



**YOUR VOICE
WAS HEARD!**

SURVEY RESULTS

POLICE REFORM TASK FORCE



Saratoga Springs
New York

This survey was conducted by the Saratoga Springs Police Reform Task force as part of the community outreach mandated by executive order 203. Please direct any questions to saratogapolicereform@gmail.com.

Responses and Public Data Set

The Saratoga Springs Police Task Force Survey was based on model surveys from other municipalities, resources from the Justice Department, and research from peer reviewed publications. After creating the survey, the task force reached out to as many Saratoga Springs community members as possible to maximize participation. Links to the survey were posted on social media, on the city's website, and publicized through email, postcard handouts, flyers posted in downtown businesses, and a dedicated short url at TogaTF.com.

Overall, 1,896 surveys were started. Of those, 1,449 respondents completed the final question asking about overall satisfaction, yielding a completion rate of approximately 76%. The survey was also translated into spanish, with 12 surveys started and 8 completed. We are grateful to all those who took the time to complete the survey, and to those who assisted with the translation.

While selection bias is always a concern for open surveys, the demographics are very close to our overall population. For example, the City is 91.5% white¹ and the survey respondents were 90.4% White. There were two demographic areas that differed slightly from the city's population. The first is the gender of respondents. 61.6% of respondents chose "Female", while 53% of the city's population is female according to the 2010 census. There was also a modest difference in age, with younger residents underrepresented. For further discussion, please refer to the analysis for Question 4: Age, and Question 5: Gender.

The results that follow are statistically significant and broadly representative of the overall City of Saratoga Springs Community. Alchemer.com, an enterprise survey tool, was used to deliver the survey and compile the results. The raw data is available to the public, please refer to Appendix B for more information.

¹ <https://worldpopulationreview.com/us-cities/saratoga-springs-ny-population> (US Census 2019 ACS 5-Year Survey - Table B03002)

Introduction

If you want to improve service delivery, or anything else for that matter, one of the first steps is to understand where you are today. Without that baseline, it's hard to tell if things are improving or getting worse over time. This survey is intended to provide that quantitative understanding of how our entire community views the Saratoga Springs Police Department (SSPD). Our hope is that this becomes an annual exercise that can chart the progress we make together.

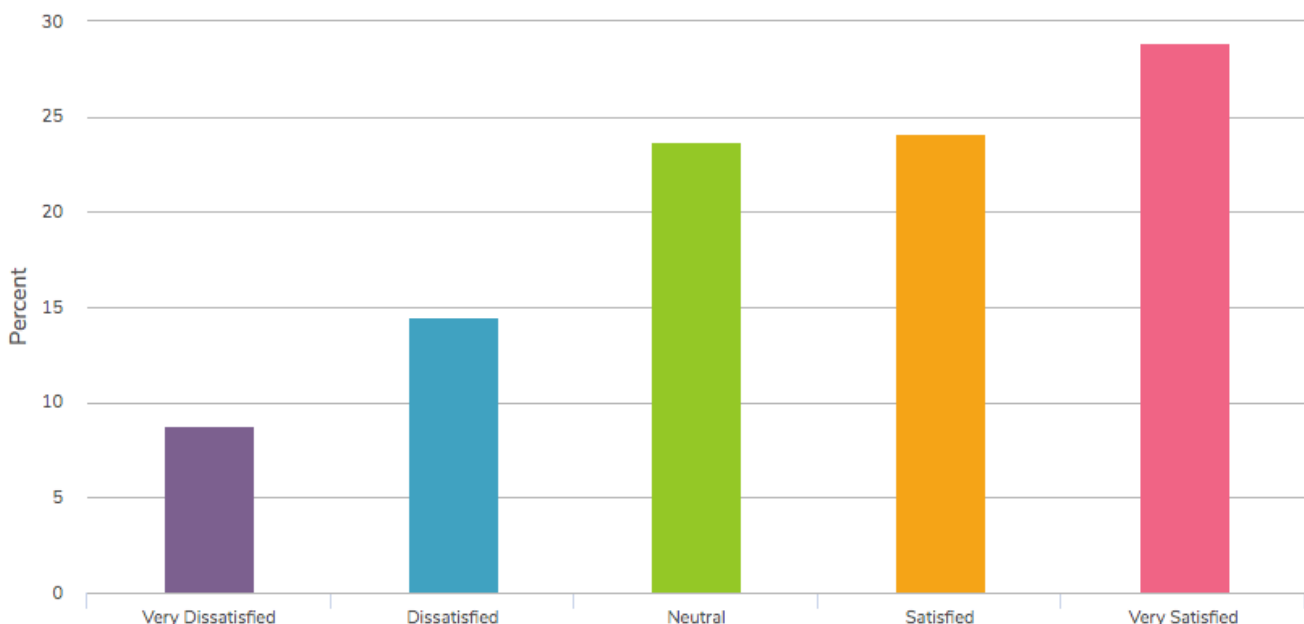
We've used "Overall satisfaction with the SSPD" as the primary measure of where we are today. While average satisfaction is critical to measure, it says nothing about how we might increase it over time, nor does it illuminate different segments of the population who may have had very different experiences from the "average". Accordingly, additional design goals for the survey and this analysis were to:

- Help the SSPD and our community understand which aspects of the services the police provide have the greatest impact on overall satisfaction
- Understand how different parts of our community view the SSPD
- Provide a way for every community member to make their voice heard if they so desire

We also took this opportunity to quantify the level of support for 9 different policing changes which are incorporated into the recommendations the task force has proposed to the Saratoga Springs City Council. Please refer to the results for Question 10 for details.

The flow of the survey begins with demographics about each respondent, including residence, age, gender, and race. We then ask about the respondent's views of the police in general, and conclude with questions specifically about the SSPD, including type and level of interactions, and sentiments about different aspects of the SSPD. It concludes with "Overall, how satisfied are you with the Saratoga Springs Police Department?" and an open ended question: "How would you improve the SSPD?"

Overall, most respondents are either "Satisfied" or "Very Satisfied" with the SSPD:



These results are encouraging at face value. However, not everyone experiences a service the same way, especially services delivered and received by people. We all have good and bad days, encounter different people delivering the service, and do so under different circumstances. Service consistency is a key part of delivery excellence, and that we can measure.

While the previous “up and to the right chart” showing overall satisfaction is visually appealing, it is equally true that nearly 1 in 4 people in our community are dissatisfied with the SSPD. Furthermore, If you are part of the one-third of respondents who have experienced physical mistreatment, harassment, or intimidation by a police officer or know someone that has, you are likely to have a very different level of satisfaction with the SSPD.

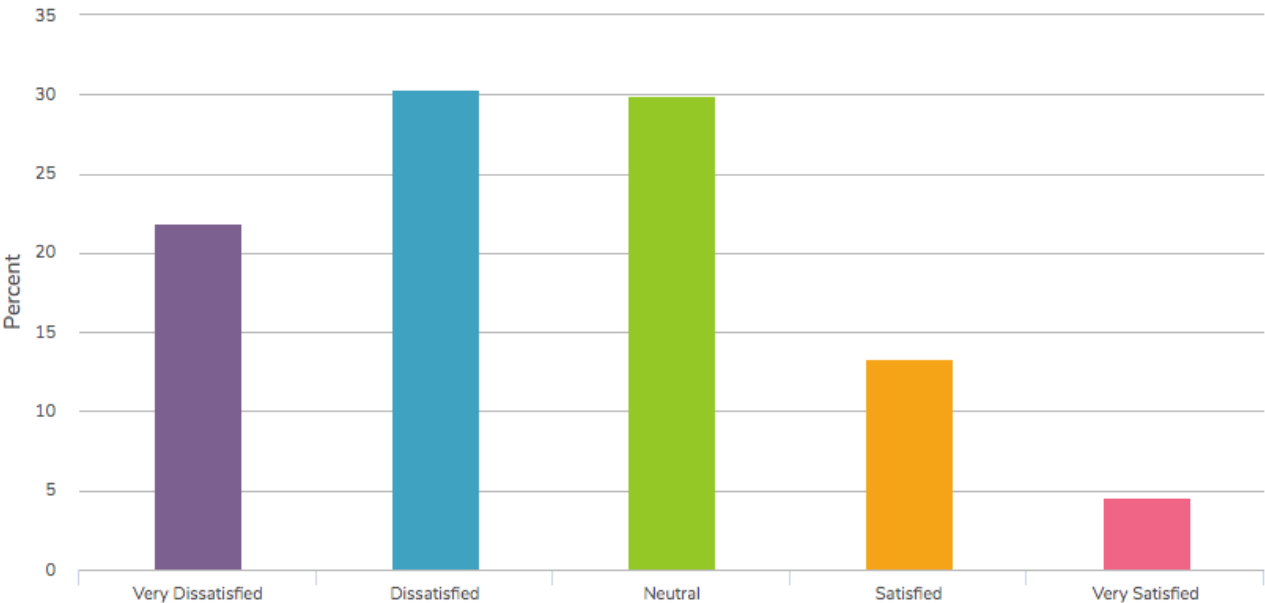
The chart below shows overall satisfaction, but filtered to only those respondents who answered “Yes” to Question 8: Have you or someone you know experienced physical mistreatment, harassment, or intimidation by a police officer:

15. Overall, how satisfied are you with the Saratoga Springs Police Department?

Filter: #8 Question "

Have you or someone you know experienced physical mistreatment, harassment, or intimidation by a police officer?

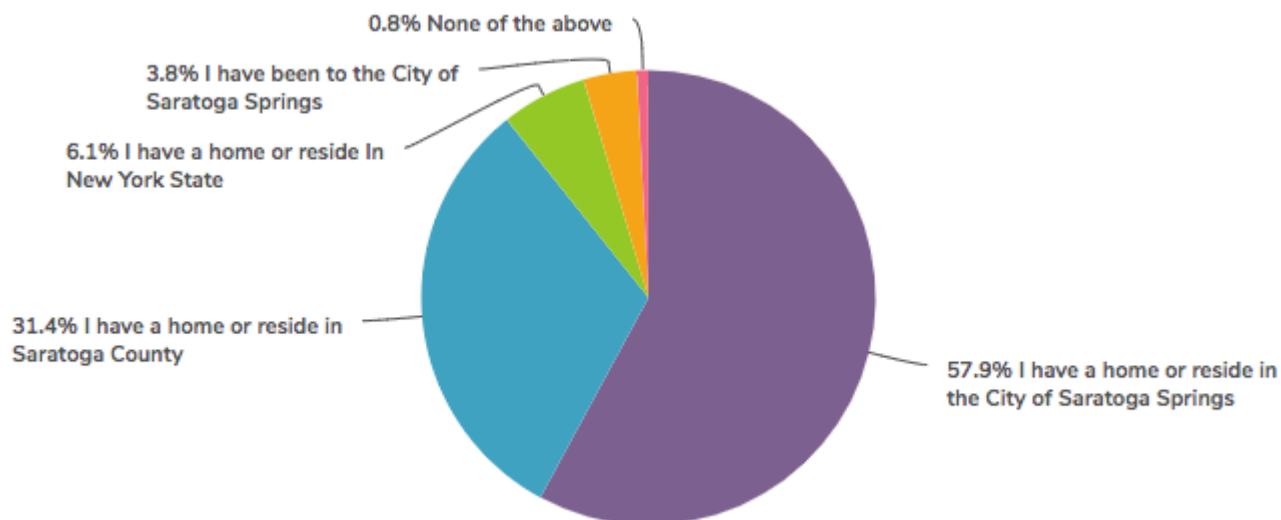
" is one of the following answers ("Yes")



For this subset of respondents, mistreatment at the hands of the police isn’t a hypothetical, it happened to you or someone you know.

This analysis attempts to clarify and bring into better focus all the different perspectives on the police in our community, both positive and negative. It also draws some statistical conclusions about which aspects of the SSPD have the biggest impact on overall community satisfaction with how we are policed in the City of Saratoga Springs.

1. Residency



Value	Percent	Count	Overall SSPD Satisfaction
I have a home or reside in the City of Saratoga Springs	57.9%	1,027	3.5
I have a home or reside in Saratoga County	31.4%	557	3.7
I have a home or reside In New York State	6.1%	108	3.1
I have been to the City of Saratoga Springs	3.8%	67	3.0
None of the above	0.8%	14	3.5
Total:	100.0%	1,773	3.5

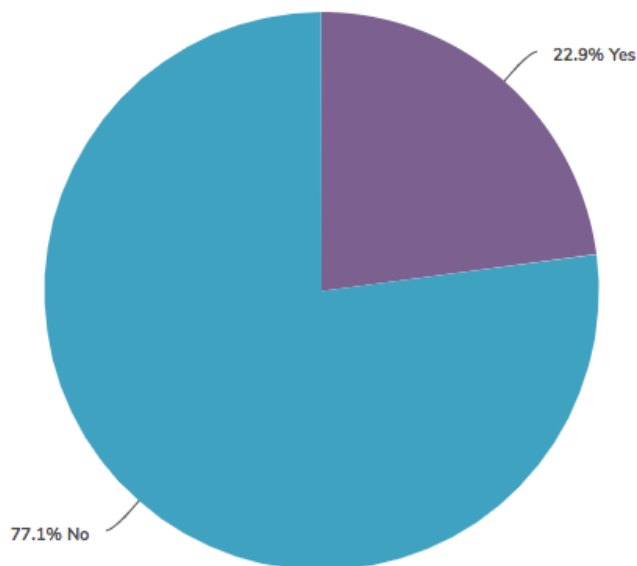
Please keep in mind that although only city residents vote, county residents are frequent visitors and may work in Saratoga Springs even if they don't live within the city limits. As such, they are also important stakeholders. For the rest of the questions, we tested each analysis for all respondents, City residents, and City + County residents. Overall, the results were consistent regardless of residency. Where there was a statistical or noteworthy difference, we have called it out for that question.

2. Race/Ethnicity (check any that apply)

Value	Percent	Count	Overall SSPD Satisfaction
Black/African American	6.5%	112	3.4
Asian	2.3%	40	3.0
LatinX (Hispanic, Latino, or Spanish)	4.3%	74	3.2
Middle Eastern/North African	1.2%	20	3.8
Native American	1.4%	25	3.7
Pacific Islander	0.5%	8	3.5
White	90.4%	1,569	3.5
Overall	N/A	N/A	3.5

As the above table demonstrates, Race/Ethnicity from this survey is a relatively poor predictor of Overall Satisfaction with the SSPD. For example, the difference in satisfaction for “Black/African American” is negligible based on these responses. LatinX satisfaction is below the average, but Middle Eastern/North African is above average.

3. I consider myself a member of an historically excluded group (e.g. Person of Color, LGBTQ)



Value	Percent	Count	Overall SSPD Satisfaction
Yes	22.9%	405	2.9
No	77.1%	1,362	3.7
Totals	100.0%	1,767	3.5

Respondents who consider themselves members of an historically excluded group represent nearly 1 in 4 Saratogians, and were 0.8 points less satisfied with the SSPD overall.

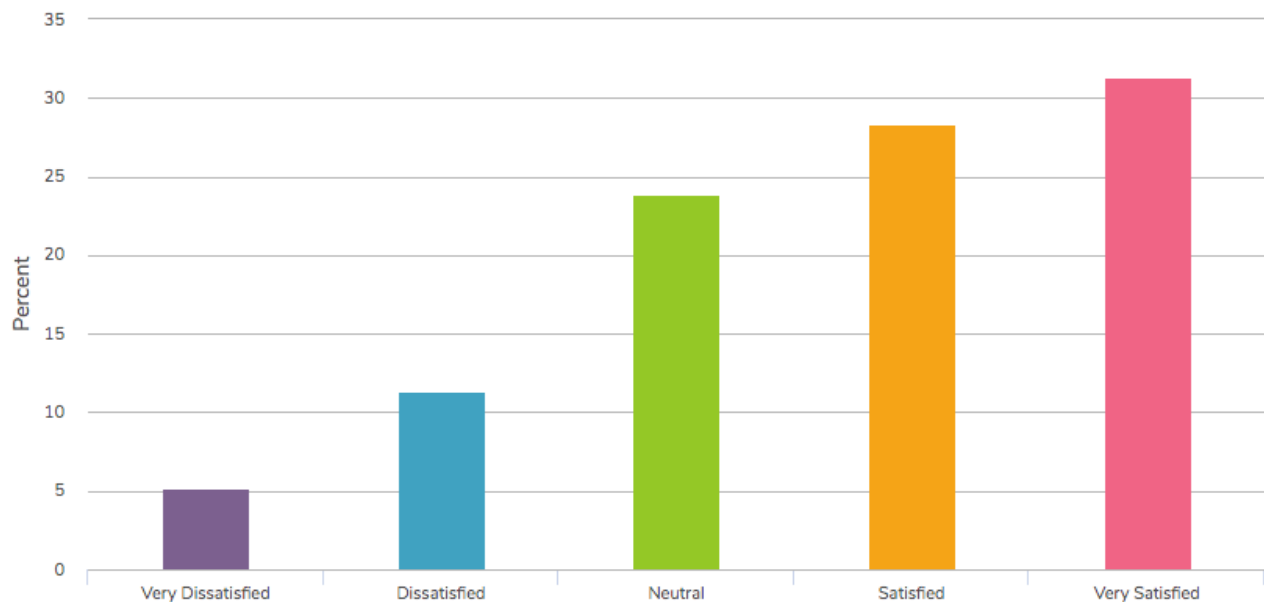
As you can see from the charts on the next page, a majority of those who do NOT consider themselves members of an historically excluded group are either Satisfied or Very Satisfied with the SSPD. Only 16.5% were Dissatisfied or Very Dissatisfied.

For those who self-identified as members of an historically excluded group, the most frequent response (the mode) for Overall Satisfaction was “Dissatisfied,” with “Very Dissatisfied” rising from 5% to over 20%. In contrast to Race/Ethnicity, the broader question of membership in a historically excluded group does correlate with a lower satisfaction rate. Note that this segment is somewhat bimodal, with “Satisfied” being the least cited response at 10%, while “Very Satisfied” garnered over 20% - as did “Dissatisfied” and “Very Dissatisfied”.

Overall Satisfaction: NOT a member of an historically excluded group

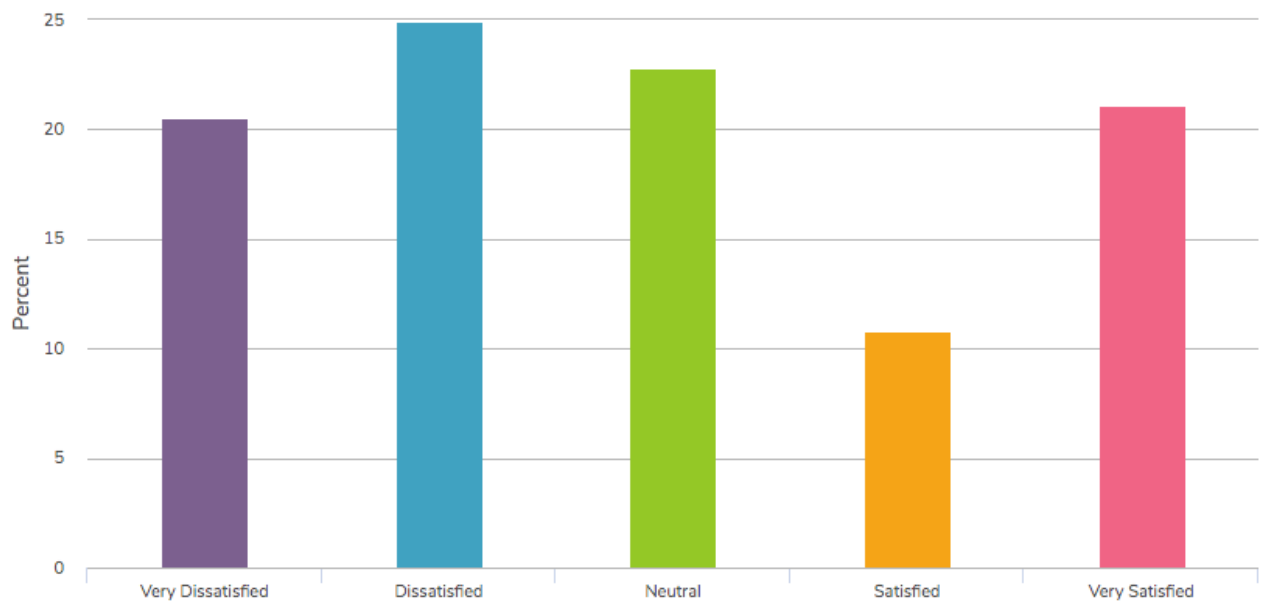
15. Overall, how satisfied are you with the Saratoga Springs Police Department?

Filter: #3 Question "I consider myself a member of an historically excluded group (e.g. Person of Color, LGBTQ)" is one of the following answers ("No")

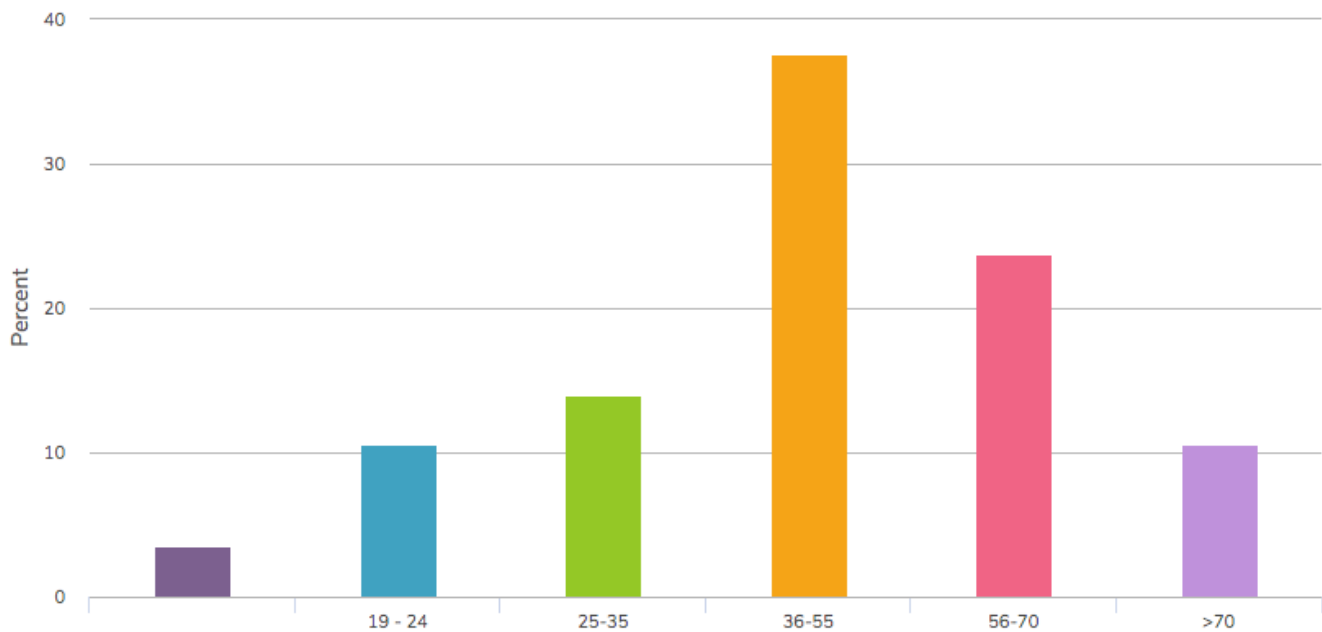


Overall Satisfaction: IS a member of an historically excluded group

Filter: #3 Question "I consider myself a member of an historically excluded group (e.g. Person of Color, LGBTQ)" is one of the following answers ("Yes")



4. Age



Value	Percent	Count	Overall SSPD Satisfaction
< 18	3.5%	61	2.2
19 - 24	10.6%	185	2.3
25-35	14.0%	245	3.3
36-55	37.6%	657	3.8
56-70	23.7%	413	3.7
>70	10.6%	185	3.8
Total	100.0%	1,746	3.5

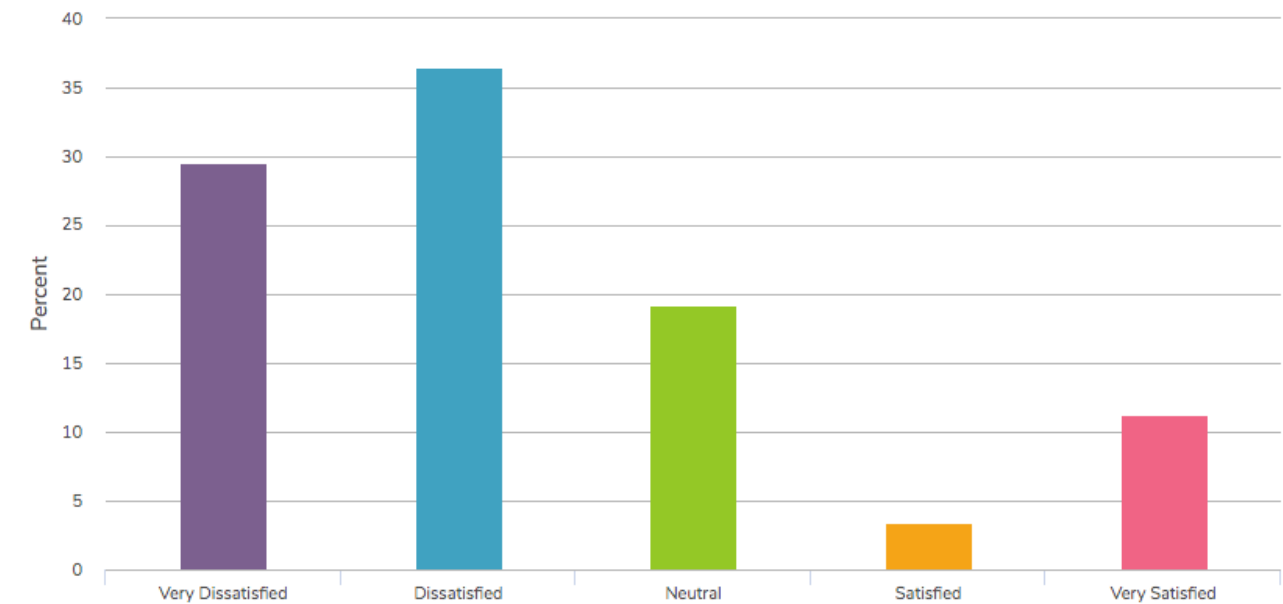
The age breakdown of respondents mirrors that of the City, with the largest blocks of respondents between 36-55, and 56-70. Overall, the survey over-represents the 36-55 age group by 10% at the expense of fewer respondents under 35 and over 70. According to 2019 US Census Update², residents under age 19-35 comprise 33% of the population, but only 28% of the respondents.

