an all-volunteer Sheriff's Chaplin team. Investigator Brett teaches preventative education classes to

middle school and high school students on a variety of topics. The criminal and corrections divisions participate in National Prescription Drug Takeback Day, and have installed sharps and drug deposit boxes in the lobby of the Public Safety Building. The Sheriff's Office also assists churches with "Toys for Tots", providing Christmas toys to children in the community.

Targeted Patrol

The Road Patrol Division not only responds to calls for service, but also provides proactive patrolling to deter crime. Deputies routinely patrol their assigned patrol areas when they are not answering calls for service. Deputies look for suspicious activity and other indicators of potential criminal activity. Upon receiving complaints about various concerns from the public, the Sheriff's Office will target these areas in concern and direct their attention and patrol time accordingly. Additionally, if there is an increase in criminal activity in an area of the county, patrols will also increase their presence as a means to deter criminal activity.

Website and Social Media

The Orleans County Sheriff's Office has a section on the Orleans County Government website, dedicated to the Sheriff's Office. It can be located at <https://orleanscountyny.com/departments/sheriff/>. Several policies and other departmental information can be located here. The Sheriff's Office operates a Facebook page—"OCSO". This Facebook page provides various information to the public. The Facebook page will undergo some updating and restricting to provide an up-to-date page for the residents of Orleans County to "follow".

Corrections Programs

The Orleans County Sheriff's Office has a strong foundation of programs and services provided to incarcerated individuals, to help better prepare them for re-entering society. These programs are both paid and volunteer-based. Programs include a General Education Diploma (GED) course for qualifying individuals, extensive mental health services, assistance signing up for health insurance, medical services, dental services, drug rehabilitation treatment programs and more.

POLICIES AND PROCEDURES

To ensure compliance with Executive Order 203 and the Police Reform Collaborative, the Orleans County Sheriff's Office reviewed policies and procedures to determine if any changes were necessary and then made the needed changes to ensure the most up-to-date policies are in place and compliant with the expectations laid out by New York State Government. In particular, the following policies were reviewed, as they relate to the police reform initiative.

Use of Force

Use of force by any member of the Sheriff's Office is governed by New York State Penal Law Article 35, which provides for the justification of such force.

One particular change made to the Orleans County Sheriff's Office use of force policy is to ban chokeholds as a method of gaining control. Although, it is important to note that the use of chokeholds has never been taught to any member of this office, Chokeholds have long been removed from training curriculums and are not a matter of practice for today's law enforcement officers.

The Orleans County Sheriff's Office is required to report specific use of force incidents to the Department of Criminal Justice Services repository. The criteria for reportable use of force includes: the use of chemical agents, the use of a firearm, the use of an electronic control weapon, the use of a chokehold, or any force which resulted in death or serious bodily injury as defined by NYS Penal Law.

Any use of force incident by a Deputy Sheriff or Corrections Officer is thoroughly reviewed to determine if the force was appropriate, justified and authorized by law.

Community Relations

The Orleans County Sheriff's Office is committed to maintaining an atmosphere of openness with the community and citizens we serve. It is expected all members of the Orleans County Sheriff's Office project a positive image and strive to be active in meeting the community's needs. Members of the Sheriff's Office are expected to be courteous to the public at all times, controlling their tempers and exercising the utmost patience and discretion, even in the midst of provocation. All members shall furnish their name and badge number, OR exhibit their badge when in performance of their official duties. The Sheriff's Office will be responsive to the needs and problems of the community.

Discrimination

It is the policy of the Orleans County Sheriff's Office that no member shall use race, ethnicity, color, national origin, ancestry, religion, disability, gender, gender identity, sexual orientation, marital status, parental status, military discharge status, financial status, or lawful source of income in the course of their duties. Each year, members of the Orleans County Sheriff's Office undergo annual discrimination, harassment and workplace violence training offered by Orleans County to all county employees.

Investigation of Hate Crimes

The Sheriff's Office identifies and investigates hate crimes in accordance with the Hate Crimes Act of 200. Any acts or threats of violence, property damage, harassment, intimidation, or other crimes motivated by hate and bias and designed to infringe upon the rights of individuals are viewed very seriously by the Sheriff's Office and will be given high priority. The Sheriff's Office will employ necessary law enforcement resources to identify and arrest hate crime perpetrators. There will be a zero tolerance for hate crimes within our community.

Prohibition Regarding Racial Profiling and Other Bias Policing

The Orleans County Sheriff's Office prohibits racial profiling or other bias based policing. The Sheriff's Office is committed to observing, upholding and enforcing all laws related to the individual rights of all persons. Members will protect and respect each person's human rights and all laws relating to human rights. Sheriff's Office members will treat all individuals with the respect, courtesy and dignity that all individuals should be treated with and are entitled to. Sheriff's Office members will not stop, detain or search any person for any reason which is motivated by race, color, ethnicity, age, gender, or sexual orientation. In the absence of a specific report, race or ethnicity of an individual will not be a factor in determining the existence of probable cause, nor will it constitute reasonable suspicion.