² <https://data.census.gov/cedsci/table?g=16000000US3665255&tid=ACST5Y2019.S0101>

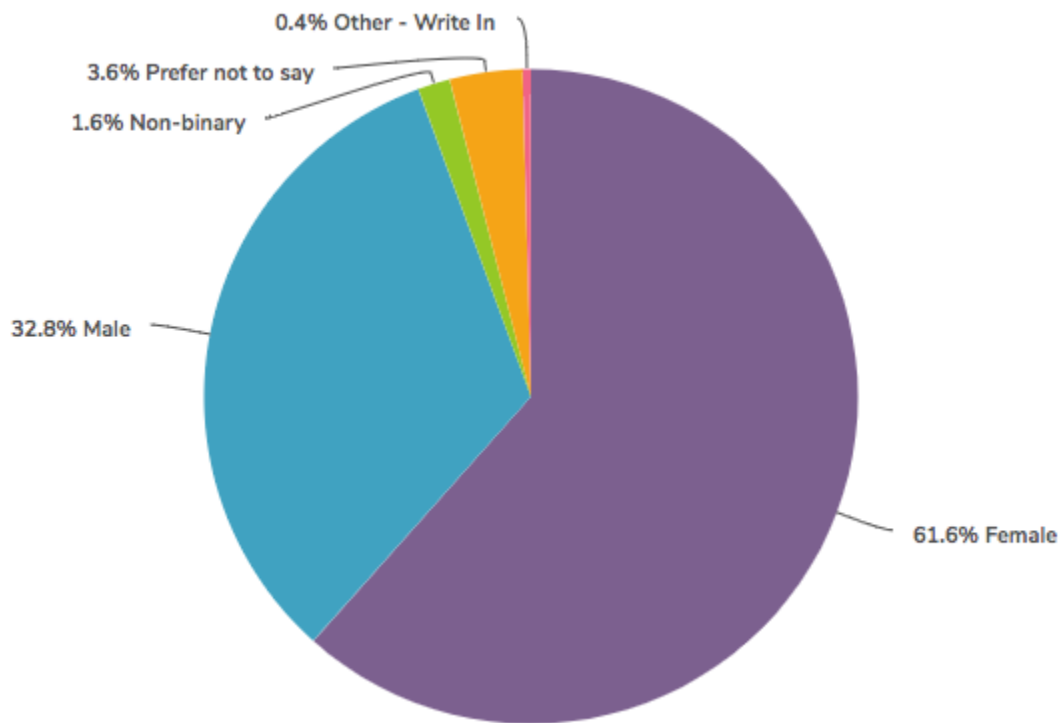
Age is also highly correlated with overall satisfaction. As shown in the chart below, two thirds of community residents aged 24 and under are not satisfied with the SSPD, with only 15% answering “Satisfied” or “Very Satisfied.” As the table on the previous page illustrates, satisfaction is highest with the over 70 age group, and goes steadily down with each younger segment.

15. Overall, how satisfied are you with the Saratoga Springs Police Department?

Filter: #4 Question "Age" is one of the following answers ("<18","19 - 24")



5. Gender



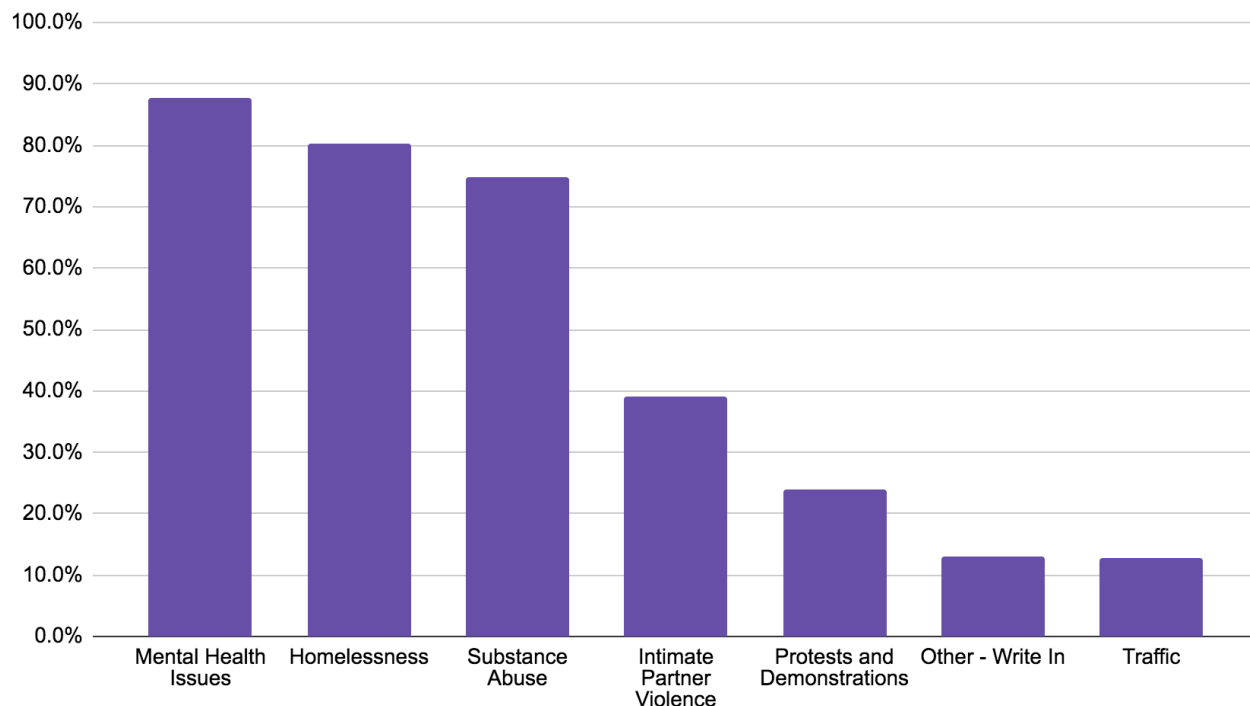
Value	Percent	Count	Overall SSPD Satisfaction
Female	61.6%	1,087	3.4
Male	32.8%	578	3.8
Non-binary	1.6%	28 ³	1.8
Prefer not to say	3.6%	64	3.9
Other	0.4%	7	N/A*
Totals	100.0%	1,764	3.5

* Not enough responses to calculate

Respondents identifying as female were slightly below the average for Overall Satisfaction, while male respondents and “Prefer not to say” were slightly higher. Non-binary respondents were the least satisfied segment analyzed in the survey.

³ Generally 30 responses is the threshold for breaking out a segment, but 28 is close enough and the difference is significant enough to warrant its own average.

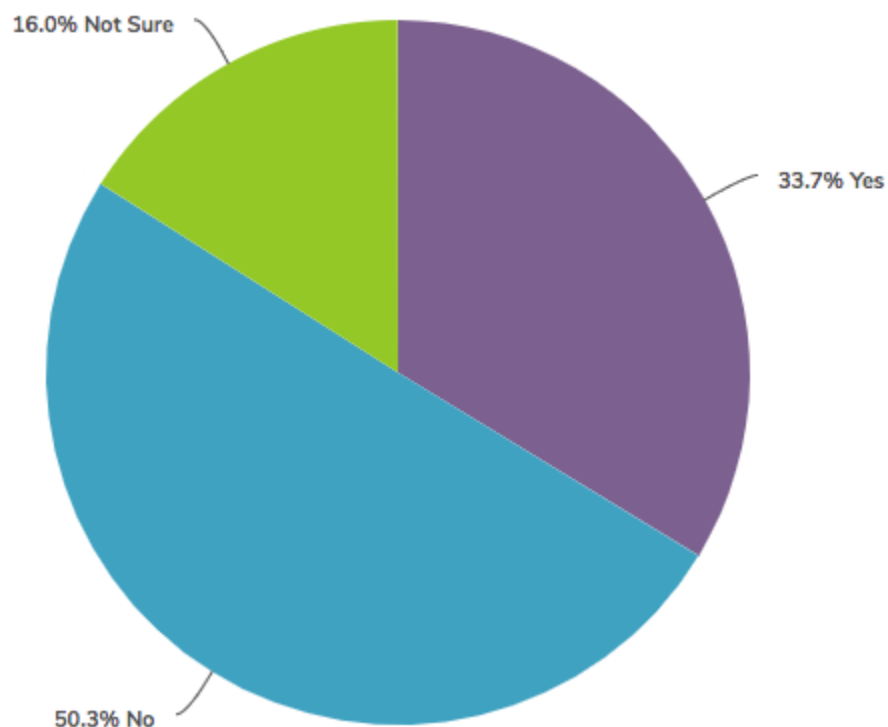
6. Which of the following do you think should be handled by trained social workers or other non-police personnel? Check all that apply.



Value	Percent	Responses
Mental Health Issues	87.60%	1,262
Homelessness	80.20%	1,155
Substance Abuse	74.70%	1,075
Intimate Partner Violence	39.00%	561
Protests and Demonstrations	24.00%	346
Other - Write In	13.10%	188
Traffic	12.70%	183

9 out of 10 respondents think mental health issues should be handled by non-police personnel, and 8 out of 10 would favor turning over the responsibility for handling homelessness and substance abuse as well. A majority of respondents favored leaving intimate partner violence, protests and demonstrations, and traffic in the hands of the police. Please refer to Appendix C for a list of all the “Other - Write In” responses.

7. Do you believe police officers treat every community member with equal fairness and respect without considering their race, gender, age, religion or sexual orientation?



Value	Percent	Count	Overall SSPD Satisfaction
No	50.3%	760	2.6
Yes	33.7%	509	4.7
Not Sure	16.0%	242	3.9
Totals	100.0%	1,511	3.5

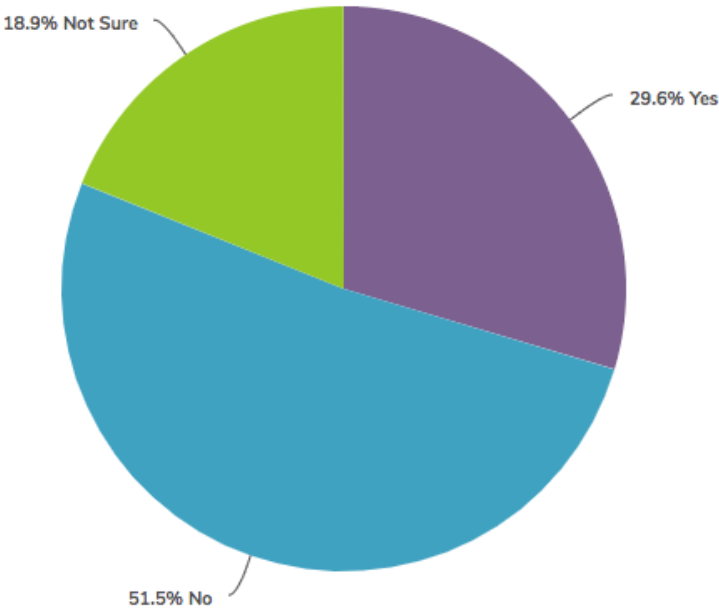
A majority of survey respondents, 50.3%, do not believe that police officers (in general) treat everyone with equal fairness, while only one in three respondents believe they do treat everyone fairly. Of those respondents who answered “No”, only 2.1% were “Very Satisfied,” and 15.3% were “Satisfied” with the SSPD. Neutral was the most frequent response at 37.7%, with 44.9% either Dissatisfied or Very Dissatisfied.

Of note, if a respondent did believe the police treat everyone equally, the average satisfaction rate was an astounding 4.7 out of 5, with 3 out of 4 “Very Satisfied” and only 1.9% “Dissatisfied” or “Very Dissatisfied.”

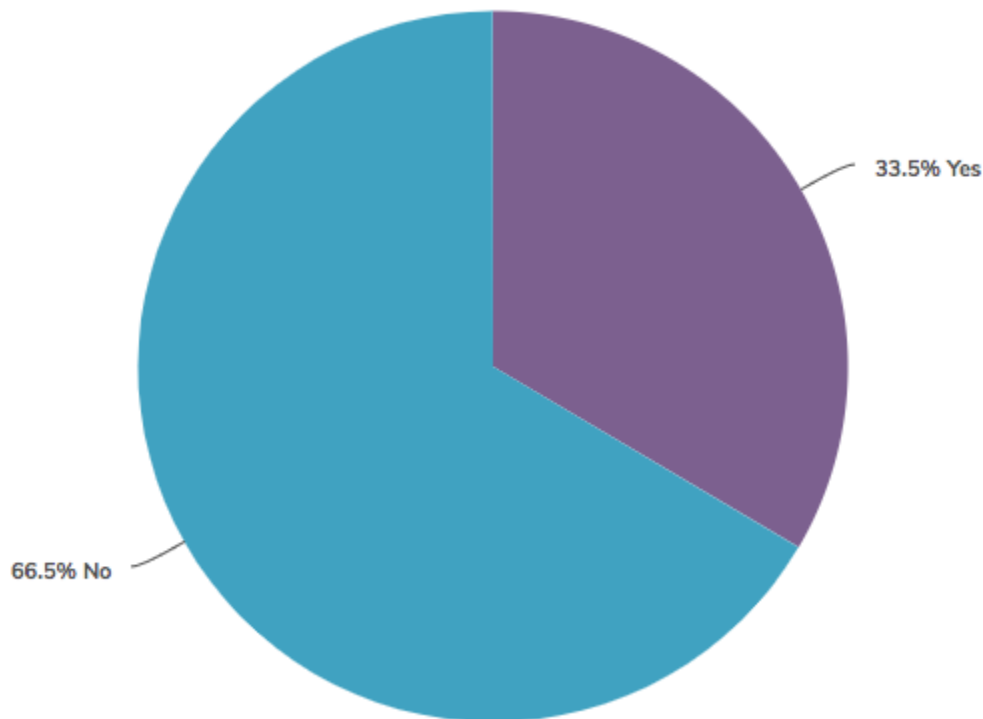
The results for “No” were a bit higher for respondents who reside in the City of Saratoga Springs. In addition, a slightly higher percentage city residents responded “Not Sure”, at 18.9%, leaving 29.6% that are confident the SSPD treats every community member with equal fairness and respect:

7. Do you believe police officers treat every community member with equal fairness and respect without considering their race, gender, age, religion or sexual orientation?

Filter: #1 Question "Residency" is one of the following answers ("I have a home or reside in the City of Saratoga Springs")



8. Have you or someone you know experienced physical mistreatment, harassment, or intimidation by a police officer?



Value	Percent	Count	Overall SSPD Satisfaction
Yes	33.5%	505	2.5
No	66.5%	1,002	4.0
Totals	100.0%	1,507	3.5

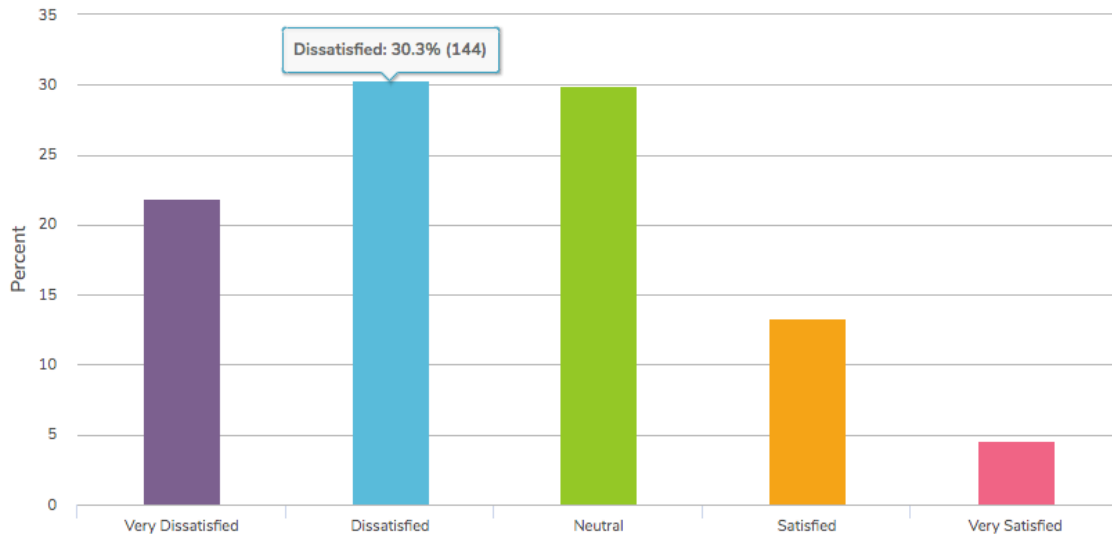
One in three respondents has either experienced physical mistreatment, harassment, or intimidation by a police officer, or knows someone who has. Like the previous question, how respondents answered this question led to a pronounced difference in overall satisfaction with the SSPD.

15. Overall, how satisfied are you with the Saratoga Springs Police Department?

Filter: #8 Question "

Have you or someone you know experienced physical mistreatment, harassment, or intimidation by a police officer?

" is one of the following answers ("Yes")



For non-white respondents, the percentage who have personally experienced physical mistreatment, harassment, or intimidation by a police officer, or know someone who has jumps to 45.5%. Respondents who are a member of an historically excluded group, that rises to a majority at 51.5%.

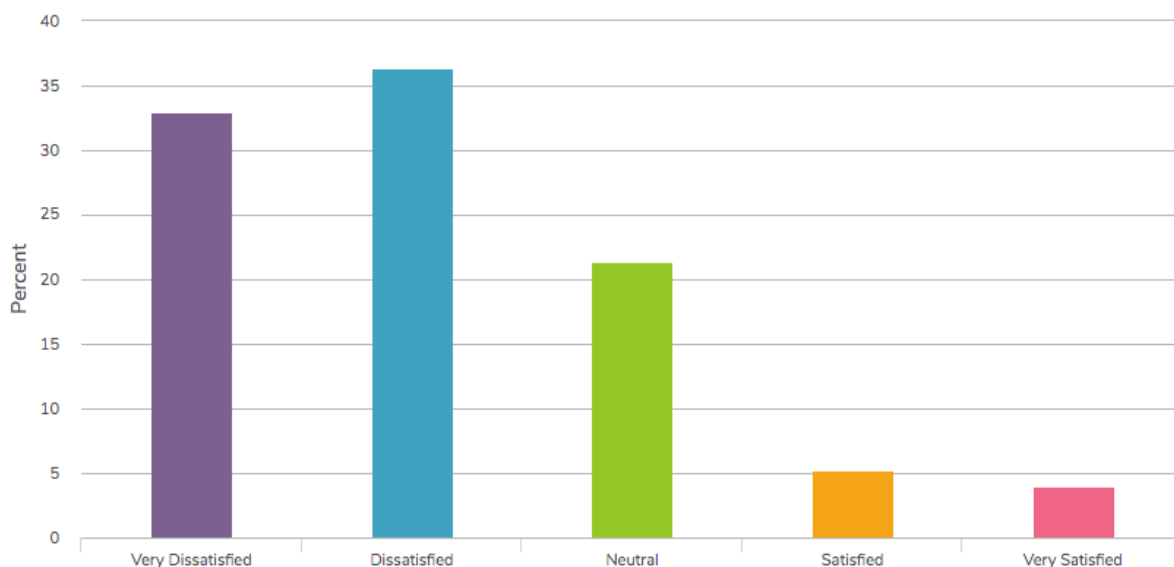
If you or someone you know has been mistreated by police, AND you identify as a member of an historically excluded group, you were likely to be dissatisfied with the SSPD:

15. Overall, how satisfied are you with the Saratoga Springs Police Department?

Filter: (#8 Question "

Have you or someone you know experienced physical mistreatment, harassment, or intimidation by a police officer?

" is one of the following answers ("Yes") AND #3 Question "I consider myself a member of an historically excluded group (e.g. Person of Color, LGBTQ)" is one of the following answers ("Yes")



173 out of 1,402 respondents responded yes to this question and identified as a member of an historically excluded group.

9. If yes, please elaborate

Of the 505 people who answered “Yes”, 390 or 77% elaborated. For a survey, that level of response to a “please elaborate” question is extremely rare.

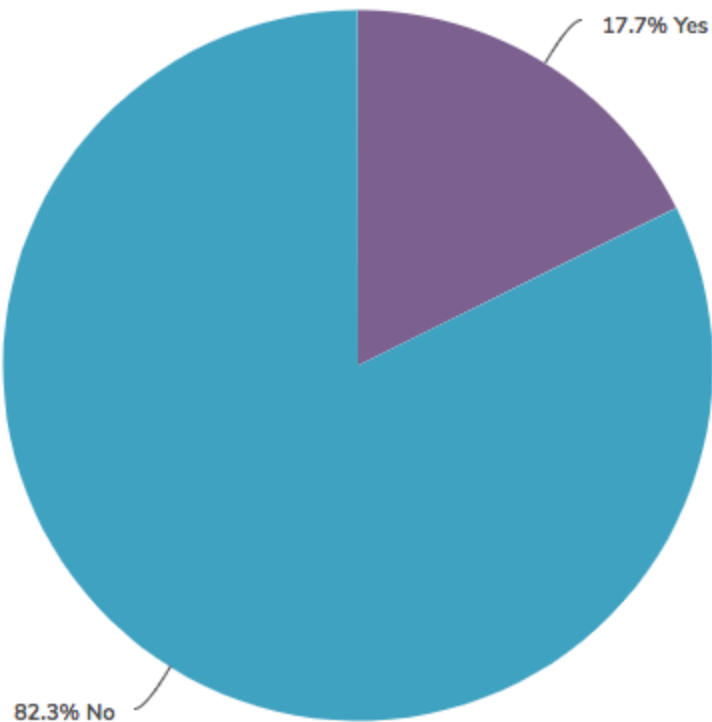
Please refer to **Appendix D** for the full list of responses. Because of the deeply personal nature of some of the comments, the task force redacted anything that might be used to identify an individual, an officer, or specific incident. We did our best to both elevate everyone’s voice and story and protect community members’ privacy. When in doubt we chose to err on the side of redacting more rather than less.

10. Please indicate which of the following changes to policing you support:

	Support		Don't Support		Not Sure		Total
	Count	%	Count	%	Count	%	Count
Requiring mandatory body camera use and the automatic release of bodycam footage with 30 days of any major incident	1,178	78.7%	201	13.4%	118	7.9%	1,497
Prioritizing resources towards rigorous training to reinforce policies, including testing for bias in shoot/don't shoot decision making	1,123	75.4%	248	16.7%	118	7.9%	1,489
Requiring de-escalation and strict guidelines on using force, especially deadly force	1,073	71.8%	280	18.7%	141	9.4%	1,494
Removing any barriers in police contracts to effective misconduct investigations and civilian oversight	959	64.4%	306	20.5%	225	15.1%	1,490
Ending profiling, "Stop and Frisk", and policing of minor issues	888	59.4%	424	28.3%	184	12.3%	1,496
Publicly releasing all data on police interactions that require filing a report, including the race of the community members?	864	57.9%	419	28.1%	209	14.0%	1,492
Requiring strong civilian oversight boards that can set policy and investigate complaints	865	57.8%	448	29.9%	184	12.3%	1,497
Restricting the purchase, use, and deployment of military equipment	856	57.3%	461	30.8%	178	11.9%	1,495
Banning No Knock, and Knock and Enter warrants	727	48.8%	486	32.6%	278	18.6%	1,491

Every potential policy change is favored by respondents by a minimum of 16%. Note that Banning No Knock and Knock and Enter had by far the largest number of "Not Sure" responses, at 21.2%, which exceeds the margin of support. However, within the City of Saratoga Springs, support for Banning No Knock and Knock and Enter Warrants rises to a slim majority at 50.4%. Respondents favored the rest of the changes by at least a 2 to 1 margin.

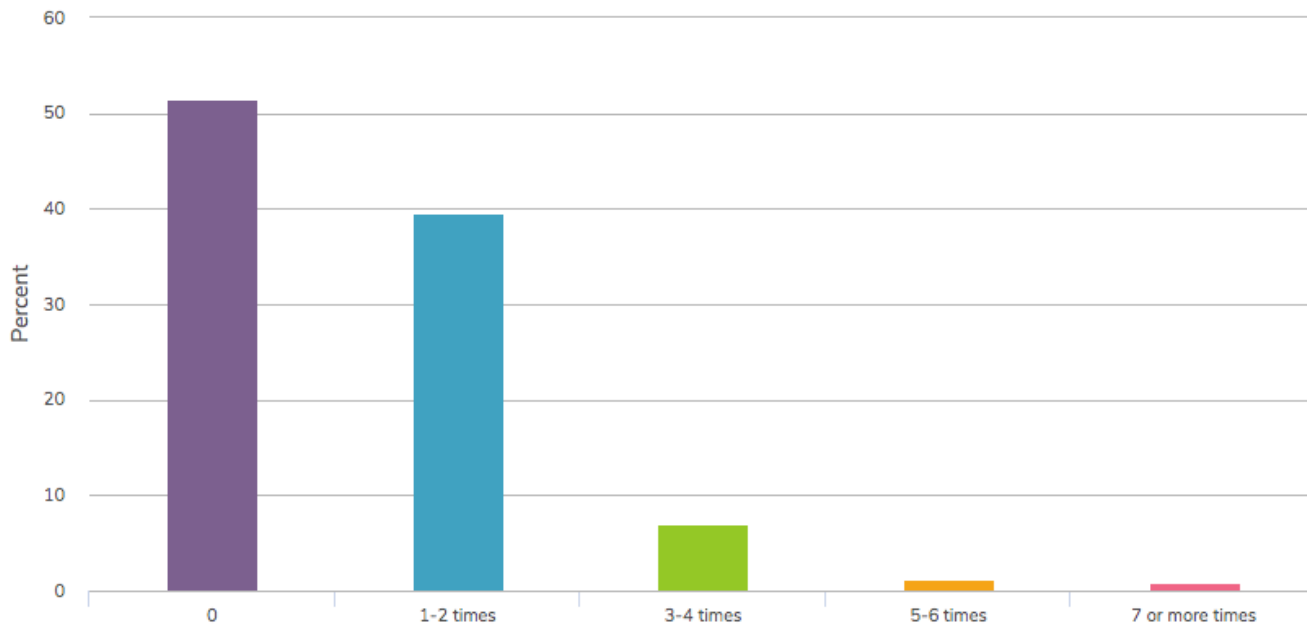
11. Has anyone stolen something from you, your car, or your residence in the past 12 months, or have you been the victim of a crime?



Value	Percent	Count	Overall SSPD Satisfaction
Yes	15.4%	221	3.6
No	84.6%	1,215	3.5
Totals	100.0%	1,436	3.5

Whether or not respondents had something stolen from them or been the victim of a crime had little to no impact on how satisfied they were with the SSPD. These percentages were virtually identical within the City of Saratoga Springs.

12. How many times have you been involved in a traffic stop with a member of the Saratoga Springs Police Department?



Value	Percent	Count	Overall SSPD Satisfaction
0	54.5%	784	3.4
1-2 times	36.6%	526	3.6
3-4 times	6.9%	99	3.6
5-6 times	1.0%	14	N/A*
7 or more times	1.1%	16	N/A*
Totals	100.0%	1,439	3.5

* Not enough responses

Like the previous question, traffic stops had no discernable impact on how satisfied respondents were with the SSPD.

13. How many times have you had contact with a member of the Saratoga Springs Police Department for something other than a traffic stop?

Value	Percent	Count	Overall SSPD Satisfaction
0	34.6%	491	3.5
1-2 times	37.1%	527	3.4
3-4 times	14.8%	211	3.5
5-6 times	4.7%	67	3.7
7 or more times	8.8%	125	3.9
Totals	100	1,421	3.5

More contact, particularly 7 or more times, is correlated with higher overall satisfaction. It's unclear how to interpret that result, but one hypothesis is that more frequent positive interactions with the SSPD increases satisfaction.

14. Do you agree with the following statements?

Questions: 1. Strongly Disagree to 5. Strongly Agree	Average Score	Reponses
I trust the SSPD to investigate and discipline its own officers	2.9	1,439
If I have a complaint against SSPD, I am confident it will be acted on objectively and respectfully	3.0	1,437
SSPD Officers uniformly treat people with fairness and respect without considering their race, gender, age, religion or sexual orientation	3.1	1,438
I trust the SSPD to make decisions that are good for everyone in our city	3.2	1,439
The SSPD works together with community members to solve local problems.	3.3	1,432
I would like more officers moved from cars to out on foot patrol walking a beat	3.4	1,433
The SSPD listens to local residents and understands the issues that affect your neighborhood	3.4	1,431
The SSPD is effective at fighting crime	3.5	1,434
I approve of having police patrol my local neighborhood daily	3.6	1,439
I can count on the SSPD to be there when I need them	3.8	1,436

Most policing surveys include a panel of questions similar to the ones above. With any result set, it's tempting to focus on trying to improve the lowest scores, while taking a victory lap for the higher ones. A different approach is to ask which ones have the highest correlation with overall satisfaction. In other words, would we be better off working on improving internal investigations and complaint handling at 2.9, or getting even better at making sure the SSPD is there when needed at 3.8? Which of those would have the biggest impact on the community's overall satisfaction with the services they receive from the SSPD? Of course we'd like to improve all aspects of our police force, but where do you get the most value?

One way to address the question of prioritization is with linear regression, which is a statistical tool that attempts to measure the relative impact a set of variables has on an outcome. In this case that outcome is overall satisfaction with the SSPD. Service companies often use linear regression to identify the components of their service that have the strongest correlation with satisfaction.

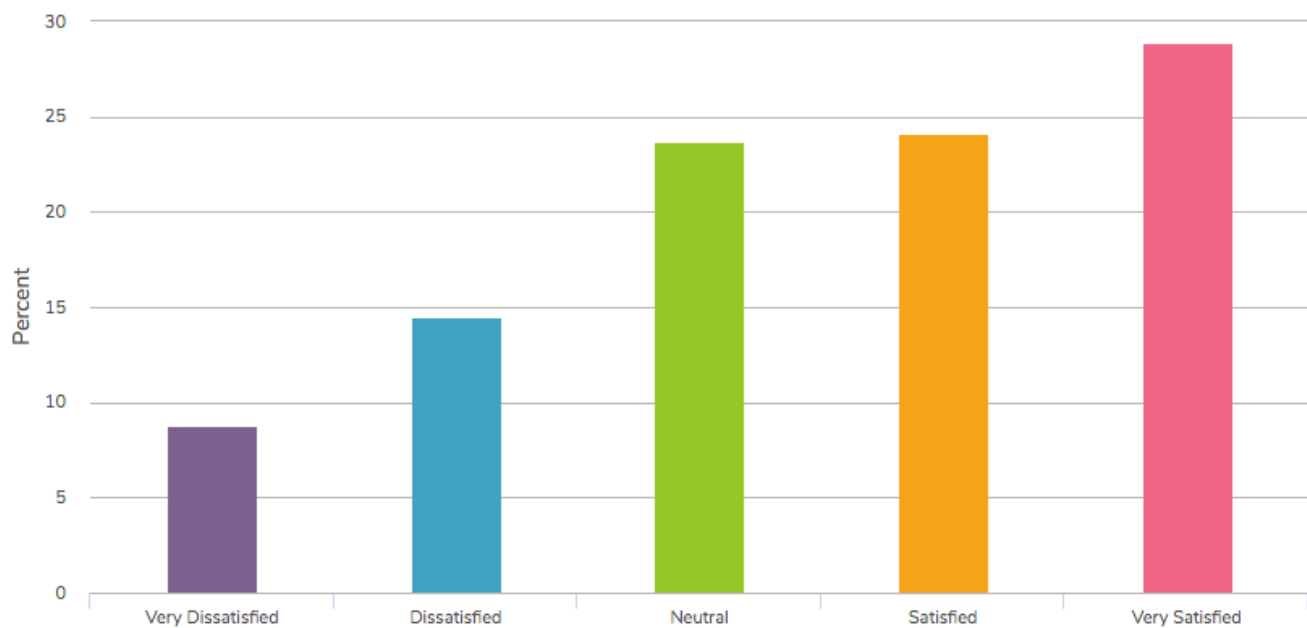
The table below shows the same questions, this time ranked by the correlation with overall satisfaction, from highest to lowest. The resulting regression model accounts for 80% of the variance in overall satisfaction scores. Please refer to Appendix A for the full linear regression results.

Questions: 1. Strongly Disagree to 5. Strongly Agree	Average Score	Impact on SSPD Satisfaction	Statistically Significant
SSPD Officers uniformly treat people with fairness and respect without considering their race, gender, age, religion or sexual orientation	3.1	0.218	Yes
The SSPD works together with community members to solve local problems.	3.3	0.201	Yes
I can count on the SSPD to be there when I need them	3.8	0.197	Yes
I trust the SSPD to make decisions that are good for everyone in our city	3.2	0.122	Yes
I approve of having police patrol my local neighborhood daily	3.6	0.116	Yes
If I have a complaint against SSPD, I am confident it will be acted on objectively and respectfully	3.0	0.070	Yes
The SSPD is effective at fighting crime	3.5	0.032	No
I would like more officers moved from cars to out on foot patrol walking a beat	3.4	0.015	No
I trust the SSPD to investigate and discipline its own officers	2.9	0.013	No

We have grouped the results into three buckets, with the strongest correlations in green. These are the questions that are most likely to increase overall satisfaction if we can improve those scores. The next set of questions also have a statistically significant relationship to overall satisfaction, but at roughly half the magnitude. The last three have no statistical relationship with overall satisfaction.

The results indicate that the most effective ways for the SSPD to raise satisfaction are to treat everyone fairly and with respect, work together with the community to solve local problems, and make sure everyone can count on you to be there when you're needed.

5.Overall, how satisfied are you with the Saratoga Springs Police Department?



Value	Percent
Very Dissatisfied	8.8%
Dissatisfied	14.5%
Neutral	23.7%
Satisfied	24.1%
Very Satisfied	28.9%

Total Responses	1,441
Average	3.5
StdDev	1.3

The results for this question have been covered extensively throughout the rest of the analysis, and are presented here for completeness.

16.How would you improve the SSPD?

Please refer to Appendix E for a complete list of verbatim comments.

Like Question 9, there were a few personal incidents that were redacted to protect respondents' privacy. Overall, 694 out of 1,441 respondents left a suggestion for improving the SSPD. Having nearly half the respondents leave a final comment is higher than most survey results and speaks to the importance of the topic.

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Appendix A

Linear Regression

Model Fit Measures

Model	R	R ²
1	0.900	0.810

Model Coefficients - Overall Satisfaction

Predictor	Estimate	SE	t	p
Intercept	0.1932	0.0670	2.882	0.004
The SSPD works together with community members to solve local problems.	0.2010	0.0282	7.129	< .001
I trust the SSPD to make decisions that are good for everyone in our city	0.1218	0.0297	4.098	< .001
The SSPD is effective at fighting crime	0.0316	0.0274	1.154	0.249
I trust the SSPD to investigate and discipline its own officers	0.0131	0.0267	0.490	0.624
If I have a complaint against SSPD, I am confident it will be acted on objectively and respectfully	0.0698	0.0266	2.623	0.009
I can count on the SSPD to be there when I need them	0.1968	0.0248	7.928	< .001
SSPD Officers uniformly treat people with fairness and respect without considering their race, gender, age, religion or sexual orientation	0.2182	0.0259	8.426	< .001
I approve of having police patrol my local neighborhood daily	0.1160	0.0187	6.216	< .001
I would like more officers moved from cars to out on foot patrol walking a beat	0.0151	0.0158	0.953	0.341

Appendix B

The entire data set, along with the audit trail from alchemer.com for the survey, may be downloaded from <https://github.com/saratoga-springs-data/police-survey-2021>. Any member of the public can access the data to run their own analytics or view the audit trail of every action taken on the survey by the administrators acting on behalf of the task force.

Appendix C

Other - Write In for Question 6: Which of the following do you think should be handled by trained social workers or other non-police personnel?

Please note these comments are verbatim and no attempt was made to correct spelling or any other edits.

- I think police deal with all of these things and it's important that they continue. I think police could pass off a lot of the end results of some of these.
- Depends on the circumstances
- I think any of these things have the potential to be handled by someone other than police on a case by case basis.
- School student conflicts
- Concerns about children at schools
- All
- When it crosses over into violence , it can become a police issue.
- Nothing, let the police do their job
- clients that were set up not in emergency situations
- none when police are called in let them do their jobs
- None of the above
- Listed are all subjects to police duties until passed on to subject matter experts
- None all could turn into safety hazard. Police only then referral if needed
- CPS interference
- Crimes involving the elderly or cognitively disabled
- None of the listed, especially when 9-1-1 is called
- With police presence
- If someone reports a person behaving erratically DO NOT send cops! They need help not cops.
- Non-violent domestic issues
- None
- None of the above
- Sexual assault
- I think police presence has a place at each instance. Officers and social workers don't have to be different people.
- None

- How about a None option?
- None of the above
- Lgbtq youth issues; domestic partner business
- Youth issues, e.g. lgbtq youth homelessness; intimate partner violence is both a criminal (police) and social services issue.
- None of the above, possible dangers to individuals
- None of the above. Are you trying to get social workers assaulted? Would the city be liable?
- None of them police should handle them
- As long as these individuals are non violent
- Investigation of police misconduct and investigation into the murder of Darryl Mount
- Everything that isn't violent.
- Holding Police Accountable
- Nonviolent violations eg. rowdy drunk folks from the track, vandalism
- many of these issues should be handled by both
- Defund and abolish police! Even for burglaries agents who deal with insurance would be just as if not more helpful in my experience.
- Some instances of IPV require police presence
- equity
- traffic violations
- Calls involving individuals with disabilities
- Sexual assault
- Everything
- Known internal bias
- If there is any type of violence or threat of violence police is the #1. Once in custody then bring in social workers or other to help with further care. I dont trust a social worker over a cop to help take care of a violent person.
- If involving crime, police should handle. Follow up could be support services.
- You cannot eliminate the need for police in any or all.
- depends - police are always the first to respond to any emergency, no matter what the reason
- Pretty much all nonviolent crime
- Social workers can work in partnership with police, but police should be in charge of any dangerous situations.
- The last three could be handled in unison with other police personnel as well as social workers.

- Sex Work
- Only if they aren't breaking the law
- Police should come from a background of psychology and peace training, not armed forces.
- Police should have a role in all of these issues. Maybe not the primary role for the first three. The last three are unquestionably primarily police issues.
- Let the police do there job!
- Protests and demonstrations - should be handled collaboratively with Police
- Sexual assault
- I don't find this question to be well-formed. ONLY social workers? What about in tandem with police? Please consider all my answers to be inclusive of that option.
- Police should be involved in all of these to assist .
- They should be involved in all to assist.
- None
- I think most instances could benefit from a hybrid of police and non-police presence.
- I am not excluding a police role in some of these, but other trained options should be the first responder
- intimate partner violence-- be handled w. social worker in conjunction with police in case of danger.
- child abuse
- schools. no police in schools
- We still need police to police.
- Bad Idea
- Raging meth head with guns
- All of these Items should be handled initially be police.
- DV/partner violence, child abuse, protests - dependent upon the circumstances.
- None
- It depends on the issue with the above selections.
- None - any one or a combination of these issues could result in either physical or deadly force depending on the actions of the subject. Unless you have the training and right by law to use such forces a "trained social worker could be killed or result in a third party being injured and/or be killed.
- None of the above when a crime is being committed
- reopened state-run psychiatric hospitals
- None of the above a place for non police or social workers
- none

- None of the above. If police are called for a crime - social workers would be secondary responders when public safety is confirmed or restored.
- All three above can be handled by other trained personnel as long as those issues are not putting the lives of others in direct and immediate danger
- None of the above
- Police are necessary in all of these instances social work MAY be useful as a follow up in some instances
- None
- None
- None
- Social workers are NOT trained Law enforcement
- Anything that does not require immediate intervention.
- Many of the above, but not JUST social workers. Just because someone has extenuating circumstances doesn't make.
- Every issue you have here could be and has been life threatening
- Police
- I didn't check mental health because sometimes individuals with those issues can be violent. So I would say mental health cases should have both social workers and police.
- Police are needed in all of the listed above
- Would need to know more about the circumstances. In all of the choices, police response may be the best choice initially.
- It would okay to have unarmed trained police in some circumstances listed, but most of these issues ARE social work or mental health issues.
- child abuse?
- Substance abuse should be handled by both police and mental health specialists
- Both, or Depends on the situation
- In the case of intimate partner violence, not social workers exclusively for the sake of safety.
- Child abuse, Escorting police on routine and urgent calls.
- This question too vague
- All non-violent calls
- Welfare checks
- none
- Youth recreation
- I think the police should determine what they handle. All of the above should involve police at some crucial level.

- Public school student issues (ie other than active shooters etc)
- People with Disabilities
- For substance abuse and mental health issues, I think we need a new position for social workers who are also trained EMT's.
- This question is impossible to answer because it depends on the circumstance. Generally Homelessness, Mental Health & Sub. Abuse are not police matter but police have to deal with the disturbing the peace, crimes and other issues reported to them. This survey seems to be written to illicit certain responses, but will provide no real information.
- Several of the remaining non-checked issues should be a case by case basis. No one shoe fits all approach will work.
- None of these potentially violent actions
- It's important that these social workers have the means to keep themselves safe in the event that any of the above were to turn violent. This possibility is why the responsibility is handed to police, but the proper social workers have more training in specifics, so they should be able to handle themselves if violence were to occur too
- I have no idea.
- Combination of both as needed
- Depends on the circumstance
- Police should be trained to not use force in situations where suspects are in some ways inebriated
- I believe collaborative police intervention can be important with domestic abuse situations
- With police back up when there is violence, or with social workers accompanying police to try to de-escalate
- Police should respond to all things on list
- Police and social work together on intimate partner violence
- Crises involving children
- I feel these issues checked should be handled by a COMBINATION of police and trained social workers.
- All of the above may need input from more than one department. Aggressive homeless need intervention. Police may need to protect mental health workers as situations fluctuate. Traffic seems to be clearer police area.
- Note: may need police/civilian response depending on circumstance
- Youth gangs
- To elaborate, there are situations in which you need a social worker until it shifts and you might need the police.
- It isn't the above categories that distinguish who should handle it, but the level of threat or risk of violence.
- I don't think this is either or. Ex. Mental health issues and violent = both.
- None - I think all of these issues can have an armed person and it is not the place of a social worker to deal with that.

- None
- victims of sexual assault
- Children and adolescent disputes and misconduct
- None. Agencies could work together outside of 911 calls
- I believe that trained social workers should be support to police.
- Child and Elder Abuse
- Unfortunately police have to step into to some of the above
- family disputes involving minors
- Child domestic violence and partner violence should have both police and social workers present.
- None - let the police do police work
- a violent person needs to be treated differently than an "ill" or homeless person.
- Police should be involved with the homeless only if a crime is committed.
- Some of these would potentially require personnel both from the police department and other agencies, that is, they aren't an "either/or" but a "both/and" answer.
- initially NONE
- All of above with trained social workers and police working as a team.
- I believe outside of protests, demonstrations and crimes some of these issues may require response from both or at least special training for all police officers. I believe Duxbury, Mass has a program to look at that may be beneficial.
- Most of the checked situations require both this skills and authority of both social workers and police
- The four I checked may require police personnel as well as others.
- All these involve social worker skills and resources and May need police skills and authority
- None
- None of those
- Child abuse
- Intimate partner violence needs both police and social worker
- child with arrested parent
- Diversity issues
- Issues related to student behaviors in schools
- Racial profiling
- Not a good question since mental health issue could lead to violence. Police 1st, SWs 2nd
- None. They can all be violent and need police presence.

- Every situation except for violent currently-occurring situations. Any 'crime' or situation addressed after it occurs need not include armed and outfitted officers.
- Autistic individuals
- None of the above
- None of the above
- Implicit Bias/Self discovery surveys
- I think social workers should accompany police in circumstances where there is a potential for violence.
- child issues. domestic problems, insanity
- None - LSW only in addition to Police, assisting them as needed
- The first three can be handled by a social worker, but often these situations need a police officer for safety reasons as well.
- anything non-violent
- Relationship abuse and drugs require both professionals
- Any offense less than a misdemeanor (i.e., violation, citation)
- Police should handle all matters that are criminal or possibly criminal. I think this question is flawed in that it doesn't accurately reflect the reality that many who are mentally ill, abuse substances, and are homeless commit crime. As someone who has worked with children who are mentally ill with severe behavior disorders, I have seen the positive effect of a police presence when a well-trained team of social workers and educators can't help to keep a child safe.
- Intimate partner violence after dangerous individual is removed
- None of the above
- None - Police Officers are trained to handle all of the above and if deadly physical force is introduced by the suspect only a Police Officer has the ability and duty to intervene.
- Violent home invasions/burglaries along with any type of call that involves a person with a weapon as those are the types of calls that POPO seem to become militarized
- None social workers don't belong on the front lines of police work
- None
- Any family issue that involves a child.
- The police should handle criminal affairs. The guise of traffic stops have given unnecessary power to the police.

Appendix D

9. If Yes, please elaborate (Have you or someone you know experienced physical mistreatment, harassment, or intimidation by a police officer?)

Because of the deeply personal nature of some of the following comments, the task force redacted anything that might be used to identify an individual, an officer, or specific incident. We did our best to both elevate everyone's voice and story and protect community members' privacy. When in doubt we chose to err on the side of redacting more rather than less.

Other than redactions, these comments are verbatim.