Professional Conduct

It is the policy of the Sheriff's Office to thoroughly investigate complaints against the office and its members. It shall also be the policy of the Office of the Sheriff to reach a prompt resolution of such complaints or allegations, after an objective and impartial investigation. While maintaining the credibility and integrity of the Office of the Sheriff, the public will be assured that police misconduct will not be tolerated.

Training

All members of the Sheriff's Office Criminal Division attend a basic police academy consisting of approximately six months. Upon completion of the academy, deputies undergo an extensive field training program ranging from 12 to 16 weeks. Upon completion of field training, deputies are on a probationary period for a set period of time. Beyond academy training and field training, deputies have the opportunity to attend trainings and acquire certifications in many areas, including but not limited to: Crisis Intervention Training (CIT), Field Training Officer (FTO) training, Drug Recognition Expert (DRE) training, Anti-Bias Training, Sexual Harassment Training, Child Safety Seat Certification, K-9 Handler School, Supervisor School, Firearms School, Hostage Negotiation School, Basic Instructor School, and much more. The Sheriff's Office strives to provide career long training to all members of the Sheriff's Office.

ORLEANS COUNTY SHERIFF'S OFFICE COMMUNITY SERVICES PROVIDED BY ALL DIVISIONS

The Orleans County Sheriff's Office is committed to building a stronger community by building trust and relationships through community policing. The Road Patrol Division, Correctional Division, Marine Patrol Division, and Animal Control Division all provide varying levels of community services and outreach. The following are some of the many programs and services we provide.

- Child safety seat inspections.
- Child safety seats provided to low-income parents.
- Shop with a Cop.
- Assist local church with Toys for Tots.
- National Prescription Drug Takeback Day—this event allows the community to turn in all unused medications and sharps for safe disposal. The National Prescription Take Back Day has been successful with over 9400 pounds of unused medications and sharps collected at events that are held twice per year.
- Sharps deposit and drug deposit containers installed in Public Safety Building, Albion Police Department, Medina Police Department and Holley Police Department.
- Pistol Permit classes for residents.
- DWI driving simulator used for education about drunk and impaired driving.
- Two School Resource Officers—Kendall (Deputy Stornelli) and Lyndonville (Deputy Barnum).
- K9 Demonstrations by Deputy Cole and K9 Otto at the schools and community events.
- Booth set up at Orleans County 4H Fair, Strawberry Festival, Lyndonville 4th of July celebration, and other community events. This includes activities for children and resources for parents and adults.
- Boater Safety Course
- Partnership with voluntary Sheriff CARES team.
- Partnership with local religious leaders, volunteering with the Sheriff's Chaplin team.
- GED program for incarcerated individuals in the Orleans County Jail.
- Adult Education courses in the Orleans County Jail.
- Drug and Alcohol dependency treatment for individuals in the Orleans County Jail, which can be continued post-incarceration.
- Medication-assisted drug treatment in the Orleans County Jail (Vivitrol, Methadone and Sub Oxone)
- Mental Health treatment for individuals in the Orleans County Jail, which can be continued post-incarceration.
- Jail SUD Grant Program—Substance Use Disorder Program utilizes a Licensed Social Worker and a certified peer counselor to work with the inmates on a one on one basis to

provide the necessary support for individuals that are seeking treatment for substance use disorders. The following services are provided to assist in developing individual treatment plans for the inmate population: individual and group counseling programs, developing a formal treatment program, provides transitional services (bed to bed inpatient referrals, outpatient treatment referrals, housing assistance, social services linkages, Mental Health Referrals and Drug Court Referrals

- Attendance at local concerts at various locations throughout the county.
- OPERATION SAFE CHILD ID Cards- The main purpose of the program is to capture identifying information about your child on a SAFECHILD ID card. The information is also stored in a statewide database. The storage of this information is entirely voluntary and requires the written consent of a parent or legal guardian.
- Investigator Brett teaches at the middle schools and high schools regarding a variety of topics—sexting, internet safety, educational classes about what to expect from law enforcement, and more.
- Participates in National Night Out.
- Participates in the Kendall Carnival.
- Organized Ride 4 Life stunt show dedicated to bringing awareness to overdoses and addiction.
- Animal Control assists with the adoption of pets through the Friends of the Orleans County Animal Shelter, a non-profit volunteer organization.
- Orleans County Sheriff's Office Community Based Active Shooter Planning and Response—free trainings provided to the school districts, public organizations, religious nonprofit organizations and other houses of worship.
- The Orleans County Sheriff's Office is directly involved with the Genesee-Orleans Mental Health Association, The Drug Free Communities Coalition and the Genesee Orleans and Wyoming Suicide Prevention Coalition. The Genesee Orleans Suicide Prevention Coalition is dedicated to providing suicide awareness, training, prevention and postvention strategies for individuals, families, schools and organizations in Genesee, Orleans, and Wyoming Counties, New York.
- Jail Community Clean-Up Details—The Orleans County Jail provides volunteer inmate workers to assist in community cleanup events. The volunteers have worked to provide cleaning details at various town and village public parks.
- Jail Medicaid Enrollment Services— The Orleans County Jail has collaborated with community service providers to provide offenders with access to health care upon release. This Medicaid Enrollment Program is essential for offenders to have direct access to health care without a lapse in coverage when transitioning into the community.
- Jail Veterans Services— The Orleans County Jail provides direct services to incarcerated veterans. This service is coordinated through the United States Veterans Administration and allows veterans to have access to legal counsel and transitional services such as housing, education veterans medical care enrollments.

- Participates in the Yellow Dot Program sponsored by the New York State Sheriff's Association—Yellow Dot is a free program designed to help first responders provide life-saving medical attention during that first “golden hour” after a crash or other emergency. A Yellow Dot in the driver's-side rear window of your vehicle will alert first responders that vital medical information is stored in the glove compartment. Yellow Dot kit can also be used to alert those who respond to an emergency in your home. Simply place a Yellow Dot decal on or beside your front door and place a completed card for each occupant in a clear plastic freezer bag and place in a visible location in the freezer compartment of your refrigerator.
- The Orleans County Sheriff's Office partners with the NYS Sheriff's Institute and sponsors local youth to send to the NYS Sheriff's Institute Summer Camp.
- Throughout the COVID pandemic, the Sheriff's Office has provided incarcerated individuals with free video visits. This is a service that is normally paid for by those that are incarcerated. However, with suspended in-person visits due to COVID, the Sheriff's Office understands and values the importance of visiting with family members. This is a service meant to assist incarcerated individuals cope throughout the pandemic.
- The Sheriff's Office participates in VINE. This is a service that allows members of the community to access the status of incarcerated individuals through vinelink.vineapps.com/state/NY. This is intended to provide victims with an opportunity to sign up for notifications and updates about the status of their perpetrator.

CONCLUSION

The Orleans County Sheriff's Office is an agency comprised of highly trained men and women who are service oriented and reflect the ideals consistent with our mission. The Sheriff's Office believes in providing professional public safety services at the highest level of professionalism, showing respect, integrity and honor at all times.

Committee Recommendations

The Committee comprised of Orleans County Sheriff Christopher M. Bourke, Chief Deputy Jeffrey Gifaldi, Legislature Chairman Lynne Johnson, Chief Administrative Officer John J. Welch, Jr., Confidential Secretary Julie Papalia, Seasonal Deputy James White, community member Thaddeus Nauden, community member Margie Aldaco (Program Administrator of Pathstone Domestic Violence Program), community member Trellis Pore (certified use of force and training instructor with NYSDOCCS) and, community member Pastor Eddie English make the following recommendations.

- 1. The Orleans County Sheriff's Office Police Reform and Collaboration Committee recommends the hiring of additional Deputy Sheriffs to improve the deployment strategy on the afternoon shift (1530 hours to 0000 hours) midnight shift (2330 hours to 0800 hours).**

Sheriff Christopher M. Bourke has received approval from the Orleans County Legislature to fill two (2) vacant Deputy Sheriff Positions effective January 31, 2021 (Resolution 41-121).

- 2. The Orleans County Sheriff's Office Police Reform and Collaboration Committee recommends the Sheriff increase recruiting efforts to provide the Sheriff's Office with a larger, more diverse and better pool of individuals to choose from when hiring Deputy Sheriffs.**

The Sheriff's Office will strive to increase recruiting efforts. This will be accomplished by utilizing several public platforms to advertise future civil service exam announcements. This includes: social media, the main source of local news (Orleans Hub), other local news sources, job fairs, public gatherings and any other opportunities that might arise. The Sheriff's Office will also work to increase recruiting efforts at local colleges and high schools.

- 3. The Orleans County Sheriff's Office Police Reform and Collaboration Committee recommends the Sheriff's Office better communicates all of the community policing and community services it provides and participates in.**

At the direction of the Sheriff, the Sheriff's Office will explore different modes of increased communication with the community. This includes increased press-releases, creating a new Facebook page and exploring the possibility of using additional social media platforms.

- 4. The Orleans County Sheriff's Office Police Reform and Collaboration Committee recommends the Sheriff's Office informs the public about trainings Sheriff's Office personnel receive.**

At the direction of the Sheriff, the Sheriff's Office will begin issuing press releases and using social media platforms to highlight the trainings and accomplishments of Sheriff's Office personnel. This would include, but is not limited to: photo(s) of the personnel who received the training, and a description of the training curriculum.

COMMAND STAFF



Sheriff Christopher M. Bourke



Undersheriff Michael Mele



Chief Deputy Jeffrey Gifaldi

Respectfully Submitted,

X

Christopher M. Bourke

Sheriff, Orleans County