- Well. They lied and said I ran a stop sign. Then pulled me over. Asking for ids. I had a person in the back. He had a warrant. 7 cars later. I'm searched, my wife, my car, all without my consent. Took a sobriety test. Which I passed. Detained for 90 min. Then let go. [personally identifiable incident redacted] 2. I was pulled over for no light on my license plate. 3 cop cars later, I'm behind my [vehicle redacted] and the cop adjacent to me has his hand on the gun. While my wife and [age redacted] year old daughter watched... I have about 10 more. Just tired of typing.
- Have experienced, witnessed or know of- clearly racial targeted arrests Numerous instances of DWB excessive force excessive response to incidents that involve POC dismissal of complaints when made by a POC intimidation unlawfully surveillance
- When I was [age redacted] I was part of a domestic violence relationship. I filed 5 police reports. They never separated me from my abuser to interview me. After I left him he continuously showed up to my house. [personally identifiable information redacted] They refused to give me an emergency court hearing for a restraining order-even after I woke up to him sitting in my living room- because they claimed I had never pressed formal charges so it was a "waste of time because I'd be back with him anyway." This was in [location redacted, not Saratoga Springs], but I feel it is a systemic problem.
- I've had two close friends describe being detained and handcuffed because they "fit the description", which turned out to be "black man walking down the street" and behaving erratically in one instance, or looking suspicious in another.
- Officers using their words and body language as a form of intimidation in multiple interactions with me as well as physical attacks against Black men in Saratoga
- My husband was stopped for no apparent reason back in 1992 in [location redacted - not Saratoga Springs] after being seen as a black man only for the officer to tell him "we don't like your kind here, go back to where you came from". My husband said nothing and was left to proceed home. Or how about as we drove under a yellow light in [location redacted - not Saratoga Springs] back in 2013 an officer sitting at the red light pulled us over saying we went through a red (clearly he would have been in the roadway if it was green on his side because the light turns quick) husband was driving police officer giving him a hard time then seen me being white in passenger side let us go.
- Guy I know was thrown down a flight of stairs while trying to report a crime. I have had a cop lie to try and make a case against me but luckily my family had money for a lawyer to get him caught and suspended if not for my privilege my life could have been ruined.
- During a peaceful protests my friends were pepper sprayed by police.
- I have witnessed the terrible behavior of police in several occasions. Most notably during chowder fest. Heavy handed, these officers had no business working with the public, let alone being on a police force

- Extreme disrespect at traffic stops. Aggression and mishandling of peaceful protests
- every single protest for BLM.
- I have lived in Saratoga Springs most of my life and currently live walking distance from [location redacted]. I have not personally experienced any excess treatment from the SSPD, but I have from other departments in places I have lived for up to a few years at a time. The people that I have seen receive excess treatment from SSPD are generally people that are repeat offenders of small crimes that invite this extra police attention upon themselves.
- Personal altercation with officer when no other person (who were all white) had been stopped.
- My friends of color are stopped in Saratoga Springs far more often than I am and we have so I, at driving habits.
- I have seen the difference between treatment of people of color v white people on Caroline street. It's quite telling.
- My husband is [race redacted], 10 yrs ago worked as corrections officer at [location redacted]... And he experienced harassment, like crude jokes about having a white wife, and mixed kids,,, and accused of not being strict with the [race redacted] prisoners... Being soft ,, on them. After a few years he quit ...his goal to be in law enforcement in some way, over.
- I choose not to elaborate due to legal advice
- I'm muslim, so security officers at airports or at the Canadian border are almost guaranteed to harass me
- We watched the appalling video of the protests in July and how it could have been calmer w less escalation
- I was in a large car accident [location redacted]. The responding officer had an aggressive demeanor upon his arrival, [redacted]. When my [family relationship redacted] had reached the accident site, he was aggressive towards her and ending up giving my friend, whom was driving the car a ticket because he said "people like you should feel real lucky".
- military vehicles and chemical agents used on a crowd of peaceful blm protesters
- Violence in July at protest.
- Have been dismissed and disrespected in my professional capacity when presenting another way of de-escalating a situation as i had a working relationship with the person. We may have different roles but we need to work together.
- Here in Saratoga? I have not, but in other cities I know people who have. This question is kind of confusing I don't know what group you're talking about.
- You want me to write an essay about trauma I've experienced at the hands of the police? Okay. [personally identifiable incident redacted]. And more, but that's the only one I want to write about. Also latinx is not a catch all term for anyone who is Hispanic. It is a term that applies only to Latin Americans (and it's not a term that many Latin Americans use). Spanish people and on-Latin American Hispanics won't fall under that term.
- While reporting [personally identifiable incident redacted], I was initially mocked and dismissed. It wasn't until [redacted] to report the texts and emails that they actually took down my information. [personally identifiable incident redacted]
- Although I do not believe police to have malicious intent, I have witnessed abuse of the power in several occasions. I was in a car crash with a speeding off duty officer in his personal vehicle. He wasn't wearing a seatbelt. He got no tickets. If it was reversed I would have been in big trouble, reckless driving, speeding,

failure to yield. But since he was a cop it was ok. He was above the law. (This did not happen in SS.) Police can be arrogant and aggressive, even when it's not necessary.

- Teenage son and his friends handcuffed and placed on knees when walking home after midnight (curfew?) and stopped by police. Parents called to scene and kids handed over to parents. We were livid. Totally excessive. Police never stated why they handcuffed them other to say they were out past midnight. Friend's daughter hit with pepper bullets at July 2020 BLM demonstration. She was peacefully protesting.
- I have found officers to be hostile at times when this was not needed. I also know some members of our community who are people of color who are scared their sons will be pulled over repeatedly because they are Black or Brown. This is because of their experiences in the city.
- I have lived in larger cities where it is a more common issue. I have not experienced it in this city.
- Husband was pulled over ostensibly for expired registration and had car torn apart by officer looking for drugs which were never found. Husband was handcuffed and put in back of squad car while this was happening. Was eventually let go when another officer approached the scene. Also had friends who were mistreated by Saratoga officers during peaceful BLM protests.
- My children are biracial. While there has been very little interaction with police - the interaction has been pleasant. However there was one issue when my son was with a group of friends and my son being the only one of color was specifically called out and questioned / for NO reason. Had he done something to cause that questioning believe me I would be the first one to discipline him. As a teenager it bothered him greatly and it bothered his friends. It sends a message that is hard to reverse and completely unnecessary. As a parent I stick up for police - reminding my kids to obey ALWAYS- as they should a teacher or a coach. It is difficult to explain that to a child. Thank you for addressing this.
- Our son, who is Black, was thrown to the floor and cuffed when police responded to take him to the hospital on a mental health issue. Social services workers were on the premises but they are not allowed to take patients to the hospital.
- Friends were stopped for skateboarding after dark. The officers told everyone to sit on the curb instead of the one black man who they asked if he had any weapons needles or drugs on him. My neighbor was walking from her house to her driveway and a police officer driving by stopped and ran her license plates. She's black.
- Handling of Black Lives Matter protests.
- Pulled over for having a person of color as a passenger, followed excessively in my car for the same reason. Pulled over for music too loud in my car and questioned the Passenger that was a person of color.
- [personally identifiable incident redacted] -- in the summer months on Caroline Street I witnessed an officer calmly walk an explosive white man off the premises of a bar Over the span of 20 minutes the officer calmly stayed with the screaming and pushing individual, simply verbally encouraging him to leave. The man had started a fight inside the bar (I remember specifically a man almost opened his stall in the bathroom and he tried to fight the guy). The officer had incredible respect and gave space for this man, never touching him just pointing and encouraging him to proceed down the street, as the man was pushing and screaming profanities. In a similar situation, I saw a cop roughing and arresting a black individual who was rowdy leaving a bar. This black man was not nearly as brash as the white man in the incident mentioned above. In these incidents the white man was louder, violent and overall a bigger concern for public safety. Whereas the black individual who was similarly rowdy in a bar, he was forcibly removed. This to me shows that if you're rowdy and white on Caroline street, you'll be kindly encouraged to leave on your own accord as you scream profanities, but if you're black and rowdy on Caroline street you'll be immediately forcibly removed.
- Pulled over for new reason and a poc.
- Harassment and arrests at black lives matter protests

- Cops don't give other cops traffic tickets. Have been called a ni**er by several officers. Have heard officers use the word ni**er as an insult and regular conversation.
- My [relationship redacted] was harassed by a local policeman who was subsequently fired for his record of intimidation and harassment.
- Too many times to list; who gets pulled over, police being intimidating at protests, minimizing/ ignoring my personal requests for help with a DV matter, rudeness to women and minorities
- Had conversations with people of color.
- Darryl Mount was murdered by SSPD.
- I watched officers try and escalate a peaceful protest in Saratoga. When the peaceful protesters were walking to the park, police followed in riot gear, pushing protesters forward. They were clearly trying to escalate the situation.
- I know of immigrant members of the community who have been stopped and in some cases arrested by police whose only grounds for suspicion was the "different" appearance of the suspect(s).
- I was pulled over on suspension of a hit and run, because I "fit the description." When in reality the person they were looking for was driving a completely different car, they were just also a black male
- 1. my friend has been stopped multiple times by SSPD for traffic stops, they would have at least 3 cars there for a traffic stop, not to mention he is black. 2. darryl mount
- I don't remember the exact situation but it happened to my friend.
- Officer [name redacted] intimidated and harassed my friend when she was [age redacted], telling her [redacted]
- I have been spoken to in a very rude manner by Saratoga Springs police officers, twice. My daughter was followed home by a Saratoga County sheriff's deputy for a very shady reason.
- Many of my friends have been harassed by police officers, more times than I can count on my hands. During protest, while walking at night, while getting arrested, after being arrested, etc.
- 1) Singled out and questioned when they were getting ready to perform music (doing their job). There was nothing going on to prompt this type of questioning and white musicians in the gig were not questioned. 2) Violence against protestors on Broadway.
- My daughter is Black; she has told me she has been profiled by city police more than once.
- I have been constantly harassed by saratoga police. One main officer [name redacted] who was obsessed with me. I was inappropriately touched by [redacted] police officers. I was a domestic violence victim and instead of helping the police left my abuser in MY house and [redacted]. Fuck the police
- Myself and my person of color friend were eating and the cops came in and arrested him right in front of me in cuffs and everything, they didn't give any explanation besides "you fit the description" that they were looking for, when he was with my the whole time.
- Too many stories to outline. The harassment I have seen based on race is shocking and I have been directly impacted even though I am white. I have watched my husband be bullied and brutalized more than once when we were the victim (of theft and of assault). My best friend was stalked by a cop. It goes on and on.
- I was arrested several times as a minor for riding my skateboard. All times resulting in a young teenager being handcuffed to a wall in the police station while I waited for my mother to arrive and pick me up. I was profiled simply because I was a skateboarder, harassed and arrested even though I had broken no laws. I

was pulled over dozens of times leaving [location redacted] because she lived [location redacted]. I was never given any tickets just questioned and let go. They were simply prying. [location redacted] was surveilled for months by police (they would park outside for hours) because they assumed that my friends and I coming and going as mid 20 year olds were dealing drugs and because most of the people in the building and my friends were Black and Brown. They had zero evidence and I have never been arrested for any serious offense for them to come to that conclusion. I was pulled over for a cracked taillight on my way home from dinner with [identities redacted]. The officer asked me several prying questions about what I was doing and where I was going and then told me I could go because nothing came back when he ran my license. [personally identifiable incident redacted]

- When I was [age redacted - a juvenile] years old I had attempted suicide [location redacted] and instead of approaching the situation like I was a scared, tiny, [age redacted - a juvenile] year old girl who needed to be handled with care two large white male police officers tackled me onto my bed pinned me down and dragged me out of my house in handcuffs
- I have two black sons - both have been harassed. And as a gay man I have been targeted by police including harassment.
- The position of a police officer is a position of intimidation. The only people who do not believe this are the people whom the police actually protect. The women I know who have been in abusive relationships have been in abusive relationships with men who are cops or men who are friends with cops. Cops who saw the abuse and supported it, who protected the abuser. I think this speaks to the type of people who become cops. This past year, Saratoga Police officers were frequently on duty in public and pulling people over without masks and improperly masked, during a global pandemic and health crisis. This not only qualifies as doing the opposite of the oath to PROTECT and serve but is also an act of intimidation seeing as it is actively putting anyone they interacted with in danger. In light of the fact that the force did have break out of covid-19, this should be evident. How long were officers contagious and on duty, unmasked, before testing positive or developing symptoms? There is also the response made by police on Thursday, July 30, 2020, to a peaceful protest. The sudden show of tanks, gear, numbers, and the use of tear gas and police horses, falls under all categories of physical mistreatment, harassment, and intimidation. The fact that this coincided with both the back the blue rally and the upcoming return of the racetrack tourist season makes this show of force evident of who the police are actually protecting: the conservative, the rich, and white, whether they are from Saratoga or not.
- Intimidation at protests
- SSPD has pulled my daughter's father over numerous times over the last 20 years, and pulled him out of the car to talk, even when in someone else's car, just because he's black. No traffic infractions lead to him being pulled over, and no traffic tickets given after. I also know of another black man who was ticketed by SSPD for driving without a license, even though he had a valid license from another state.
- Police officer used person reporting a sexual assault to try to badger her into naming folks involved in a drug deal
- Followed by the police just for walking.
- Myself and many friends have been brutalized by police around the state and even country. At protests and otherwise.
- Assumed car has been stolen since it is nice and my family is brown, has happened multiple times.
- I work in Saratoga. Should be an option in the beginning. When we criminalize poverty and addiction, these interactions are inherently dangerous. I have personally been intimidated by officers in Saratoga and by the park police. I have seen POC be targeted at events and assistance delays for "questionable" individuals. I watch the police "monitor" the homeless for hours (ie: sit face-to-face in their suv) downtown. Its sad, intimidating for ME, and generates distrust in the department.
- I believe officers need training to recognize those with special needs. My [personal relationship redacted] has [medical condition redacted]. He looks like your typical [age redacted]. However, his odd behavior is

noticeable, although not threatening. A police officer mistook him for a drunken person and scared the heck out of him. I need him to trust police. My [personal relationship redacted] doesn't trust anyone in uniform at the moment. The police are supposed to keep he and everyone else safe. My younger son is training to be an officer. I respect the police, but agree a fine tuning is desperately needed. Thank you.

- A member of my extended family is black. His wife is white.. He is also a paramedic. He is pulled over when driving often even when his wife is with them. If she is driving, there is a definite difference in how they are treated. If he is driving either with her or is on his own, the attitude of some officers is different. More suspicious and at times confrontational.
- Last year, my boyfriend (who is white) was pulled over for no given reason by the officer while I was in the car. And when the police decided he didn't like my boyfriend's story of coming from [location redacted] (even though it was the middle of the day which makes it plausible and was also true), the officer made him get out of the car and used intimidating language before letting him come back to our car and then drove off. Still no clear reason why he was pulled over.
- The Darryl Mount, Jr. Case and the lack of transparency. Police catering to the tourists from the Racetrack over needs of residents.
- Intimidation, yes, but appropriate to the situation. Their job is to enforce the law. There will be times when a non-compliant person will need "intimidating." Also: Question #7 is poorly written and misleading.
- I was living in Saratoga Springs at the time (on [location redacted]). I was at the counter protest to the Blue Lives Matter rally in July when there were pepper bullets fired into our crowd despite protesting peacefully. We were told we'd be arrested, which could have happened without the pepper bullets, but the police chose violence instead. Robin Dalton then told the community that there was no pepper spray used, which was a harmful misrepresentation of the truth. The difference between pepper spray and pepper bullets is basically null.
- 40 years ago, does it matter?
- As a car driver leaving downtown i was pulled over by Saratoga PD for suspicion of consuming alcohol. I had pizza only. Just because I was parked across from [location redacted] an assumption was made by the officer. [personally identifiable incident redacted]. I felt I was pulled over on the last day of the month to meet a dept arrest quota. Im a longtime taxpayer and what occurred was unprofessional.
- unnessesary stops for non issues
- Many of my non-white friends have told me about incidents where they've gotten much harsher treatment/punishments for small things like speeding
- Numerous BIPOC who have been treated with violence for doing the same things that I am doing as a white passing individual
- On February 7, during a protest on Broadway, I observed a group of men, many in biker gear, gathered beside a Saratoga Springs police vehicle position behind a row of police personnel in riot gear. [redacted] video recording of one of these men describing the protestors as "black and pathetic." He appears to identify himself as law enforcement, before quickly stating "law abiding citizen." The presence of riot gear was itself intimidating and, in my opinion unnecessary based on what I observed of the protest, and the presence of this group of men, who were clearly known by member's of the department, eroded my confidence that the Saratoga Springs police department operates without bias.
- Every POC I have spoke to in the city of Saratoga Springs has had experience with harassment and/or intimidation by a police officer more than once. I have personally had two encounters with SSPD. One when I had property stolen, and the second involved driving 37 in a 30 mph zone. I was patronized, treated rudely and intimidated by both male white officers in each occasion. I am a [age redacted] white [gender redacted], and if I received such discourteous behavior, I can't imagine what it's like for marginalized people.
- My friends have been pepper sprayed and tear gassed by SSPD at protests

- Even at the most uneventful protests, police officers have jeered and made distasteful comments to my peers. Other times, police have escalated situations and abused their positions of power and made a peaceful protest unsafe and violent. I know people in Saratoga who have had extremely negative interactions with the police and their escalation at protests or otherwise.
- Jumped on, knee to the back and back of the head/neck. Forced face down, unable to move, not resisting, complying to orders. Officer demanded my hands but I couldn't give them my hands because their weight was on top of me and one of my arms was under me.
- Personally, falsely arrested. The DA & then the court protected the police. I think they fear them & retribution from them. I know several others that have been mistreated, arrested, bullied by the police.
- My Black friends have been stopped multiple times by SSPD while simply walking down the street and asked for identification and searched their bags. Additionally, SSPD have spit on my friends.
- When I was younger, I was stopped regularly while driving even though my driving was no different than it is now. It was clear to me that the police found it safe and appealing to stop a young woman, and they enjoyed doing so.
- Wilton State Police are full of revenge.
- A friend was pulled over for a traffic violation, despite presenting a NYS drivers license, the officer asked "how long he has been in the country". This sort of microaggression perpetuates racist behavior.
- I was intimidated by a [description redacted] Saratoga Police officer around 2005/2006 when living [location redacted] for having a [personally identifiable incident redacted] on my vehicle. She insisted it was illegal and threatened to call her Sergeant. I stood my ground and told her to call him as I was not doing anything illegal. She finally gave up and left. Also summer of 2004 I was at the end of Caroline street in the evening across the street from Trotters, and a drunken black person was physically abused by the Saratoga Police department. I remember he was tased repeatedly, even when clearly on the ground and no threat. I had an old Erickson phone that barely took video and tried to start filming and an officer yelled at me to stop filming immediately in a threatening manner. It was the first police violence I'd ever witnessed in person.
- My husband was involved in a small accident that was 100% caused by the other party [redacted]. When insurance became involved, the blame was put on my husband. Turns out the [other party redacted] who caused the accident was the [relationship redacted] of a police officer in [location redacted]. My husband was screwed and did call and speak with [name redacted] personally, who stated there was not much he could do.
- Friends who are Black have told me that Saratoga police have intimidated and harassed them.
- Young people are pulled over with regularity. Police have arrived with preconceived notions rather than immediately trying to diffuse or being open to discussion. Parked vehicles being approached and questioned for no reason.
- I've seen police pepper spray someone for no reason. I've also experienced discrimination with traffic violations (or been extremely rudely spoken to despite being polite). Also seen police violence. Non locally-someone I know was murdered during a confrontation with the police... should not have come to that.
- The bottom line for a cop is to get to the answers and I have personally been lied to to get to that answer. I don't appreciate that technique.
- my sons have been stopped by the police on numerous occasions, especially when in the company of non-white friends.
- Not here in saratoga, but out west. I believe that most officers treat people equally and do their best, but I also believe that some need serious remedial training to see past race and social status, and to learn better social service options that don't involve resorting to violence.

- Differential treatment based on race. My immediate family is 50% of color/Hispanic.
- pulled over for minor traffic violations - was questioned to death with ridiculous questions that had no bearing on the issue at hand question example "why is there a suitcase in the backseat of your car"? The police were relentless and asking questions that were not related at all to the minor violation....And we're basically treating me like a criminal.
- One gave me a ticket for [personally identifiable incident]! I think he was a Nazi pig cop
- Following high school years on different occasions friends and my self (not together at the times) due to our age (and their color) harassed and threatened to be thrown in jail if we did not provide answers. Pulled over because my car was red and "suspicious"
- Friends of mine of color have received different treatment from police then I have for being white.
- Sister called police when ex-partner broke restraining order (partner violence) and she was told to "get a divorce". Friend was wrongly accused of trespassing and arrested on her own property.
- Acquaintance received pepper spray in face from law enforcement during a rally in Saratoga Springs during summer 2020.
- Rather not say
- I have been told of many and also witnessed a few instances of intimidation (which at times escalated situation) by SSPD in particular with young people, two during a mental health crisis, other times officers using physical size and threats.
- I have attended a number of racial justice rallies in Saratoga Springs and have heard first hand accounts of discriminatory practices.
- Friends/some family members, stopped over and check for violations. As a POC, often experience "stare down" while other non-POC walk by without even a look.
- Many friends who are black have been harassed in one way or another by the city police or they have told me that their children (especially male children) have been harassed and disrespected by city police officers. Many of my friends were among the peaceful protestors on July 30, 2020.
- I have. And I have stories of it from friends of color.
- 16 yo looked like a description, was approached by a car, chased, tackled to the ground, arrested. It wasn't him. Black friends of my kids were targeted frequently.
- I work with primarily youth of color. Many of these children have shared with me about experiences of being stopped and questioned by police officers. I remember one boy told me that he was ok with it because people who looked like him were bad. All of my Black male friends can tell at least one story of when they were stopped by a police officer for no just reason.
- As a person of color, I have been mistreated, harassed, and intimidated by a Saratoga Springs police officer after a questionable traffic stop.
- My friend's adopted African American son has repeatedly been harassed. One time they showed up on her doorstep offering to remove her son and his friends from [[location redacted]]! Another friend's white son who has an African American friend has been taken into custody for shopping with his friend in downtown Saratoga with no crime committed. Business owners and police have been responsible for these events.
- My son and his friends were brought to the police station. No reason was ever given, but the only thing that was different was that one of my sons friends was black. When my son was with white only friends there never was a problem. There is clearly prejudice in the police department and their treatment of people of color.

- I am a Social Worker and have many years as a therapist in various communities. I have worked with clients who felt targeted or profiled unfairly. Some have claimed harassment, intimidation.
- stares, stops when i did nothing wrong, people of color I know have been beaten by police
- A friend of mine was pushed to the ground during a BLM protest. Darryl Mount Jr. was chased by police and then died with no thorough investigation.
- Racial profiling, specifically traffic stop for no infraction
- It's not my story to share.
- My black family members have been pulled over often for driving expensive cars and harassed about who's car it is. They are wealthy and it is their own car.
- In 2014, followed by city patrol while jogging.
- I know many BIPOC who have experienced physical mistreatment, harassment and intimidation. I don't feel to elaborate further as they are not my stories to tell.
- Friends of color who are stopped frequently or treated much more harshly. I have been let off of traffic tickets several times which I doubt would have been the case if I were black, based on my friends' experiences.
- Was pulled over for no apparent reason and was questioned about my identity. The officer refused to believe who I was and that I was driving back to my college (I was attending Skidmore at the time). He came up with excuses about why he pulled me over changing his reasons each time I asked.
- Mistreatment of a sexual assault/potential trafficking survivor presenting at the ER. The LE officers arrested her and tried taking her to the station before she received full medical treatment and was discharged by hospital staff.
- When I was [age redacted] I was stopped by an SSPD detective. He asked me questions like how I was and acted as if I should know him. After it was clear that I had no idea why he had stopped me and I didn't know him, he said that he was sorry and had the wrong person (it took him 8 seconds to realize this). I will be clear, the officer was very respectfully but it was also clear that I was profiled because all of us Asians look alike. I have no doubt if I was white, I would not have been stopped and that my case was akin to mistaken identity. But had I been a 'lookalike' for a known violent felon, would things have been different? While not the grossest example of harassment, this is most certainly a reflection of how police are taught to police and their own internal biases.
- Twice in my life I felt profiled for drug searches simply because of the way I was dressed. Neither incident was in Saratoga.
- Prefer not to elaborate.
- The teargassing of peaceful protestors this summer at BLM protests intimately affected peers and friends of mine. Police officers belittled myself and other protestors verbally and with their body language and actions
- Police brutality, especially at protests
- I watched it during protests last summer. Just like nationally, white people get kid-gloves during any unrest or protest compared to non-whites. It felt like identifying with certain groups was happening, which creates inherent empathy and bias.
- students from Skidmore College who were participating in a peaceful protest
- My partner is a masculine female and have had multiple moments where the police where they were clearly uneasy.

- The Saratoga police have repeatedly intimidated members of the Skidmore community, specifically Black members of our community. I have also had friends encounter police on drug and other alcohol calls who have been rude and disrespectful towards their identities and the care they deserved in those moments.
- A black male friend of mine was arrested at age 18 for simply entering [place of business redacted]. They said he looked "suspicious". He was a child.
- A colleague was harassed and threatened a couple of years ago. He was profiled and pulled over for the simple infraction of driving while black. He is an upstanding member of the community. This harassment was followed by the police officer stating he can do whatever he likes to my colleague and reminding him he knows what he drives.
- I was stopped by a NY State Trooper who was going the other way but turned around and followed me (with other cars ahead and behind me in a slow single lane) for more than a mile on local roads before pulling me over. We had a good conversation and no ticket was issued because I made every effort to make it a positive conversation, but it was an extremely intimidating approach and not the only time for me.
- I've witnessed police disregard or minimize intimate partner violence and sexual assault victims/survivors, hate crimes committed against trans/non-binary folx, and violence or verbal abuse directed at people of color in the community. In COVID, I've also witnessed several officers not comply with mask wearing expectations - setting a terrible example as alleged community leaders and safety officers.
- The son of a friend of mine was physically mistreated by Saratoga police while he was briefly under arrest for a minor infraction (the charges for which were later dropped).
- My friend that is black has experienced hostility/fear due to a police officer
- When getting pulled over after waiting for a cop to parallel park, then driving ahead as I thought he was done, got stopped and received a ticket. I asked why I was getting a ticket. Officer responded "you don't know?!" with a scoff and just told me to give him my license and registration. I gave it to him and after awhile he came back with a ticket about blocking an emergency vehicle. I think we should be able to ask why we are getting tickets by authority figures. In this situation I was not given an answer just the ticket after sometime.
- I attended the summer black lives matter protests, including the night when SSPD shot pepper balls at youth protesters in the streets and made fun of the people protesting for equality. We were also doing SIDEWALK CHALK on the sidewalk near the city hall once during a protest and received threat of arrest
- My friend got harassed due to her being lesbian
- Cuban friends getting pulled over and police lie about speed on ticket. Horse cop at the July protest had his hand on the trigger of his gun when the protesters were corralled in the entrance to congress park. Also that night the county sheriffs shot at and arrested peaceful protestors.
- I've seen police harass and arrest a non-white homeless person who I know while white homeless people are not treated in the same way.
- Many friends of mine have been mistreated by the sspd specifically during protests.
- I've personally seen police officers completely ignore someone who needed help because they were passed out, and then they proceeded to arrest this person.
- Plenty of my friends experience unfairness by cops it's unacceptable for an "esteemed" department
- I have witnessed the SSPD drag a man from the street for slamming his hand in a car after it nearly hit him. They used excessive force and when the driver of the car tried to wave them off they ignored him. This took place on Caroline street in the daytime.
- I have witnessed this multiple times after living in Saratoga for 52 years!

- Homeless people not treated with respect. Every time I have witnessed an officer entering the public building in which I work, it is with an imposing air of superiority and power. Very intimidating.
- Many people I know including myself were at the protests on July 30 where police officers used pepper pellets and physically intimidated people with horses.
- On multiple occasions I've experienced officers taking an overly aggressive attitude in handling minor infractions. One threatened to arrest me for having an expired vehicle registration. Another pulled me over and was verbally abusive after I had passed by his parked car that had its lights on. It was very unclear where cars were being directed and I had slowly crept by looking for some signal. He berated me for about 15 minutes. Both incidents were clearly a power trip for the officer involved.
- police trying to trample friends with horses and tear gassing them
- False seizure/cuffing with intent to arrest a friend who was enjoying a peaceful day at the track and had zero resemblance to the wanted suspect by complexion, hair texture, eye color, age and build, other than shared African ancestry. This was deeply shocking and physically traumatic to the detained person even though released before being falsely arrested after family and friends intervened.
- My family is black so sometimes people or police look at us differently or think we're suspicious. In the past growing up my dad's had all kinds of run ins with cops
- A friend was arrested at a BLM peaceful protest in summer 2020
- —My nephew was arrested and mishandled in Baton Rouge at a BLM protest. —My brother was beaten by an officer at a protest in 1969, and my other brother had his head cracked open by an officer at a different protest in 1968. —I witnessed an officer issue an unnecessary ticket and summons to a young Black man when I was riding along with the officer on his beat in part of a drive to improve community relations in 1968 —My son was harassed by police and moved among jails in NYC all night for non-payment of a ticket in 2019.
- A friend was experiencing a mental health crisis; police responded with intimidation
- no comment.
- [age redacted] hispanic friend living with us -- pulled over by State Troopers for tinted windows south of [location redacted]. I was on the phone with him thru the entire event. He was required to exit his car, ultimately arresting him and ticketing him on a series of small things (incl driving on a [state redacted] license). I asked him to ask the officer's name, "That's not important now -- you don't need to know that." ?!?!? The cost of the day added up way beyond his [redacted] delivery wages. Incredible to hear it escalate to a full arrest!!
- I have been a victim of intimate partner violence. Unfortunately my situation required that I file multiple police reports, and while some of the time the officer was sympathetic, I also experienced a re-traumatization by the officer belittling my experience or I should just ignore the behavior. This was not the case for all officers, but it did occur more than once.
- Darryl Mount was killed by Saratoga police. My family and friends have been harassed by police in the capital district and NY state their whole lives. Recently a friend waiting for a bus to work was accused by police of soliciting. List goes on and on.
- I have been following the Darryl Mount case. I also know people personally who have been harassed by Saratoga Springs Police Department. I know other individuals who have been harassed by other departments.
- My [relationship redacted] was pulled over for [traffic violation redacted] by SSPD [date redacted]. She was harassed, handcuffed and taken to the station, then released without any further action. The officer tried to engage her inappropriately in the car [personally identifiable incident redacted] She was traumatized and is the last person who would need to be handcuffed especially for such a minor infraction. I believe this was

illegal. We retained a lawyer who said he never saw such treatment. We were reluctant to go to the police to report it because they have many times been disrespectful to us in our 30+ years residing in SS. We felt they would retaliate in some way. That's our general feeling of the SSPD and we are not in the minority population. I can't imagine if we were.

- Stopped for no reason
- Public inebriation can be handled without the drunk being physically bruised and bloodied. Hopefully.
- I have been sexually harassed/ verbally manipulated by officers
- My children are bi-racial. During this summer of protests, my oldest daughter was not harassed but she was "noticed" by several officers. It was interesting as she was stopped one day as she was walking to discuss her involvement in a demonstration. The conversation was racist in undertones, as she was being addressed as a good little black girl...not in those words, micro aggression.
- Black youth are profiled. I have been driving and pulled over for minor traffic violations and the Black passenger is questioned and on an occasion I will always remember, was asked to step out of the car when I was not.
- A friend's son in his late teens was severely acting out. The parents called police. A police officer entered the home and within minutes threatened to shoot the son.
- Many friends have been treated disrespectfully and violently during peaceful demonstrations.
- Wrong place/wrong time gun to head waiting for a tow Followed for miles but never given a ticket for going over the speed limit Told if fight ticket in court they will increase the charge
- Harassment of African American family members.
- Justice for Darryl Mount
- I met the women through my church partnership with Dye Phelps Memorial AME Zion Church.
- Mistreatment, beaten and abuse of power
- My family member participated in last year's PEACEFUL protests in the city and were treated like criminals. Having military tanks on Broadway is not what our city should aspire to be.
- Traffic stops done for unnecessary reasons
- My son was taken down and handcuffed when [redacted] called the SSPD to take him to the hospital on a mental health issue. In addition he has been harassed repeatedly on the street and while driving.
- multiple times at peaceful protests
- Bring arrested and assaulted by undercover police
- young black person being pulled over multiple times with no real cause.
- I saw video footage of what happened at blm vs. blue lives matter protest this summer. Harassment toward people not supporting police. Also, tanks? Wow, not necessary in community protests.
- Not in Saratoga Springs
- When I was teaching in Troy I had many students and parents share their stories of police discrimination. As well as I have seen Saratoga police officers harass minority homeless people over white homeless people.

- Not in Saratoga but at a different location. Officer overreacted because we asked a question. Our son was once stopped and treated like a delinquent without cause. Police officers should learn good manners and know that there are non white decent, respectful, educated citizens out there.
- I have witnessed a number of people being abused, harassed and threatened by SSPD and speaking out against them makes citizens a target for harassment by the department.
- Racial profiling
- Police are human. We all have our beliefs, experience, values and preferences. As a professional, I try my best to be respectful, courteous and treat each individual equally; we are human. It is difficult.
- While in handcuffs by the edge of a [location redacted], I was threatened by an officer who said "awfully big drop behind ya, better start telling me the truth". An officer at SPAC who was telling us we couldn't street perform there, proceeded to tell my girlfriend what they do to little girls like you in jail, "oh, they'll love you"
- I have been given privileges and have been allowed exceptions in exact scenarios in which my minority friends have not. They were subject to intimidation, prejudice, and even violence while I was overlooked. I believe this was due to my race and appearance.
- Police officer reached into vehicle to unlock the door, opened it and ripped me out of vehicle simply because the window wasn't rolled down enough.
- At BLM rally, I heard city residents describe their difficulties with SS police while driving and other situations.
- In my youth stupidity, I removed a parking ticket from an illegally parked car. Observed by a Saratoga Springs police officer, a patrol car came around the corner. I was thrown in the backseat, kicked, beaten and dragged into the police station. Upon release, I spent the night in the hospital.
- They were accused of resisting arrest. Thankfully, they had the resources to hire someone who knew how to get a copy of the camera footage [redacted], completely exonerating them. The young man's friend resisted, but he did not, and the misplaced accusation almost changed his life's direction forever as it would have impacted employment. He is now a manager in his career, a husband, and father. What would have happened if he did not have the resources to get the camera footage? Or if he didn't even know to ask? Full transparency of all evidence should be provided to all as a matter of due course, not just for those who know to ask.
- Someone close to me had a reaction to [redacted]. We had to call 911. [redacted] The person having the reaction was not making sense as part of the reaction to the medication. He also happened to not look like a typical white American and had an accent. The officer told him to "knock it off" and then said [redacted]. I was pretty taken aback. This person was in medical need and didn't say anything horrible .. just gibberish as he was going in and out of consciousness. He needed medical care. Not a lecture on how to be a better American. I never reported it for fear of retribution. But, it still really hurts and bothers me. I felt so bad for him and his wife. She was beside herself. I also fear this was just one of many incidents that I am sure goes unreported.
- Friends of color report being harassed and followed in stores downtown; they feel they have to dress a certain way in order to fit in and not be noticed for their color.
- The son of a friend who is bi-racial was being forcefully questioned by a police officer, ostensibly for a minor traffic violation. His demeanor changed dramatically and quickly when I, a white male, identified myself as knowing him. It was also clear that the police responded quite differently to the Black Lives Matter protesters this past summer than to the Blues Lives Matter protesters, being markedly belligerent to the former and accommodating to the latter. The subsequent escalation by the police was also entirely out of scale, that is, way beyond what was necessary, to manage the situation and clearly escalated rather than de-escalated tensions. There are others but that's two.
- I don't feel comfortable describing someone else's experience.

- Called the police to my home for help in a domestic situation (which I didn't realize was a domestic situation at the time) rather than dealing with the actual situation at hand, the police acted aggressively, quickly escalated the situation, and in the end, ended up physically assaulting me, [injury redacted] leaving me covered with bruises and then arresting me and lying about my actions. I have never been in trouble. I needed their assistance and rather than helping me and resolving any problems, they created larger ones and completely abused their power and authority.
- My son was arrested. He repeatedly asked to call his attorney. The police would not let him call and continued to question him, He was not given his Miranda warnings.
- racial disparities, thinking someone with a neurological condition was instead someone with substance abuse issues (a responding social worker would have known difference and saved the person an expensive and unnecessary trip to the ER when police put them in an ambulance and sent them there - not to mention the embarrassment of doing so in front of all the grocery store employees that person sees regularly and now have incorrect assumptions about them.)
- 4 cops left my 125 pound mom looking like one giant bruise
- Our [relationship redacted], who has been a victim of childhood rape, was living with an abusive man, called the police for help and the officer who responded, physically beat up our [relationship redacted] and put her in jail. [personally identifiable situation redacted] The policeman who handled the call was absolutely WRONG in how he handled the situation. Instead of receiving help when fearing her boyfriend's wrath, the officer beat her badly. Not right!
- An officer harassed my disabled [age and gender redacted - juvenile child] and I was forced to file a complaint with the department. I was promised an investigation and an interview but never heard back. No transparency, no consequences. I believe the department has been infiltrated by white supremacists and insurrectionists. See NYCPBA. Power corrupts, absolute power corrupts absolutely. I think the good cops would be better off if all cops were held responsible. More of the old failed ideas, "More training" are only distractions. I believe it is time to disband the department, void the contract and rehire the good cops and renegotiate. I believe the police cannot have loyalty to the PBA and the people they are meant to protect. Time to chose protect and serve.
- a Black colleague has been repeatedly stopped while driving without cause and has found dressing in a suit and tie to diminish both the incidence and the disrespect when pulled over; a highly regarded Asian scientist has found it necessary to board airplanes in suit, tie and briefcase to reduce being singled out for body searches...and I could list more, but think these are sufficiently illustrative.
- I know people of color who have not been treated with dignity and respect. If the dally this past July had been all white people there would have never been any tear gassing of people.
- Cops should not have guns.....just last week I saw a Boston cop pull his gun out on a driver who crashed his car. They are trained to be intimidating.
- Too many to list, I lived in downtown Saratoga springs for 7 years and have spent a lot of time there for a lot of years prior to living there. I now live in [location redacted]. I've witnessed police physically shove people because they weren't moving fast enough for their liking, even though they were complying, to the point of pushing them to the ground, I've been stopped and given field sobriety tests AND breathalyzers but never arrested or even given a ticket because I don't drink and drive, when asked why I was even pulled over I've been told to just "get out of here". The list goes on.
- Young men of color have been stopped on their walk across the 112th street bridge from Troy to Cohoes. They were asked to turn around and go back home to Troy. Similar situation happened to young people of color as they were crossing the bridge from North Troy into Waterford.
- A Black friend of mine recently recounted a story of being pulled over for going 5mph over the speed limit. After the officer pulled him over, two more officers arrived on the scene for a total of three police vehicles.

- Police officers out at night on Caroline street during the track season and summer weekends. Not helping residents in need and laughing at others misfortunes. When needing assistance and asking they have barely made an effort to help. I have had a situation where [personally identifiable incident redacted]. They locked the bar doors [name and location redacted] we then saw police officers getting let in, go up to the bar and taking shots! [personally identifiable information redacted] Police officer wouldn't help, we watched them take shots, it was the most disrespectful thing I have seen happen.
- Working in the MH field I have clients who come to see me as a result of their police "interactions".
- My spouse experienced initiation by a police officer while he was off duty and out of uniform. He stopped her for what he felt was a traffic infraction and did not initially show his badge, just his side arm.
- During protests
- Do you know anyone who has not at least once felt intimidated by a police officer? What is the feeling you get when you get pulled over, when you see a police officer on the street? Is it not intimidating? As a teen, a friend of mine was pulled over and made to perform a field sobriety test and grilled, told he was lying, because he was 'light dazzling'.
- As a woman I've been belittled and screamed at by police officers for standing in their way
- I was spoken to very condescendingly and in an accusatory way for something I did not do related to a traffic incident.
- our daughter and her boyfriend were the target of racial insults on Broadway this summer. They had video of the person who did this and reported the incident to the police, but the police never did anything about it
- Failure to read me my rights.
- My son is half white and half [race redacted]. While he was growing up, I was pulled over by the police for no real reason (failing to signal) and questioned. He called for backup so there were two police cars. My son was in the car with me, about 14 yrs. old. It was a frightening time and I was afraid he would be shot as we got out of the car to go into the old price chopper. Also a police officer at his school treated him with suspicion, acted like he wasn't intelligent and would cause trouble, until I finally was able to confront him and show him my son's excellent test scores posted on the bulletin board, and tell the policeman he would probably go to an ivy league school one day, which he did. This was when my son was only in elementary school. I found there was prejudice from an early age, and we were steered toward after school programs, big brother, sports, summer camp, all of which I turned down. The police assume non-white children are poor and disadvantaged, while white children want for nothing, both of which are faulty assumptions.
- Pulled over and questioned
- Police officer in my home town of Athens Georgia harassed my dad. Never had a issue with saratoga police
- Riding my bike. Police officer ran stop sign in front of me. Windows of squad car were open. I mentioned, clearly but politely, that there was a stop sign and that he had run it. Officer tailed me until I was able to turn onto a bike path and he could not follow.
- Husband was stopped by police officer as he walked to bus stop because his car was being worked on. Was told he was being stopped because he fit description of someone in area who had just snatched a lady's purse. On 6 o'clock news; they showed the man who they finally found did it. He was a white male with long stringy hair. My husband is black.....smh
- It was a number of years ago and did not take place in Saratoga Springs or County. A young man was pulled over and brought before a person who had been assaulted by a man. It was a case of misidentification. There was no apology on the part of the police department. The young man's rights were ignored and not acknowledged.

- Relative who is a person of color was pulled over, was asked to provide license, and told to drive carefully. Wasn't speeding or driving recklessly, just a black man driving a Mercedes. No reason for stop was provided.
- Young son, white, well behaved, pulled over just because he was young and driving.
- I have friends who aren't white. Need I say more?
- Not a huge thing, but it left me upset and frustrated . There was a seatbelt check blockade. When they checked the car they only looked at my registration sticker(didn't even check to see if my child's belt was on or look into the car). I had my new registration sticker sitting on my dash (I put it right there from the mailbox and I had forgotten to put it in place when I pulled into my driveway (I had my cranky child in the car). The policemen told me I needed to put the new sticker on, (he was absolutely correct) I said I was sorry I forgot and would do it. He raised his voice and told me that I better do it, he could fine me or remove me from my vehicle and was very abrasive and rude during the whole transaction that just felt like an excuse to ticket people and not one to ensure safety ([location redacted]). I have no problem admitting my mistake and was happy to place the sticker, I didn't feel that I needed to be talked to with disrespect (especially with my young child in the car) and I would have appreciated if he actually checked my child's car seat as was the legal reason for the safety check.
- There was a time police officers mentor and first offenses when not serious were used as learning experiences. I have a few examples but will choose one. My son hit with our car did property damage in a one car accident. 2 officers were on the scene the older one said as long as the damage was taken care of there would be no problem. The other wrote up the report claiming my son was going a ridiculous speed which made it a huge deal. I actually spoke to the officer and he said he could claim the speed so I ended up consulting an accident expert and hiring a lawyer. My son who was very shaken from the way the officer treated him did pay for everything...I did try to explain that some people judge you on how you look but why should that matter? My son is white but may not be as clean cut as that officer.
- I'm white. My son is black. He has been mistreated, physically abused, threatened with a gun (when he was 13), and had other multiple "living while black" incidents. The police in Saratoga Springs are dangerous for black men.
- I have experienced Police officers aggressive attitude when you ask questions and they think you are questioning their authority. My Brother was a cop. It's trained and ingrained in them to be dominant and a little intimidating.
- A black man I know has been stopped without cause when riding his bike.
- Pulled out of car for not using a blinker, had two other police cars arrive. No ticket was given after nothing was found. Racial profiling.
- Friends have been racially profiled before. Others have been uncomfortable around cops when they are walking. Still others have had cop cars tail them or keep tabs on their houses.
- Korean son of friend was repeatedly harassed by police when he was a teenager.
- Profiling of young people for traffic stops by Saratoga Police looking for marijuana.
- I have been pulled over and searched everytime I'm pulled over by Atleast three cop cars shot with pepper bullets riot gear with no riot have had cops stare me down grab the handle of their guns point gun at me a lot of different times too many to name
- Friend shot dead in Selma Ala.. I was illegal ejected from a bar in Baltimore when I was with a black friend. Read the newspaper everyday variously read of such experiences.
- I know of people that were hurt at the police protests in Saratoga this past summer.
- People in high school getting picked on by cops purely because of their race (i.e. locker searches etc)

- Many of my friends were aggressively mistreated at protests this spring/summer. Including (but not limited to) the Saratoga springs police teargassing peaceful protesters
- A number of my friends were pepper sprayed for peacefully protesting this summer.
- Profiling and arrest based on race. Not in Saratoga county but still someone I know. Not saying it does or doesn't happen here, I just have no personal knowledge of such.
- almost everyone i know
- Peacefully protesting adult was met with violent acts by police.
- I don't wish to elaborate due to trauma.
- The police shot pepper bullets at peaceful protestors in saratoga fucking springs it was disgusting and absolutely unnecessary
- Why are we doing this work for you? Y'all know what you do is wrong.
- My father and I have been questioned and harassed after 9/11 on multiple occasions simply because we look middle eastern.
- Last summer's BLM protest should not have resulted in pepper spray, rubber bullets and armored vehicles being employed against our neighbors
- Harassment , physical mistreatment , excessive force , injury's
- Harassment, Injury, Physical mistreatment !
- They have been rude to me. Also have observed them approaching people, at traffic stops, and in crowded areas without masks. Several occasions of not giving me right of way on crosswalks where there is no traffic light
- My son was always harassed by police, he was white and mentally ill but looked Spanish [redacted]
- When I was younger I witnessed excessive force being used on Caroline Street. A friend was slammed face first onto the hood of a patrol car while handcuffed. I attempted to defend him and the policeman warned me that I would be next if I didn't shut my mouth.
- A Sheriff's Deputy unholstered their gun and pointed it at my unarmed brother-in-law, who was simply eating pizza and walking home on [location redacted]
- I observed harassment when an officer wanted to exert control because he could, not because it was necessary. It was an overstep with a simple traffic stop that resulted in car being towed and license plates destroyed because they didn't think the car was insured when it actually was. The car owner offered to go home, get the proof and present to the station which was just down the road. To add insult to injury the person stopped had [personally identifiable information] known to the community and the police officer. The overstep was unconscionable and completely out of bounds. It was a disgrace. Absolute disgrace.
- I had a very negative interaction with an SSPD officer a few years ago. He was rude and would not listen to me.
- Darryl Mount and others

Appendix D

How would you improve the SSPD?

As with the previous appendix, the task force redacted anything that might be used to identify an individual, an officer, or specific incident. When in doubt we chose to err on the side of redacting more rather than less to protect community members' privacy. Other than redactions, these comments are verbatim.

- Hard question
- I am pleased that the reform task force is in place.
- I definitely think a police board, similarly to the board of education to look at complaints and other issues is beneficial to everyone. I think most police officers are in line but there is always room for improvement on any force.
- Increase continued training with a focus on community engagement
- Create more transparency and accountability. The police need less money/power, more should be allocated to the community.
- 1. Address current and past incidents of corruption and misconduct with appropriate punishment 2. Require a high level of education and/or community service experience in force members 3. Get rid of all militarized weaponry, disarm beat and patrol officers 4. Conduct extreme psychological and intelligence evaluations before being considered for hiring
- SSPD did have an incident of killing an unarmed man, and sprayed pepper bullets at protestors. Not cool.
- I want to hear more local police departments and police officers condemning the behavior of "bad cops".
- Give the Officers more money for the hard work they do.
- Let them do their job.
- Less military equipment and friendlier uniforms. More foot patrols, particularly in the bar district.
- Listen more to needs of marginalized communities, be open-minded to possibility of change and that change doesn't mean you're a racist. Have regular meetings with marginalized community members to hear concerns. Provide data transparency and improved accountability so public trust will be high.
- Cease all negotiations for 12hr shift change because it creates more mental fatigue and thus, more complaints.
- I would add more officers so that they have officers specifically assigned to community outreach and more officers in our lower income neighborhoods.
- Implement all of the police reforms listed previously. Reconcile with the community regarding the Darryl Mount investigation coverup. Be more transparent with policies, including a public change log.
- Anti-racism training for all officers and staff of SSPD, a civilian police review board that operates independently from SSPD and receives complaints directly, ban all chokeholds, strangleholds, knee holds and hogties, and less police/policing and those funds put toward community programs and services.

- More transparency which might help to build more trust in the Department.
- They should not mention race or color at all ever. I know of 2 such incidents where the officer asked if the possible perp was black. One involved myself and another 2nd incident involved my neighbor
- I fully support the SSPD. I observed tremendous restraint on their part this past summer, as they were under very tense situations on several occasions.
- All police officers have to be re-educated quarterly that ALL humans are the same except skin color and beliefs. STOP PROFILING. There is no reason to fire upon anyone unless that is the last resort and then only wound them not kill them (shoot a leg or arm) unless a gun shot is fired at the police directly and there's no other option. Body cam on at ALL times while on duty.
- When officers are doing community work like visits to schools, riding around neighborhoods, or working with the public in any capacity is not enforcing laws, they should not be wearing their firearm and other weapons. It is intimidating to people, especially those of the marginalized communities and those people who have experienced gun violence in the past.
- Defund them
- Racial and sensitively training
- Disband/Refund. They have zero business working as police. They should not work with the public period.
- Reconciliation needed after several serious conflicts with the community. Civilian review is needed. More diversity. Too much power in the police union. Too little accountability to the community. Too much MONEY being spent for too little service.
- I would recommend distributing work to non armed resources, ensure rigorous protections of citizens in interactions with police, and have more transparent dialogue (aka without police union interference/oversight) between the SSPD and the residents they are supposed to protect.
- SSPD have always done an excellent job. Have always responded to my phone inquiries. Defunding the police is a disgusting tactic - If it becomes evident there is a bad cop it should be taken care of immediately. That cop should not be protected. 1 bad cop doesn't mean they are all bad. Shamefully that happened in this country. It cannot happen here.
- I think the SSPD needs some serious de-escalation training as well as victim advocate training. I also think they could use some racial and lgbtq training. It also wouldn't hurt to give them some science classes and respect social distancing and mask wearing protocols.
- enough with the racism and unnecessary intimidation for protests. ensure that ALL officers have body cameras. more bipoc representation.
- I wish they had more funding so they could do more community policing
- More bike cops Ticket motorcyclists who rev their pipes Let an outside agency Darryl mount incident for the sake of transparency and trust More tickets for speeding in town Don't outsource true police work to social workers. Imagine the tragedy and PR disaster the first time a social worker is shot or stabbed
- Hire more, I continuously see the New York State Park Police assisting them on multiple call everyday. How do you expect our citizens to feel comforting when their own police force doesn't even respond when they call 911.
- I don't think too much needs to be changed in a procedural manner at this point. There will always be people who are good at their job and bad at their job, but SSPD as a whole does a good job. I think that community ride-alongs need to happen more so people can see what a police officer does on an average day and that there should be other police community outreach programs that have nothing to do with their law enforcement duties, but strive to build a better community.

- Anti-bias training, demilitarization, independent outside review of complaints. I have praise for SSPD interactions with homeless individuals, and their handling of many situations. But we need transparency, respect for all members of the community and funding directed toward public safety-not military weapons for use against our neighbors.
- A random person should not investigate use of force unless they go through a training that a police officer goes through. It's like a random person telling a doctor how to do their job. Unless you have been trained can you criticize how they do their job. If civilians are reviewing use of force then they should have the proper police training in order to be able to review why they do. Do you know how hard it is to take down a small 14 year old girl? Unless you were a police officer or know someone who is a police officer you'd know it could take at least two officers to take down a person who is resisting arrest. Unless a review board knows how hard it is to be a cop should they review cops. If you release body cam footage of any interaction, make sure it's any interaction. The amount of things SSPD deals with that they don't show the public would make you think twice about crime in Saratoga and how people behave and treat them
- more staffing
- more beat cops to be patrolling the area and getting to know the people in the community and listening to area concerns but not tying their hands from keeping themselves and our community safe. they need advocate groups that will address these injustices being forced on our communities ie release of repeat offenders of violent crimes address the das and the courts that are releasing these people back into the community. You have to hold these offenders accountable no suffer the victims with the crime and no justice. have more programs available before they hit the police system especially with mental health
- We need to work with leadership and the officers so they stop believing that all is perfect in the department and that everyone on the force treats people fairly. Once we can all agree on concept, then we can work towards improving the department.
- The SSPD have been very professional and shown great restraint in dealing with the challenges of the past 12 months. As a law abiding citizen who has lived in Saratoga County nearly my whole life I would like to see harsher punishments come to people who block our streets with fake protests and try to intimidate our citizens.
- De-escalation training and body cams along with strengthening accountability for police reporting abuse by fellow officers. Also, the police should not be the sole responders to mental health related crises.
- My experience as a white person is different to others. While Saratoga might not have major police issues with people of color, there clearly are issues nationwide. I believe the SSPD is responsible for learning and utilizing best practices when it comes to policing "the other" so that all Saratoga residents feel safe and so that Saratoga doesn't become another statistic in unnecessary force/police brutality.
- Let them do their jobs.
- Based on evidence from the Capitol Insurrection, several police (though not necessarily from Saratoga Springs), are deeply involved in extreme right wing domestic terrorism. The SSPD needs to be cognizant of this infiltration by extremists and white supremacists in our police force locally.
- Hire more of them as the population has increased and it will reduce overtime as they have minimum staffing.
- More officers
- Better communication. Improve attitude,, be more approachable,, don't roll eyes, or appear annoyed...
- Prefer not to say
- I would have to believe that the moral of any police department has to be at an all time low. Situations that happened hundreds of miles away are blamed on every officer in this country. There are some people, probably not from Saratoga, that are using the situation to abuse the police because they know there will be

no repercussions. Harassment of outdoor diners this Summer was deplorable. When will the city protect law abiding citizens.

- Inquiry about Darryl Mount case. Demilitarize our police force. No more tanks at BLM protests.
- *Better training in dealing with POC. *More community involvement. *Hire more minorities
- Stop the political BS and allow the great officers to continue to police and provide a safe community for us residence!
- Higher more police. Increase budget money for training not overtime. Those buying and building multi million dollar home need a well trained, well equipped force to protect their assets.
- More diversity training. More people of color on their workforce
- More training
- More officers who can speak Spanish.
- More allocated funding for training and development in proactive patrol techniques, and increased support from administration when officers do proactive crime intervention.
- They're perfect and do an amazing job.
- Some officers let their friends get away with things others do not get away with.
- Bring in An outside Chief with new ideas.
- I would add more ethnicity within the force and perform weakly mandatory trainings of current issues.
- The problem is that I don't know any cops and I've always never trusted cops and I think my community is unfairly targeted so I'm almost a criminal before I've done anything and when someone is looking I'm most certainly doing something illegal. I like that the SSPD has a facebook page, but everyone is white and it feels like a Stefanik advertisement about standing proud of the cop community but is still largely disconnected. I thought about reaching out and introducing myself but why would I want the cops to know who and where I am?
- Racial diversity, more anti bias training
- Disban it and build it from the ground up. Abolish the police.
- defund and replace with social workers, take away their guns, make them learn how to de-escalate situations, hold them accountable for their actions.
- Get to know our citizens better. Less use of force.
- I think there needs to be multidisciplinary team to address cases involving our elderly..homeless and population of untreated.mental health and addictions. Police reports need to be documented to support Aots and need to be renewed instead of having them run out. Our elderly do not understand our justice system and at times have barriers like can't hear so they don't understand orders of protection thwy have dementia etc. Also better relationship with saratoga hospital as pick up orders are executed and the person gets discharged a half hour later. A person who has experience with these populations and a bsw could be very beneficial not necessarily a msw or lmsw as counseling can be referred to mental health. Also this survey needed a choice of explaining an answer as I hold SSPD in the highest regard and safety and control of a situation is the priority but sometimes paperwork and mediation create problems of their own. I also don't have a problem with civilian panels but feel appropriate representation and training would be needed for it to be successful.
- More patrol officers.

- I would find ways to support them and look at things from their perspective. Have open dialogue with the members of the department not just the administration. I have observed more officers get mistreated by the public than officers mistreating the public.
- I actually just wanted to comment on the survey itself. I didn't understand all of the questions, like I don't know what a knock and enter Warrant is? I can't tell if the police here are doing the things you're asking about or aren't doing them - it's confusing I can't figure out what you all are looking for. I would suggest somebody rethink these questions so you can get some more accurate responses.
- I believe all police agencies would benefit from more training and an increase of personnel.
- Cut the funding and force by at least half, if not more.
- SSPD needs leadership from a competent, qualified Public Safety Commissioner. I have 100% trust and confidence in those who serve on the force but have deep concerns that their effectiveness has been limited due to unqualified administrators. This is evidenced by the repeated blocking of a critical hospital route by protestors during a public health crisis despite emergency meetings assuring residents that this would no longer be tolerated. I have always been treated with fairness and respect but in order to carry this conception to the community, policies, expectations, and actions need to be clearly communicated and enforced consistently in all circumstances. For example, if you block streets you will be removed, if you are sleeping on the sidewalk you will be escorted to a place that provides services, if you are under the influence you will be taken somewhere to detox. My perception is that Robin Dalton has larger political aspirations and a lack of qualifications and that she has failed to protect our community or support our police by allowing them to do their jobs because she doesn't want to upset a vocal group. Unfortunately, this approach has a serious negative impact on the average community member. The recent hands off approach has made me feel less safe and as a result I spend significantly less time and money downtown.
- Independent oversight. There is no mechanism in place to keep inappropriate behavior in check. The police union is too powerful and obstructs accountability
- Hire people who have an interest in keeping the peace and enjoy people. Also, respond to people who call with complaints or questions.
- Friendlier - many seem distant and consider normal interaction a bother.
- I would like to see fairness. I would like them to treat the poor and powerless citizens the same as the rich and powerful. We know that curfew laws do not apply to the big builders in town. We know that the public parking spots in Congress park are often reserved somehow for the million dollar weddings happening at the casino. In my personal interactions with SSPD they have been kind, concerned, and helpful. I cannot pretend to understand policing and the intricacies of law and criminal justice, and I appreciate the police. I would like to see social workers deployed to help situations like mental health crisis and homelessness.
- Hire more social workers, etc., to handle issues.
- In general I would like to see dispatch triage calls and direct as most appropriate. As a family member of law enforcement (not sSPD) I believe they receive a good number of calls better served by trained social workers. Not only would it be better for law enforcement but also for concerned callers.
- More training for officers particularly in these times of challenge and civil unrest. I would also ask that ALL officers wear a face covering at all times that they are in public. It is an embarrassment to see officers interacting with others on Broadway or in traffic stops without a face mask. This sets a really bad example.
- The police should be more involved in community events and meetings. We always hear from the citizens but never get to hear from the police officers.
- Make sure rookies are partnered with someone that's been on the force for ample time, don't partner rookies
- I would remove the political Commissioner of Public Safety who has no clue.

- I find this survey to be ridiculous. I find the questions to be loaded to extract the response you are looking to solicit. I find the citizens to be the ones who are behaving appropriately and from what I have personally witnessed the police are not out of line in their responses, if anything they utilize restraint. I think the citizens of the country need to be more educated in its laws.
- The officers and department are unique in this city, they adapt to a huge variety of situations due to the activities that Saratoga attracts. I feel safe walking around this wonderful city, anytime day or night. The mayor, , our commissioner of public safety, Robin, to the DPW, all work for the entire enjoyment of the community. I think we need more officers in this state like the group we have in town
- We support our police department 100%. We would like to see quicker action taken against obstruction of roadways. Seeing protesters of any kind shutting down Broadway is worrisome for us as we have an elderly grandmother who lives near St. Clements Church. The hospital is on the other side of Broadway and it worries us that an ambulance would have to take a longer alternate route to her home if anything were to happen while Broadway was shut down. These concerns apply to permitted shut downs as well (parades, Victorian streetwalk, etc.), but we are certain there is a plan in place for those pre-planned situations. Otherwise, Saratoga Springs is one of the safest communities I have ever been in. We appreciate all you do to keep us and our loved ones safe. We do not want to see this department defunded at all whatsoever.
- If you drastically reduce the homeless population, less resources will be used on them and more on the general community.
- Increase in diversity training, de-escalation techniques, and use of body cams at all times. Also not showing political bias and throwing public support behind any particular political candidate.
- Introduce an active dispute mediation program. Get officers on foot in neighborhoods. Have a policing strategy for the busy months of the horse meet, and make NYRA pay up, and make that strategy known. Take seriously the small stuff: petty thievery, noise, fender benders -- we all live together, and the small stuff counts. Increase women and minorities in the force.
- More officers and more money going towards the dept for better equipment and training.
- I think that the city should implement a community mediation program to help settle disputes between neighbors.
- I am a believer in walking the Broadway Beat. Years ago it was a patrol assignment and it worked. This is a great way to be seen by many people in a positive light.
- They do a fantastic job ! I believe that there is always room for improvement in any job ! But for now I see great leadership and hard working officers 🚔
- Stop having angry white women speak on behalf of the minority community.
- The more you talk about race, the worse race relations get.
- Remove racist cops.
- Hire more cops
- Transfer non-police functions to social workers. Educate police on social issues of those different from them. Add penalties for excessive use of force. Require body cameras and require they be turned on.
- I believe the police culture is tied directly to the gun culture of society. Police treat everyone like a criminal, because everyone might have a gun. Tighten gun restrictions and police might be less likely to use them proactively. I would like everyone to be not treated with suspicion just for existing.
- IMOP having a Police Chief that is a Saratoga Springs resident would be a step in the right direction. If not, dissolve and have the Sheriff's take over.

- In depth training on what the law actually is. In depth de escalation training. Racism training. Basic retraining every couple of months.
- more police added.
- Definitely body cams. They tell the whole story and will protect officers from false allegations.
- Hire more women and improve training
- I would like to see more outreach from the department. And while this sounds insignificant, I have found our officers to be quite cold and unapproachable. More positive interactions with the community (even if just a warm "hello" on the street) goes a long way to building trust and creating collaboration to keep our community safe.
- Increased positive interaction community engagement. Increased transparency in processes.
- Education requirements and training
- Create new protocols for working with the homeless population involving social workers. Furthermore, we need a functioning shelter and services to provide folks a place to take shelter, get help and support to curb addictions and mental health crises. Getting people off the streets means less time spent on calls for homeless folks. A Citizen Advisory Board with power to (1) field and address citizen concerns and (2) inform or adapt police policy. This Board supports community relations and creates accountability between police and community. SSPD needs more cops that are Saratoga Springs residents. Better protocols for deescalating situations, particularly on Caroline street and in rowdy party scenes in town. These settings are particularly prone to escalate.
- More communication with the community
- Back them up and give them the confidence to do their jobs. They're trying to do the right thing every day
- I think they're doing a great job and they have my support!
- Training on bias and enforcement of guidelines. Incorporate or substitute social services when it comes to mental health problems such as homelessness, addiction, alcoholism, or mental health issues. Demilitarize the police department - get away from first response being to carry and use a weapon. Training in compassion, trauma.
- I'd love to see an officer on South Broadway and Union Ave. to clock speeders 24/7. Those tickets would probably cover the department's budget for the entire year.
- Provide anti-bias training. I witnessed an incident in which a bunch of us were standing in the street outside Gaffney's to watch the fireworks on the 4th of July and a police officer walking down the street asked a black man standing there 5' away from me, watching the fireworks as I was, for his ID. He asked no one else standing there to provide their ID. This was clearly a case of racial profiling and harassment and these types of incidents need to stop.
- The mishandling of the Darryl Mount case by the SSPD as well as the City of Saratoga Springs has completely eroded my trust in the SSPD. The former police chief of the SSPD lied to a reporter, and thereby the community of Saratoga Springs, by saying he had conducted an investigation into the conduct of the officers the night that Darryl Mount was severely injured, when he had not. The city of Saratoga springs, as well as the commissioner of public safety and the SSPD have not taken any accountability or offered any apologies for lying to the citizens of this city. The community also has no idea where this case stands, there is a complete void of information. It smells like a coverup. This has poisoned the community's ability to trust in the SSPD as well as the leaders of this city. In order to build back that trust there must be 1) Public Acknowledgement of Wrongdoing 2) Accountability 3) Transparency. The community has been crying out for reconciliation for the mishandling of the Darryl Mount case, and we have been ignored. This does not bode well for the SSPD. This reconciliation is not only for the benefit of the family of Darryl Mount, but also the benefit of the SSPD and the community of Saratoga Springs as a whole.

- more diversity in hiring
- Elect legislators who pass legislation that supports, rather than undermines, the mission of police. Require civilian oversight committee members to receive training that police receive so they better understand police matters. Screen out civilian oversight committee members who dislike police and seek to punish police for perceived wrongdoings. Stand up to 'activists' with malicious intent who condone illegal behaviors.
- Pay them more
- More support and more training
- Just make sure the officers do the right thing
- Hire more people of color. Have officers walk around downtown.
- Raises because they do a thankless job. Very professional
- Train them for fairness. Educate them across the board. A 4 year college degree. Knock off the nepotism. Train them to treat ALL citizens equally. No more secrets hidden under the rug.
- I think it works great
- Hire more officers
- More diversity in hiring Potential loss of benefits & retirement for gross misconduct Rape, sexual assault/abuse and non-binary sexual orientation education for everyone involved with policing (not just officers - all staff) Complete change of police culture Ban on kneeholds, chokeholds, strangleholds, hogties Civilian Review Boards without police involvement Anti racism training for everyone affiliated with police No Fox News, Oan or Newsmax allowed in stations anywhere Encourage officers to access mental health care for themselves, to improve themselves and understand how the process works for the good of their community More community programs & services and less police involvement
- Mandatory wearing of body cameras so the public can see what the officers have to deal with on a daily basis. I do believe there should be some kind of administrative oversight independent of the existing chain of command. I believe that can only serve to reinforce that the officers of the Saratoga Springs Police Department are doing a good job, but it also provides a mechanism where disputed matters can be the vetted in a public or quasi-public setting. In order to be effective, I believe any level of civilian oversight should be a bi-furcated process wherein an initial screening of a matter can be undertaken (by members from all sectors of the public) and then a more public process follows if necessary.
- I think all police department should have a higher age requirement. I believe having more life experiences, will make better police officers. It's not just about de escalation. But knowing how to talk and interact with all people.
- Defund and eliminate all efforts not aimed at investigating violent crime, reallocating the funding toward health, housing, employment, and mental health efforts outside the department.
- I would out source most calls to social workers and trained professionals. I expect that any organization that takes their responsibility to the community seriously would fire the members of their organization involved with white supremacist groups and posting racist, homophobic and transphobic statements on social media.
- Reconciliation process to focus on recent points of contention and gain better understanding and trust between police and community members. Civilian Review Board to increase public confidence in handling of complaints and investigations of possible misconduct.
- Kill em all, let God sort em out
- 1. investigation for darryl mount ASAP 2. End of all ticket writing incentive programs, speed trap schemes, parking violations, and traffic stops for petty violations. 3. Local ordinance with chargeable offense and

process of Community Response Review with recommendation powers for all "living while Black hate crimes" for private citizens who commit these crimes and the police who attempt to enforce them. 4. Elected and city officials will put forward an anti-racist community-driven agenda that includes an acknowledgment of the bias within the previous and current system and will express a commitment to repairing the harm perpetrated on Black, Indigenous, People of Color and other marginalized individuals.

- I would like them to look into Darryl Mounts case and arrest the cops that murdered him.
- Sensitivity trainings Background checks Higher standards
- By giving Darryl Mount justice
- I believe there should be a stronger oversight process that involves not only community members from a variety of demographics but also members of the police force. There should be no use of 'tanks' or military-style weapons, including not borrowing them from Saratoga County. We need to recruit and hire a more diverse force, and work to retain them.
- Improved training, use of body cameras, more diversification.
- Every single one of the suggestions on the previous page as well as increasing accountability, training police officers to use respect even with people they don't agree with. Learn de-escalation. I have seen civilians calm each other down better than any police interaction I've ever witnessed in my life. The police are not better than us and should treat civilians as equals.
- I think there can be more training on how to deal with mental health and people with disabilities. There has been an increase of both of these in the population in recent years. However, I think SSPD is phenomenal and do an amazing job protecting and serving. I am honored to be from their city!
- Change the entire system of policing in the city, because it perpetuates systemic racism and economic discrimination. Replace the current police department/system with successful models from other countries that don't have police states and are less violent than the U.S. Community oversight of police behavior, including consequences.
- Higher levels of accountability for everything from misconduct to violent or offensive personal politics
- Redistribute their funds to education and social workers in the community
- actively recruit women and POC to the department
- Overhaul the entire thing. Get rid of it and start over. Get rid of the safety commissioner and the way saratoga is governed in general. Stop wasting money on horses and dodge chargers !!
- Abolish it
- stop the excessive use of force,,, BRUTALITY I should say. We're more scared of them then feeling safe. Especially if you're of color.
- accountability, less presence, reallocate processes to mental health professionals, demilitarization
- Abolish it.
- Less Cops. More agents of community counsel. 70% of our police calls are on homelessness which is not a crime. Why are cops being deployed to intervene in something that they can not help with. It's a social issue we as a community need to work to fix. Wayyyyy more transparency. Wayyyyy more accountability. Wayyyyy more inclusion and diversity on the force.
- Actually spend some time caring about what you do and how you act. No matter who it is people are still people and deserve their rights.

- To be honest, given the current environment, I feel safer with SSPD than I would with a department in a larger city. Police officers in Saratoga that I have interacted have treated me with dignity and respect.
- More police officers.
- More diversity.
- Abolish and replace. Police have no place in the future of this country.
- Abolish the SSPD and invest in mental health services, hire social workers trained in anti-racist and inclusive practices, invest in community safety patrols that can respond in appropriate ways to de-escalate, add local hotlines that do not go to police, invest funds that previously had been for policing incarceration and invest in community and education
- I'm not sure that I have any specific suggestions for SSPD beyond those I would make for police forces more generally (which were captured by the list of suggestions you offered on the previous page). My overwhelming sense is that the office of the police has largely lost the trust of civilians - including from people like myself who do *not* occupy social identities that put us at any particular risk of unjust actions from cops.
- Just like all police departments across america, SSPD needs to have mandatory, in depth training, on how to deal with individuals with disabilities and individuals with mental health issues including calling in support from social workers and/or mental health providers when necessary. That being said, they should have more compassion for the homeless community in Saratoga, and understand that most homeless people are homeless due to mental health and or substance abuse problems, usually stemming from trauma in their past, instead of chastising and yelling at them (which I have witnessed in the city), the police could call in a social worker, or the homeless outreach program, and attempt to connect them with someone that could help. When the pandemic is over and people start partying on Caroline St it would be nice if the young male officers refrain from standing out on the streets flirting with every young girl that walks by, which is very unprofessional. Having police officers who are not racist and don't racially profile would be helpful too.
- More communication with the public, more accountability
- More diversity within the force. More training and work with trained mental health professionals.
- I would abolish the SSPD
- I think the police officer jobs of today have evolved and are too encompassing and we are asking too much of them. Remove the social work responsibilities. Possibly train a specific group of police on how to be effective "riot/protest" police. We can't expect all police to perform well in this environment when thankfully it doesn't happen too often. Let them focus on their core job and get back to basics. The job has gotten to big.
- Mandatory yearly trainings to educate about mental health, racial biases, etc.
- Work on reforming and defunding then abolishing.
- More presence on foot downtown in the evenings More attention to erratic driving in downtown corridor-it would seem that 60% of drivers on Broadway speed or drive erratically creating major safety issues and it is a rare that the police are on site or if they are choose to intervene
- I would keep in place fair and objective checks and balances on all officers, offering help, or constructive assistance when needed. They are human beings under constant pressure. They are so brave. They need to be kept healthy.
- Everyone has their own opinions on everything but you need to keep in mind right and wrong so have them when they go to work out their political and own views to the side and only focus on protecting Saratoga springs.

- Racism must be rooted out at the department. Not race related, but I called for help once with an inebriated and injured partner in need of medical attention. I was told by the officer that if I let him into my home again (though there was no abuse), the police would not respond. It was a freezing night and this person had no way to get home, not even a jacket. They left me in a terrible and potentially dangerous situation and forced me to make a decision to keep the person out. I cannot understand how refusing to respond keeps anyone safe.
- Increase training that directly involves citizens, rather than focusing on textbook and military tactics. Train officers to respond to mental health calls without deadly force, or initiate a program with mental health professionals that specialise in deescalation. Focus on problem oriented policing, while gradually building gently upon community oriented policing. Emphasise with officers that they are not above the citizens they protect, and their job is to protect us- they are not better or worse than we are. Intense bias training to eliminate officers who present strong biases. Eliminate the teachings of a symbolic assailant as well.
- I would be okay welcoming more officers into our growing town. I know Homelessness is a major issue in the town but I don't know the laws that restrict movement of the group. As for the recent activists who have come to the town, they don't not represent the residents of Saratoga. Most of them are radicals from other towns. We shouldn't conform such a small group of people
- Use of force investigations handled outside the department
- I only live in Saratoga Springs for 1 1/2 years..Never saw any Police Officers do anything wrong..I grew up in Chicago and my Dad was a Chicago Police Officer for 38 years..There were great police officers, bad and worse...But, with a small police department, they can not be every where at the same time...If they feel there should be more officers, then the Higher up should take care of the matters..Blue Lives Matters..
- Police should be investigating and preventing REAL crimes. We do not need to criminalize childhood mistakes, poverty, addiction, traffic infractions, and learning opportunities. If we teach, share resources and help people to do better generally-they will.
- Let them arrest protestors
- More community interactions like BBQs, fundraiser. Something that can help the community and police force awe each other outside of crime interactions.
- Get as much training as possible.
- More training in areas of psychology that will allow them to understand the people they are trying to serve.
- As above.
- More community involvement and more training to serve each situation. Less violent response and use of force only when there is a direct threat to others or others property.
- I would eliminate the loophole where officer (and firefighters) significantly increase their pensions at the end of their career by increasing their pay during the final years of service instead create a measure of the overall career income. This is stealing from the people that support them and its a crime that our elected officials can put an end to.
- Hiring of qualified applicants is of the utmost importance. Creating a culture that has positive interaction with the community through communication and transparency. .
- Improve hiring of the police force representing black and brown communities and women, decrease police patrolling the community- there seems to always be too many police cars driving around Saratoga. Increase social workers and non-police personnel for non-violent related issues, especially for homelessness, substance use or possession and some domestic disputes (depending on risk assessment for further danger to partner or others entering home).
- NA

- I really feel safe with our police felt no improvement needed
- More Officers
- Transparency in actions and reporting. Not catering to the people with money coming into our town. Have more de-escalation training repeatedly. Have more non aggressive options. Be partnered with mental health professionals in each area of expertise- domestic violence, substance abuse, mental health, youth needs. Have oversight by a diverse, multi-cultural body of people. Keep working to have community programs to have police integrated and known to people so that trust can build, break down fears of police involvement.
- Teach them to understand they are there to serve and protect. While the challenges presented by the young bar patrons are frustrating, they need better anger management/self-restraint skills than the current force currently demonstrates. Frustration is understandable -- their actions/attitude often unacceptable to represent this city.
- I would have them invite activists to walk in their shoes for a day or two, if they haven't yet. This will lead to true understanding of where their strengths are, their weaknesses, the challenges they face, and where the community can support them and help them improve their service to the whole community. I would also encourage the PD to do more diversity training. Again, your questions are loaded and are biased. "SSPD Officers uniformly treat people with fairness and respect without considering their race, gender, age, religion or sexual orientation." How can anyone realistically answer that? Most likely, there are some officers (humans) that do this better than others, like any other human. Those that need to work on it, should be called to work on it. I have encountered many VERY compassionate and respectful SSPD police officers. Please don't lump them as all the same and failing.
- More community outreach in at-risk neighborhoods so youth feel comfortable with police presence and if the children ever need help they are acquainted with local officers.
- Add more officers
- Police Officer have a tough job, with today's technology everything they do can be caught on film which makes their job even harder, if you obey to the laws and follow instruction the officer give you you should not have any issues.
- Review boards made up of citizens of the city who come from diverse walks of life and who actually all have an equal opportunity to speak up. Completely cut ties with state police that brought in military grade vehicles over the summer. Get rid of the horses so you can give that money back to the community in the form of mental health and homeless services rather than using it for aesthetic policing purposes.
- in the ways described above.
- They are doing a great job considering the conditions
- More involvement with community and social service organizations
- Fine the way they are
- We in the community should know that the police have a difficult job and when they have to respond to crime it's not always going to be the perfect outcome for everyone involved. These are rapidly unfolding events that us in the community have the pleasure of hindsight. It's easy for us to say we would do something different but we don't know that for sure. We have given the police an impossible job, to hold people accountable for their actions, give victims a voice, but think that everyone will like them. Police should be held accountable for their actions but on an individual basis, not a broad generalization by a few that will never be happy with the police regardless of how professional they are. SSPD is one of the most professional police departments in the state, we shouldn't create an issue where there isn't one. We should be proud and show that this city is an example for other departments.
- Continuing education for police and citizens about the value of a law abiding culture.

- I don't like seeing the police cars running red lights, driving erratically, and basically flaunting the driving laws. I also don't understand why almost all the police drivers wear dark sunglasses when driving, even at dusk/dark - to look cool or intimidating?
- More training for dealing with volatile situations. More and open investigation of incidents where force is used. More ability to use mental health professionals instead of, or in conjunction with domestic disputes and disorderly conduct.
- Less force against homeless Stop harassing people
- no comment
- When I called about a burglary (my car was broken into), the officer expressed surprise my car was broken into. He hadn't brought anything with him to process the report, including a camera, when my door was noticeably wrecked. I watched the protests last summer from my window, and SSPD did nothing as people from Back the Blue rally rode motorcycles around police protection and intimidated BLM protesters. There is evidence of drunk driving every weekend at Phila street garage, including numerous empty cans and bottles, and no police presence for this obvious threat to public safety.
- More transparency of complaints and accountability for excessive use of force.
- I don't know how I would improve the SSPD. I do believe that they treat everyone fairly and handle situations to the best of their skill, knowledge and the laws. If someone or something wasn't done fairly, I'm sure there would be an investigation , etc
- Stop making everything about Race. Race should not be involved on a report as it creates more division... You instantly separate individuals rather than being inclusive and treating everyone similar.
- I think SSPD is very efficient and should be given the trust and respect of the community that it deserves. Now is one of the times where it is easy to point the finger and blame police for every little thing. I think it is the community that needs to improve its treatment of SSPD officers who work hard to protect the public and its businesses and residents.
- for those who want improvement GET INVOLVED !!!!!!!
- More investigation work
- I'm very new to living in Saratoga so I don't have any suggestions. I have lived 6 miles outside of Saratoga for many years so I could answer some questions. HOWEVER. I do have a comment: THE HANDLING of the potential July protest for BLM was a disgrace and embarrassment for me to say I lived here or anywhere near here.
- More physical presence in the Geyser Crest neighborhood and surrounding neighborhoods.
- mentioned above
- Arrests should be commensurate with violations of the law. It is racist not to arrest someone based on race, just as much as it is to arrest based on race. Expectations and protocols should be the same, regardless of skin color.
- We all have bias towards others. If police do not accept this, I doubt they will be open to growing. We need to make certain there are no white supremacists in the dept.
- Better protest management and better, more honest communication with a community that only wants the best for all of Saratoga springs.
- Introduce more non-police presence for issues such as homelessness, mental illness checks, etc. I think citizens need more access to info about the police, we need transparency to hold these officers accountable. More training and workshops about subjects like anti-racism. No paid leave for officers who

have committed a crime. Somehow make an effort to break the blue wall of silence. Defund the police and allocate the money elsewhere

- Implement anti bias training, delegate certain issues to social workers, demilitarize the police
- I generally hold a neutral opinion of the SSPD. I have had very positive interactions with officers when I've had to engage with them and generally feel that they are a positive presence in the City. However, I am also white and a member of the professional middle class. Friends of mine in other demographic categories have had different experiences, and those are what I believe we need to be paying attention to.
- Discourage the negative culture in policing and within the force that seems to thrive on intimidation, bullying and harassment without any correction from fellow officers or their superiors. Recruit and vet individuals on that premise. Institute training, workshops, role play and retreats that focus on identifying bias and treating it. Root out red flag behavior and have processes and procedures to correct and/or eliminate it. Have cops assigned to neighborhoods and establish positive relationships and good communication with the people in the neighborhood they're assigned to. Redistribute some funds to go towards social workers who should be responding to non-police calls: mental illness, homelessness, etc. Do not reward bad behavior by allowing misconduct to go unchecked or unpunished. Abolish Qualified Immunity.
- By supporting them when they follow the procedures they have been taught.
- More officers and update training
- Slash their budget and reinvest in community programs
- idk don't kill people and be jerks just because you're at a higher power than a citizen.
- defund it, reorganize the funds into other organizations to provide emergency community support
- Simply defund. Reallocate resources to other public bodies in SS. Less riot gear, less weapons. I don't need someone carrying half a dozen different kinds of weapons patrolling my neighborhood or anyone's neighborhood. They are a threatening presence.
- I believe the only ones that can affect change are the ones doing the job and seeing what works best. Walk a mile in someone else's shoes and then come back and pass judgement and work towards effecting change.
- Bias training. De-escalation training. Screen for officers involvement in white supremacy groups, militia or anti-government groups. Offer PTSD, mental health and well-being opportunities for police officers.
- A citizens review, advisory and planning board is the first step to creating a department that hears the community. Police should live in the community they police period. If they do not, I do not feel they represent me and should not extract our tax dollars for their salaries or benefits.
- Create a better survey. Most people responding to this will have no real idea about what "stop and frisk" "de escalation" and many of the other legal and policy requirements you ask about are. Second, provide the budget necessary for proper training. Third, create a police board for oversight in place of a commissioner or other political official. Get politics out of policing. Fourth, provide education for the community about police procedures. Fifth, include in a survey like this the actual statistics of police/civilian contacts generally and in Saratoga specifically so people know exactly what the problem is you are trying to address.
- Increase the ranks
- Work to retain officers. Turnover is too high.
- I would like to say that personally my family has always been treated well and with respect by the SSPD. Officers have been courteous and we particularly appreciated their equine unit making rounds to greet kids during the pandemic. However, we recognize that we are in a privileged group and others may not share these experiences. We would like to support the SSPD in making common sense changes that we expect

will support effective policing and community safety. We appreciate the risks and challenges that the SSPD face every day on behalf of our community, and we also want to ensure that our loved ones and neighbors from historically marginalized groups enjoy the same sense of safety and support that we do. Thank you for conducting this outreach!

- N/a
- Get started on implementing the causes in which I said I supported above.
- Don't have enough information to make any recommendations
- -more investment in the community -fewer police patrolling -put more money into other resources
- 1) Improve Police Academy. Require a 4-yr. degree; training in social work issues, de-escalation techniques, bias education; race relations, class and wealth issues; civics, including federal, state, & local laws and rights of all citizens, & read/study the U.S. and NYS Constitutions. 2) Put money into social workers, mental health professionals to accompany/relieve/replace officers in incidents of mental health, domestic violence, etc. 3). Change "lethal force" parameters, and generally update and expand policing guidelines and protocols. This would include an understanding of the rights of citizens to protest peacefully, and how to prepare/police/deal with protests in any scenario.
- We need public statements from all police departments, including Saratoga County, that assures they have strong policies against racism and radicalization within the force, with strong disciplinary consequences. The police unions need to fully support this, publically as well.
- I would like to see more cops walking Broadway and certain neighborhoods within the city.
- Allocation of funds and resources to trained social workers to deal with non-violent issues, banning no knock/knock and enter warrants, ending internal investigations into crimes committed by SSPD officers, ending the involvement of military weapons/tactics on citizens
- I'd like to see them funded more appropriately to handle protests that become out of control and block streets!
- My interaction with SSPD has been minimal. We were victims of a neighborhood robbery a few years ago and the SSPD were helpful and we were treated well. Otherwise, I've had almost no interaction with SSPD so I would want to know the department better. I'd like to see police officers freed of responsibilities that might be handled more effectively by other agencies. It's time to refresh our approach to policing and handling the social & community problems and not expect police officers to handle it all. I'm not critical so much of the police as I am of the way most communities have looked the other way while social problems became more complex and widespread.
- Remove Trumpsters. You have a large group of them in the force. So much so if a member of the PBA states they do not support Trump . The group with mock , ridicule, and bully that member.
- Let them do their job! It was shameful the way they were forced to stand down and let the protesters break the law and assault the citizens!
- Better equipped to handle Protest and blocking of streets!
- I'm concerned about increasing walking beats at a time when black people cannot trust police. I would ask those neighbors to decide if they want officers on foot. A civilian oversight board and an ongoing and open conversation with citizens is essential to moving toward a model of true public service rather than overbearing and arrogant control of the public. I think SSPD does a fine job 90% of the time, but they--like all police everywhere--need to listen, respond with integrity, and submit to consequences when they cause harm.
- Policing is a very dangerous job made so by the people they encounter. As much as better training is necessary for police, training, education and a return to simple decency is needed in our communities. If

you break the law you should be afraid that you will be arrested and not be surprised or resist when it happens. Getting arrested is your fault, not the officers. I also feel that every victim should expect to be treated with respect and dignity by the police.

- Get them all body cameras to protect them from dishonest citizens making false claims.
- Make sure there are always proper staffing levels.
- Let them police, do not cave to the garbage media and culture.
- Interact more with the community.
- I think it's absurd they have military style tanks on the street. How they behaved towards the racial justice protests was abhorrent, shooting them with tear gas was unnecessary. I believe all law enforcement should wear body cameras during their shifts, not just during public interactions. People with substance abuse issues, mental health crises, and homelessness should be taken care of by medical or social workers not armed police.
- They are too race sensitive. Told me multiple times if I was black they would have given me the benefit of the doubt.
- More uniformity (i.e. uniforms - wear your hats!) Real bosses from Sergeant on up.
- Learn to treat each person like they are one of their own family members. People make mistakes especially late teens into the twenty categorie. Instead of ruining someone's life and their ability to get a job make the person do community service or work in a rehab center. We need mandatory drug and alchohol programs in our schools. We also need to check local doctors or pharmacies to see if drugs are being given out freely, including opioids and A.D.D. stimulants. Close the bars at 1pm. Kids will go out earlier and the police would have less stress. When the bars closed at 10pm New Years Eve there were very few DUI arrests. Restaurants can serve coffee, desert or breakfast. Let's change the mind set to limit alchohol like we did with smoking.
- Remove from duty officers who show - by words or actions - prejudice toward any people of any color (non White), gender, religious belief.
- I believe police officers in general could benefit from more mental health screening prior to being offered a job. I also believe that programs such as bridges out of poverty, diversity and inclusion and mental health awareness should be annual trainings.
- more transparency regarding the discipline of officers. less hostile approach to criticism as it deepens divisions between members of the community. Robin Dalton should resign.
- I don't believe civilians who have no clue about policing or what they deal with should be making any decisions what so ever on how policing is done.
- Reallocate SSPD funding toward social workers to address all issues that don't include traffic, burglary, and violent crime
- As noted on page two, I believe all police officers need training on diversity and mental health. I'm a white woman but I recognize that unnecessary force is used again people of color. With regards to mental health (homelessness and substance abuse), I believe there needs to be social workers on the force every single day to assist with de-escalation of volatile situations.
- Eliminate favoritism & nepotism in hiring & promotion considerations. Hiring & promotion should be based strictly on candidates' quality. Hire more women and people of color to the force & have them on active patrol. Negotiate with the union to prevent the unquestioning protection of police personnel accused of wrongdoing. Everyone must recognize that protecting the public is the first priority. Treat everyone equally, and treat groups organizing peaceful protests equally and with respect. Have more police on foot or on bicycles. Police in cars and on horseback can intimidate people they are protecting. Have a zero tolerance

policy for police witnessed using racist or sexist language, on or off the job, and participating in political activity designed to promote or preserve racism, sexism, or violence, or to undermine the US Constitution and the American democratic system.

- Greater accountability and transparency about investigations of police abuse or misconduct. Citizen oversight. The police union is too strong at protecting their own. More visibility and engagement with people on the streets and in the neighborhoods. The main time I see police on foot is when they are carrying their weapons to their cars on Maple Ave.
- I have had limited contact in the past 2 years. Prior years there have been questionable interactions, but now I'm old and don't get out as much.
- it's an overall policy change-- but homeless people in Saratoga that are sitting on the sidewalk need to be treated with the same respect as drunk track visitors, or college students disturbing the area. Also, more interaction with the community in positive ways would be appreciated. I really appreciate this survey though, good first step!
- More training, increased funding
- First, I think cops should be able to be cops within reason. Some of the tactics used I do not agree with including lying to get what they want and force before provocation. I think more training on homelessness and mental health is in order and what resources are available to the police to assist people in that situation. More community interaction is necessary!!! Coffee with a Cop was good...more broader things like that. I wanna see a cop stop and play ball with a kid like I see on the internet.
- I can't comment on the actions of the SSPD since I've had little interaction with them. However I strongly believe in the principles of de-escalation, showing respect and equal treatment in policing. I'm very much against the idea that talking back, walking away or other relatively peaceful behaviour on the part of a person can be considered as a pretext for aggressive behaviour on the part of a police officer.
- More openness about activities in town. Treat police as residents of the city who work as police, not a separate class of people. The whole back the blue should not be supported by the SSPD members, I respect the job and the people who work as police, but they are citizens just like us. The concept that blue lives are a thing are is horribly offensive to black people. The SSPD should have condemned that movement, and came out in support of BLM. It isn't an issue of people vs police, the police should be ahead of this and working how to fix their problem.
- Increase two way communication with the greater community. Choose to protect and serve the entire community.
- Decrease the size and bring it in line with other communities of our size. Have an independent 3rd party investigation of the incidents related to the deaths of Darryl Mount and Bobby Ford. Anything less and they will never regain the trust of the community.
- I believe more community involvement would be beneficial to the public perception of our police department.
- more people of color, get out of the schools, strict no tolerance for racism
- Prior to finding out that there was no investigation done regarding the Darryl mount situation I would not have been aware that there were internal issues.
- More officers
- As stated earlier, I have had no interaction with local police outside of social interactions. I believe most are great servants, but I want to make sure all receive de-escalation, anti-profiling, and ethics training. I want them to be integral to the communities they serve, and know those they protect.
- Give them a raise

- I believe we need more officers on duty during the summer months.
- I think the police are often responding to things that aren't really police work. If we consider the police the observers of safety and enforcers of minor law, then my last 5-7 interactions with the police were unnecessary. The police in saratoga are often sent for things that really don't fall under their purview, because no one else is willing to do it; This causes a huge strain and stress on our officers trying to use training specific to law enforcement in situations like snow drift resolution and drunk idiots. If we can use our limited resources to focus officers where they are needed most, then I think they would be less strained, therefore less stressed, and be able to use their critical thinking and training better.
- Reduce militarization. More foot patrolling. There are probably too many positions on the payroll.
- I believe they are understaffed and could use more officers.
- We need the SSPD to be allowed to do their job. With out any problems from people who don't know what they are doing and are not experts in policing.
- I don't have enough information on the SSPD to really contribute but when I see officers walking around with carbines and other non-pistol firearms I question the necessity of more powerful guns for daily operations.
- By electing City officials, including the Public Safety Commissioner, that support the police and understand Saratoga Springs needs law and order in our City, irregardless of what National media and political organizations would have you believe. This is Our city.
- SSPD does not need to be improved. They need to be appreciated for what they do and have always done
- You need to allow the officers to do their job by arresti people who break the law. If you sit in the street and block traffic you should be arrested. If you harrass diners at a restaurant you should be arrested.
- I think the city needs to do a better job working on social issues like the homeless problem. When I moved into the city 15 years ago we didn't have a homeless problem like we do now. It seems to me that the SSPD spends a lot of efforts on traffic enforcement, and fighting "real crime" would be a better use of time
- I would give them unicorns and bubble wands bags of yummy marshmallows to subdue a human with feelings.
- The SSPD needs severe reform, in terms of recognizing all individuals equally. Racism is rampant in the SSPD. Officers cannot get away with racist behavior, and there needs to be an investigation into the death of Darryl Mount. The SSPD needs de-escalation training and I believe many issues which are currently handles by police should be handled by social workers or other non-police.
- well first off I'd like justice for Daryl Mount.
- Because of the diverse community in Saratoga Springs, especially during the track season, I would like to see officers fluent in other languages.
- I'm not sure how I would improve the SSPD it's self. There is one thing that stands out for my self, i see more tickets on cars and people pulled over in or around Saratoga then what they do to try and help or figure out the homeless situation. I don't think it's easy to figure out but for a lot of people I talk to and see and work with it's should take more than just a police car to sit in front of the parking garage and watch them. The panhandling and drunkenness and blatant mental health of some of these unfortunate people should be looked at more seriously. It's the rich stampeding over the unhealthy and we're matting these people onto the ground like used gum. They are here and there is only more showing up. We need to help the city feel secure and help the homeless get somewhere safe and get their mental health in check.
- Stronger elected official oversight. People who have a better understanding of the difficulties in doing their job but doesn't wear a badge and answer to electorate. Civilian oversight is not something I can support unless those civilians have to be meet strict guidelines to be on such a committee.

- N/A
- More police training required.
- Not really sure
- Break into traffic only personnel, investigations, and emergency units. Have civilian board oversight. Have liaison for public complaints and concerns. Remove all city personnel associated with white supremacist groups.
- More engagement in the community; training in cultural responsiveness; ongoing crisis intervention pd; more diverse hiring practices.
- An on foot presence downtown builds trust and confidence for all involved.
- Take away funding
- I think they are doing a great job!
- They need to do more to keep the streets open and stop protestors from shutting down the city and harassing citizens and passers-by. Protestors should be arrested.
- Order and peace need to be kept downtown. Rowdy and disrespectful protestors need to be controlled.
- No complaints.
- I've only had one interaction w/ SSPD in the 5 years I've lived here and it had to do with credit card fraud and it was very informal. He was perfectly pleasant but gave me incorrect information on how to handle my situation.
- Higher salaries would attract and retain police officers that SARATOGA SPRINGS has invested valuable time and money on training.
- These specific actions could/should be taken immediately: Ban on all knee holds, chokeholds, strangle holds and hog ties; Civilian Review Board that doesn't involve the police; Less police and more community programs and services; Anti-racism training for all SSPD staff (not just the officers); Investigation into the death of Darryl Mount.
- Over the years I have had positive and negative interactions. Unfortunately, some of the officers exhibit an attitude of superiority or arrogance. I would like to see those few officers change their mindset.
- More diversity on the force.
- I never want to see them kow tow to a mob again. People screaming downtown, and laying in the middle of the street? Arrest every one of them. Don't just stand there looking useless. Otherwise, they're fine
- First of all I disagree with the term "Latinx." Second, there are no questions in here about dealing with protests and keeping peace downtown. I am a hospitality worker and these protests are bad for my job. The police need to do a better job of protecting employers and employees from illegal protests and harassment by outside agitators.
- They should arrest the BLM "protesters" who are tarnishing the image of people of color.
- Getting rid of outside BLM and Antifa that affect the SSPD from doing their job. Getting rid of the "entitlement" attitude. Getting rid of the attitude to defund the police.
- People who are complaining about our police department should move back to where they came from, our residents made this police department effective and this city is safer than other places. Also individuals that don't live here/pay taxes here/own business here they should not be able to take this survey. This is OUR

City and OUR police department and Our family that lives here, pays taxes here and VOTES here, truly APPRECIATES OUR Police Force.

- I believe they deserve our support. They need to tell us what they need to improve. I already feel safe in Saratoga Springs!
- I do not approve of the mass gatherings of taking over the streets with chaos and mayhem. No one should have the right to do so. The rude behavior of cursing through bullhorns is not freedom of speech, but deplorable rudeness.
- This survey is clearly very biased against police. It is obviously written by those who have recently been extremely disgruntled and purposefully attempting to incite police actions in 'protests' this year. I've been to those and the protesters were disgraceful and the police always acted with the utmost professionalism. If this group gets their way, Saratoga will go downhill fast. The pandemic's economic impact to this tourist and entertainment driven historic town is bad enough. Grow up, get a job, and live under our laws please. This is not contributing to society.
- Not my place since I have no idea what they are up against. They are professionals and only they know what they are up against.
- All of these questions are flawed in many ways, especially in the way they are phrased. Many of these examples are situational. To completely remove knock and enter warrants (for those suspected of violent crimes is absurd). For minor offenses, perhaps that can be reformed. Civilians should not be in charge of setting policy without any proper training regarding law enforcement practices and procedures. Civilians could and should be involved in open dialogue and even committees, and even offer advice on policy. However, should not be the decision of civilians.
- They do a great job! Remove bail reform!
- By letting them do their jobs and stop demanding unrealistic changes that are wanted by people who have no idea about policing
- Arrest protesters for breaking the law.
- I would like them to keep the roads open by removing squatters in an intersection.
- Add more police and pay them more \$\$
- more horses
- Having them be photographed kneeling on Broadway takes away my respect for them.
- I had a hard time answering the survey questions because I do Not know the policies. To be able to answer the questions I need to know what the policies are.
- Add additional officers.
- Help the department - officers and admin - understand the criticism of police and not to be defensive. Transparency and restrictions on use of force etc is good for them if they are good officers. Help them understand implicit bias as a given and the norm, rather than an accusation. I have experienced and witnessed SSPD respond to challenging situations with great sensitivity, patience and compassion. I have also witnessed unnecessary intimidation which sometimes escalated situations. I have also witnessed very different attitude from officers depending on whom they are interacting with. Young people, especially if Black or brown, are bullied and intimidated, and women, especially if Black are brown, condescended to, not taken seriously, met with hostility. Friends have asked me to be a white witness when they call police or have to go to station, believing they will be treated better in my presence. We are fortunate that we do not have a lot of violent crimes in our city. Most are related to alcohol, drugs and domestic violence. We need fewer officers and unarmed officers. We need civilian oversight to review and investigate confidential complaints. We need transparency of police misconduct on and off duty. People who are paid to protect our

community and have access to weapons, must be held to the highest standard of conduct (e.g, domestic violence is unacceptable, FB posts mocking protestors is unacceptable). Military style uniform, gear, vehicles and tactics should be banned. We are civilians - we are peacefully demonstrating - we are not the enemy. We are not at war.

- Communication is Key Police Officers are NOT the bad guys
- Let them remove people blocking roads. Let the arrest people harassing people on the street. Follow through on the rules.
- Let them plow the BLM and other protesters into the ground
- Take a firmer stance with regard to protecting shoppers and diners on Broadway during protests. As a pedestrian and driver in Saratoga, the only time I have felt unsafe is during the protests of 2020 with groups blocking streets and harassing civilians. I was surprised immediate action was not taken. Disappointed in commissioner dalton for the same.
- I commend them with all that they've been through this past year, Saratoga can be wild. They handled it flawlessly. Thank you SSPD
- It's not a matter of improving, I can't imagine being a police officer nowadays... I'm sure each incident is different and the office only may have a split second to make a decision. People are asking for respect from officers but it really is truly all about the respect the community gives, which civilian respect is disgraceful. If there is an officer(s) that is not following policy they should be terminated.
- Hire more officers from diverse backgrounds. Train officers on the impact of trauma and how to interact with persons who have trauma backgrounds. Work closer with mental health and social service professionals. Learn de-escalation techniques and use them. Learn about unconscious bias.
- Let them do the job they were hired to do.
- Reduce work by having more mental health workers. Improve interactions with minorities. Improve when/how to use force/ Establish review board.
- Get the politicians and special interest groups off their backs.
- Analyze this survey and the responses to question 10 and you will find an action plan for improving the Saratoga Springs Police Department and the relationship it has with communities of color, the homeless, the mentally ill and the general public
- Increase social media presence as a means to keep people informed of the outstanding work they do on multiple platforms.
- more schooling and refresher courses
- I think they should not solely be in charge if the previous list: homelessness, mental illness problems, domestic violence incidents, etc
- Don't allow protesters to harass citizens while involved in commerce or commuting.
- Require additional diversity among the officers/office personnel/telephone support, avail more community engagement opportunities and allow for team building connections with local residents/business/schools, create system/process to receive feedback/respond to all community members ideas/suggestions/concerns. Allow all community members to equal access to services you provide.
- more community engagement Training and policies to promote deescalation. strong civilian oversight board.
- I believe in a strong civilian review board with the power to discipline and remove officers

- SSPD is filled with extremely well trained and very fair individuals on all levels. They have had to deal and still are dealing with issues and events that have been absolutely disgraceful. I FULLY SUPPORT THE SSPD
- I think that Chief Crooks has done an outstanding job with many situations that were unprecedented and wherein the department either did not have the support of the city leadership or wherein the city leadership gave completely conflicting messages to the public. I believe that the best way to improve the department is to let the competent leadership it has run the department free from politicians seeking to curry favor with one or several outside groups. I would also continue strong relationships with other police agencies and enter into agreements with them for mutual aid. I believe that the protection of life and property of all Saratogians should be the department's main priorities and submit that this is best accomplished by working closely with other agencies such as the Sheriffs and state police when circumstances necessitate. I feel that the department needs more, not less funding. We have all seen the spike in crime in cities across the country where so-called "defund the police" policies have been enacted. I have no objection to working with the community and encourage it to the fullest extent possible. What I have seen is an unwillingness on the side of certain persons/groups to be reasonable in the process. I would strongly suggest that any would-be member of a civilian advisory committee be mandated to go on a ride-along with SSPD for a month in the summer to witness firsthand what police officers are faced with on a daily basis before they are allowed to suggest rule changes. I would encourage more active recruitment efforts targeting minority members of the community. Lastly, if we truly desire a police department who is responsive to the needs and wants of the community, I would attempt to make the position of police chief an elected office so that he or she quite literally answers to the public.
- I don't know enough about the status quo/have had limited to no personal interactions to comment. This is also why most of my answers were neutral.
- My interactions to the above are when I see the police on horseback. I feel like it's a wonderful way to meet the police officers and always pet the horse and say hi.
- Engage an independent investigation of the circumstances surrounding the death of Darryl Mount, including the lies told to the public by the then Chief of Police. Make reparations. Institute a Police Review Board and other systems of accountability.
- I think the SSPD does an excellent job. Thanks for all you do to serve & protect our city!
- I hope there is continued training for situations dealing with individuals with mental health and/or developmental disabilities.
- More visibility on our Broadway and our shopping district
- SS is a unique community with its tourism. We spend so much more on policing, I have read, than "comparable" cities. But size alone is not a sufficient comparison. And of course now, with our city budget coffers lower, it a difficult time to make positive adjustments. A cultural adjustment to true protect and serve from a de-escalation and inclusion in the community POV. The militarized mind-set treats many residents and visitors as enemies. Police are hugely unknown to many of us. I have had good opportunities to talk with the mounted police when they have not been mounted. Officers always being encased in cars does not lead to trust or recognition. It should be a good thing to be recognized by police from familiarity with an area, not a negative consequence of an interaction.
- I think they are doing a good job.
- Civilian review board Give heavy weighting to the opinions and input if minority community
- SSPD does a great job. I feel safe driving through the city. I have no fear if being pulled over. I know that when I call to report something they will respond. I think its great that they have the horse back patrol. I have never heard a bad thing about the police department! They should be recognized for the hard work that they do, and the dangerous job they job. They are no only every day people, but they have family waiting for them to come back home each day.

- The last time I saw an officer walk the beat was years ago. A pair of them were walking, beltful of weapons, etc, and didn't engage with anybody, almost made a point not to look at anyone, not to talk to anyone. It'd be nice if they knew the people in town other than those who get into trouble.
- Demilitarize. Defund. Follow the recommendations of our community members of color.
- Educate public about police training efforts (it can be hard to make split second decisions) Community ride along to help foster understanding and chance to get to know issues police confront and for people to understand what the police see? As a policy require Public Safety Commissioner and any non law officer leadership to have some (or obtain) training in community policing Many people only interact with police when there is a problem, in a post COVID time could the police station have stickers or cookies so kids/ others can get to know the police when there is not an emergency? Have a plan for protests and escalation, perhaps ask for stake holder input Forum or other way for all members of the community to understand how historically excluded groups feel about their police interactions Teach people what information is required to be given to police for investigation Training for non violent crime investigation
- SSPD is too top heavy Lieutenant's and above ie; administrators should be done away with. Additional patrolman and Sergeants should be out on the road answering calls.
- I would start by hiring. Currently the Department is not diverse in terms of race or gender. Second, I would provide better ways for civilian oversight. Third, I would partner on training opportunities with outside experts and community organizations, including deescalation and unconscious bias. Fourth, I would take a community policing and public health approach, meaning not just show up in times of trouble or incident, but develop proactive relationships ahead of time. Finally, I would distinguish the Department and members with policing efforts done by the County and Sheriff. Thank you for all your work.
- I think they need more training in race relations. I think they should have also more schooling that includes courses and psychology that would help them to understand the people there are supposed to be protecting. I think they need a college degrees. I also think that they need to be screened much more in detail before being hired for their attitudes towards women, minorities, people with mental health problems, homeless people, and drug users. Their treatment of persons in these categories needs to improve.
- Education of police officers about race bias. Honesty about the death of Darryl Mount and prosecution of officers who were involved in his death. People of color on the citizen discipline board and power to fire officers and hold them accountable for their actions. No military equipment or militarized attacks on peaceful protestors. Respect of people's first amendment rights.
- Overall a good job, as far as I know. Listen to citizens. Professionalism, training . Whatever it takes.
- First, the SSPD needs to take accountability for allowing an officer to murder Darryl Mount, second officers should be REQUIRED to wear masks since we are in a pandemic. The SSPD also needs to also take accusations of misconduct against their officers seriously.
- I would stop harassing them and let them do their jobs. I would also honor them as members of our community who put their lives on the line to keep us safe and to enforce the laws that WE have asked them to enforce. I would increase their budget so that they can be assured of safety and we can keep good officers employed in our city.
- I strongly suggest SSPD and all other PDs consider integrating trained Social Workers to be part of an "Intervention Team" to assist with de-escalation, managing mental health related issues and conflict resolution. Current Criminal Justice training is not effective enough to deal with these complex issues. Often deadly force is used too quickly when there should be de-escalation and peaceful resolution applied first. Lives are lost needlessly and police personnel seem to not be held appropriately accountable.
- Abolish it :)
- abolish them
- More diversity

- Allocate a substantial amount of funding to social programs and community resources that would prevent crime and decrease wealth inequality. Delegate most tasks to social workers and non-police personnel with adequate training. Require a higher level of education and a stronger background check to become a police officer.
- Increase their pay and benefits. See that they are well-trained. Maintain high standards for the hiring process. Enforce those standards consistently. I know of no tougher job than that of a police officer. They deserve our respect and support.
- Regular training/opportunities to self-examine possible biases based on race, class and ensure police practices are not based on profiling
- By reducing every aspect of their interactions with their interactions with the Saratoga community. This goes beyond minor flaws that can be corrected while leaving the department itself unchanged — the training and structure of the police force is inherently adversarial to the needs of the community. Outside violent crime, the department simply causes more problems than it solves.
- The police should not be responsible for many "social" issues. They should handle mostly criminal issues.
- let them do their jobs
- Provide them with body cams and vehicle cams as standard equipment.
- The areas I would address are targeted already in the survey
- More and updated training on handling incidents involving mentally- or chemically-handicapped residents or visitors.
- Reforms
- The most important issue is shifting mental health work (broadly defined) to non-police workers.
- My privilege as a white person puts me in a position where fortunately I do not have much interaction with SSPD. However, what's not reflected through this survey is that while I am white, I am a single mother to two black children. The events over the past year and my understanding of previous police violence against BIPOC in our city has me constantly questioning whether it is actually safe to raise my black children in this community. I believe that actions can be taken NOT ONLY by the SSPD but the city and school districts as a whole to heal the very real divide that exists in our city when it comes to systemic racism. When in 2021 your 6 year old black daughter speculates if the reason they are being treated differently or unfairly is because of the color of her skin, there is a BIG problem. The SSPD needs to work towards making sure that all people, but especially our brown and black neighbors feel safe and understood. Until those in charge of this city begin doing the REAL work of understanding the very deep racial structures and ancestral traumas that automatically create a hierarchy nearly impossible to overcome for brown and black folx than nothing is ever going to change. You can write all the policies you want, but they will not help until people look inside themselves to understand their privilege and biases and commit to doing better.
- Invest in other resource providers so that police can focus on a narrower range of issues that relate to serious law-breaking.
- More money for training and personnel. (If we want more community involvement and walking beats, we need more officers, period.) Regular meetings with various neighborhoods in Saratoga, as different neighborhoods have different issues. Would be great to have a few officers "assigned" to our area so we know them. Also, make it clear to the public how WE can de-escalate situations. As a white mother, I've had to have "the talk" with all my kids if/when they are pulled over or deal with police. It would be good to know what they're looking for in terms of compliance so we as a community can ensure everyone is clear as to what police do/don't consider escalation (e.g. Do I keep my hands on steering wheel? When do I reach into pocket for ID?)

- Less police presence at peaceful demonstrations (the BLM protest last summer is an example), more focus on community engagement instead of equipment, more classes and/or training on the racial bias for arrests and intelligence gathering
- Similar to the local city government, I would want their policies be improved to help and protect the disadvantaged folks in our community and remove the bias toward listening to the voices of the wealthier or perceived wealthier residents.
- more accountability for its officers (investigate darryl mount's case!)
- Defund SSPD and revert their budget to community programs. No police force needs military equipment to keep their city safe. Make sure new and veteran police officers are checked on every year and fired for any bias/racist/abusive situations they cause.
- Provide them with better support and not allow them to be demonized by people who are clueless about what they deal with every day. SSPD should not cater to groups that are breaking our laws and blocking our roads. Local businesses depend on the foot traffic in town. Recently some groups have negatively impacted our city. People from outside our community, including students at Skidmore, have no understanding of being a tax payer and wanting a good strong police department. The fulltime, lifelong residents of the city and surrounding area support the City government, NOT Skidmore students or outside influences from other cities.
- Inclusion of individuals from historically marginalized groups need to be involved in decision making. Saratoga Springs is a predominantly white area, which makes it less safe for BIPOC residents. Heavier policing is not, and has never been, the appropriate way to protect communities.
- All of my direct interactions with SSPD have been slightly negative. I can't tell you what SSPD would need to do to improve its bad reputation among residents but I can tell you that part of it is the attitude they project and that they do nothing but 'act like cops'. They don't act like they respect 'common folk' and I can't say this attitude is rare. Most cops I've interacted with act like they cannot be bothered to help you. While I do not subscribe to the 'defund the police' movement, I can certainly see all the reasons why people are saying it. I have very few doubts that once this is all over with, it will be situation normal and things will go back to exactly the way they were before.
- I believe there are a variety of responsibilities that our society assigns unfairly to local police departments that can be addressed more broadly. I would mandate that SSPD live within city limits, and ensure they are paid well enough to accomplish this, and receive regular sensitivity training.
- Treat all people more fairly regardless of their race, political views, association with the College.
- from what I see and believe, the SSPD does an outstanding job. I would improve the SSPD by buying them more up to date training equipment and more time for training.
- Mandated training, stricter requirements for joining SSPD, regular and accessible forums for civilians to communicate and express grievances with SSPD members
- Anti racism workshops, general training
- I cannot think of a way. They do great work. Do they have an anonymous tip line?
- I do not think any issue here is unique to SSPD. We have to think about officer recruitment and culture. Who are we attracting to be officers. Does it represent society as a whole. last summer I was [location redacted]. Next to us was a group of officers from [location redacted]. [personally identifiable incident redacted]. All that is fine. But, they were raising hell and shouting obscenities (including racial slurs) [personally identifiable information redacted]. When I told one of them to shut his mouth in front of my kids, they let me know they were armed. Is this who were are attracting to police forces? That is a huge problem. These shit-birds should be bounced. I know that is just one story and does reflect everyone, but the police "brotherhood" is a problem. They are public servants. They fucking work for me. I respect them

and I know it is not an easy job and can be mentally straining. But there must be a better process to get rid of the bad eggs and not protect them.

- More training in bias and inclusivity and training with regard to recognizing when it is not a police matter, but a mental health professional matter.
- get rid of the militarized equipment. I know they have seen the worst case scenario in so many instances. But still need them to assume best case before acting.
- Implement all of the suggested changes in the questions 1-10. These are good ideas in general regardless of how the SSPD is doing right now.
- I would strongly encourage defunding the SSPD. Reforms like bias training and body cams only add funding to police which has very little efficacy on their actual actions. So I would prefer redirecting funds towards alternative community support and outreach to help with ending police violence.
- The SSPD should be partnering with social workers and social workers should be attending to any domestic dispute, homelessness, mental health, and other similar calls for which social workers are properly trained. Saratoga Springs is a small community that can set a precedent for a new way of envisioning police activity in this country. I have seen first-hand police officers being ineffective at handling domestic disputes in my neighborhood. I have also been afraid to call the police when there is a clear domestic dispute happening in my neighborhood (such as someone being prevented from entering a home and creating a scene on the street, throwing garbage cans) because I do not trust the police to respond in a safe, appropriate manner nor do I trust the police have been properly trained to have everyone's best interests in mind, and I fear that I could be further endangering someone's life by calling police to the scene. I have also been approached by police who do not wear a mask; police officers are not setting good examples in this town, which makes them even less trustworthy. We need to be able to trust the person who shows up to an emergency call; if I knew a social worker would respond to a 911 call, I would be much more inclined to confidently report potentially violent behavior/property-damaging behavior in my neighborhood. Further, the behavior of police at peaceful Black Lives Matter protests (particularly in November and last summer) has been horrendous. Gearing up for a riot with riot gear in a peaceful standoff (as happened in November) only serves to make protestors fear for their lives and well-being and demonstrates that police are looking for a physical altercation. Police should remain peaceful in their demeanor and in how they dress/what they carry. Calling in County Sheriff backup and allowing violence to ensue was truly horrendous. The SSPD needs to acknowledge and apologize for antagonistic actions in the past year and previously. The SSPD needs to publicly acknowledge its own bias and incidents of racist behavior - whether microaggressions or larger-scale fatal encounters like that with Darryl Mount. The SSPD needs to reckon with these issues if it is to ever earn the trust of the Saratoga Springs community. I would like to see the SSPD involved in restorative justice initiatives as a way to begin this reckoning and rebuilding of trust, in addition to dramatic changes in the police force (such as the inclusion of social workers in responding to most calls).
- Defund. Delegate most of their current duties to those trained in social services.
- I believe there needs to be a civilian oversight board created and the majority of members should be BIPOC.
- Encourage more diversity (racial, gender, religious, age, etc.)
- Embrace the philosophy of people first and seek to win community confidence instead of a police first approach and an expectation of unconditional compliance and respect.
- This is challenging because the change necessary is cultural change in policing mentality, locally, nationally, globally. There needs to be incredibly clear training, evaluation, expectations, accountability (by accountability, I mean historical accountability in addition to accountability for current actions and behaviors).
- Civilian oversight is key, as are appropriate resources for responding to mental health crises and working with the growing homelessness population in our area. Also, body cameras would likely go a long way

toward altering the bad behavior that has led SSPD to long have a negative reputation among many members of this community.

- Need more racial bias training to understand how conscious/unconscious biases effect their ability to do their job
- More accountability to the citizens. For example training from outside the department. Certification from NYS like Colonie and Troy are doing. Accountability to citizens through a CRV. If the department only is investigating itself then the citizens will never trust them.
- More transparency as to how they conduct reviews over their own officers. (Chief of Police not initiating an official investigation for Darryl Mount, and lying to reports while emailing officers his bias thoughts on the matter.
- With all of the reforms created here. I would emphasize reducing the amount of issues they have to tackle and zero them in on crime/robbery etc. Mental health issues, homelessness, etc should be left to health professionals and psychologists
- Immediate defunding and the firing of police officers who have historically targeted minority groups, associated with the harming of people of color and other targeted groups, removal of the horse unit—my experiences with mounted officers and the horses have felt both physically dangerous and demeaning.
- Stop specifically targeting minorities like black and lower income people. Do not used mace or any violence towards peaceful protests. Do not use excessive force when not needed
- Better training
- Reallocate the resources.
- Reform. Training on mental health, appointing a more diverse crew, implementing diversity training, finding other solutions besides violence, only resorting to force when absolutely necessary
- Answers are already incorporated to what I support in the survey.
- In order to improve the situation there needs to be better communication, the ssdpd seems to ignore and dance around concerns of the citizens and pretend things are better.
- Increase training, especially in deescalation. Far too many cops immediately turn to violence, but there unfortunately seems to be a surplus of them in the SSPD.
- Communicate more with the community, including people of ALL ages (this is not been something that has been done), races, sexual orientation, etc. Allow only those who are allies of the LGBTQ+ Community and Communities of Color to be hired, and monitor this within the department to weed out those who could potentially hurt these communities.
- More training
- By allowing mental health experts to train and be apart of your police department
- Reducing the size of the police force as the town has little crime and enforcing mandatory body cameras. Re Open the investigation into Darryl Mount.
- The stop sign at the intersection of west circular and glenmore consistently run and the neighborhood is used as a short cut for commuters and school folks. We watch kids and adults run the stop signs ALL DAY LONG before drag racing toward west ave.
- There is a history of racist behavior in the SSPD that needs to stop. Period.
- I STRONGLY believe SSPD should be trained and titled as PEACE KEEPERS. Our city is not high crime but with the large number of bars and tourism it attracts a large number of people who are homeless and

have addiction problems. They are part of our community whether we like it or not. Our force should be tailored to our community's REAL needs and not that of a "potential" high crime city. Saratoga should be a model of treating every person with respect and dignity for all those who live and visit to see and feel.

- Allow an outside organization to investigate the death of Darryl Mount. Apologize for hiding the truth about the death of Darryl Mount. Disarm them. Dramatically reduce funding and invest in community programs - specifically addressing homelessness, substance abuse, domestic abuse, and education.
- All police departments should be implementing the described policies and procedures. I don't know why they wouldn't already be in place.
- Reevaluate officers and new training.
- Cameras on the police at all times budget cuts better investigations do not handle the things that we have other departments for.
- I would like there to be body cams rolling at all time when they are on duty. I would also like there to be no stop and frisks.
- abolish the police
- This is a comment on a past experience w SSPD, a few years ago. [name redacted] found a toy monkey hung from a noose on a stop sign [location redacted]. This well-documented and threatening symbol of white supremacist racism deeply troubled and frightened me. [name redacted] took it down, immediately called the 1800 number to report it. The response was disinterest and disregard of it's inherent threat to my own family and others in my neighborhood. [name redacted] was told there was no reason to bring it in as evidence. This was at a time when drawings of similar imagery appeared on a fence in my neighborhood where the Schenectady CDTA bus stopped, and my son was racially bullied at SSHS (with no meaningful response from the administration). I felt very let down, and angry, and thus never reported 2 subsequent instances of overnight lawn vandalism on my property. This is a town of low diversity, but that is no excuse to diminish the feelings and fears of someone witnessing/experiencing racist or other hate-oriented threats. We all have a right to feel safe and protected equally by those whom our taxes employ to do so. I hope the recent meetings, etc., will awaken many from their slumber of privilege and nonexperience. My story is sadly just a few lines in a greater narrative that we have kept to ourselves for too long.
- I don't feel I have enough knowledge of the SSPD to answer this and other questions above with confidence.
- I would request that all police and law enforcement to treat Everyone equally
- Change the whole system , take longer to train police. 7-8 months is not enough if a lawyer takes up to 8 years to train , and a police officer is there to protect us. Educate them on race , backgrounds , groups of people. Get personal people there so they come instead of a police officer if someone is mentally ill.
- Specific training for issues regarding mental health, substance abuse, and race
- The SSPD has been there for me and my family over 35+ years in the community, whether checking out our property for us when we have been out of town, following up on a stolen [property redacted] report, and even showing great judgment in a report filed on stolen [property redacted] report. I am more ignorant about their treatment of people of color and people with less social capital, but they bungled the Darryl Mount case investigation, and I also think they badly bungled the Comptons incident years ago (2008??). I do not trust their overall fairness to POC. (I forgot to mention the Comptons case in the above list of incidents where the police mistreated someone. They put those four Skidmore students onto the icy sidewalk face down before dawn on December 17. The guys who were in the brawl with them got to dictate what the story was.
- by responding effectively to harassment and intimidation of Black community members who criticize it, so that they can speak freely

- It's a black box. Who knows what goes on or how effective they are. I'd welcome a citizen oversight and reporting committee (unpaid)
- Reform and more safety precautions for the people.
- That they clean the police force from white supremacy, and hold cops responsible for shooting at suspects. That they stop criminalizing People of color Stop harassing and threatening non-white students Stop targeting, patrolling non white communities
- I think the SSPD is sometimes put in a no-win situation. I trust trained police officers to do their jobs effectively. I do however, think that they're not trained in certain psychological situations - and they can't be. No officer can be trained for every situation that involves mental health. I do like the idea of specially trained psychologists riding along with Officers for certain situations. Not ALL, but certain situations.
- More direct community engagement, especially going into areas that may be more challenged. People need to be seen and heard and valued ... and that includes our police officers! ALSO: 1) Officers need to communicate their name and titles when asked 2) Allowing citizens to call an advocate/friend during any form of "detainment" ensures an outside ear to what is happening. 3) Military force is neither productive nor necessary -- violence begets violence. 4) Alternative payment of fines and community remuneration, as well as restorative justice methods can absolutely be applied in our city -- We can make change happen here for everyone! "Whatever affects one directly, affects all indirectly." Dr. King
- dismantle it
- They are pretty good and I am a woman of color. Never had the slightest problem with them.
- They r well run
- More communication with the community and better de-escalation training. Train more officers to manage situations involving people with mental health issues.
- transparency is important and training. generally I feel in good hands but I worry about police brutality as it is in the news. It could happen here is we are not awake to it. I also think that police should not be dealing with mental health issues.
- I would direct more funding away from employing officers, and instead employ more social service providers who are effectively trained to handle non-violent crimes in the community.
- Defund and shrink the department to only address armed violent attacks
- I wound disband the SSPD and allocate the funds to community care resources, including but not limited to mental health services.
- Candidates need to be tested for psychological predispositions to aggression, superiority complexes, racism and violence. None that fail these tests should be allowed to serve in the capacity of public safety officer. Those that pass should be trained frequently and encouraged to seek emotional support.
- Training to avoid bias and to properly interpret mental health situation , etc
- I live in a "safe" area and face little crime. I am in "privileged " class. Hard to answer all questions with no firsthand experience. Would my family members in a biracial samesex relationship answer in same way? Would my big, black family members feel the same? Would my former Latino exchange student feel the same??
- Diversity training, Diversity, transparency, youth in the upper-ranks
- Hiring of more minorities. Training, training, training on de-escalation, DEI. More involved in community outreach.

- Parody is important... possible live stream of body cam and immediate release after incidents....external oversight seems important for accountability
- I am not sure at this moment.
- Mental health pros should be front line with people who don't pose threat of violence. Police should be on scene at a distance as backup when needed. De-escalation should be #1 in policy to address any disturbance. Officers should receive regular training and reinforcement of this policy. Race should be front and center in policy and regular training. Police officials should report regularly to City Council on status of policy development and enforcement, police training, and police-community interactions. A sort of reverse police blotter. In a normal form of city government, the entire council could weigh in on police matters. But in our form, only the commissioner of public safety has authority over the police, and the mission of that office is split between supporting police interests and supporting the community through police oversight. Therefore, our city needs an independent police review board of citizens appointed by all council members.
- Establish a police oversight board with diverse community representation and empowered to support actions that can affect change and to hold individual offices accountable.
- Having worked alongside NYPD in Brooklyn (taught in a tough school), I have seen police become good learners in areas where their jobs overlap with that of the social worker, particularly in deescalating situations. I wouldn't mind seeing social workers walking the beat instead of throwing that work on to the police. At the same time, interdepartmental contact(s) may have to increase in areas in which police and social workers work in tandem so that they can best support one another.
- Using appropriately trained persons to deal with mental health, homelessness and domestic violence issues other than just uniformed police.
- More diversity in hires. More "neighborhood" patrols.
- Diversify the force Continual improvement and assessment of all cases / what could have been done differently
- Increased training
- 1. Recruit and maintain a diverse workforce. 2. Develop a team of social workers to handle mental health, homeless, domestic disputes, etc. 3. Bias training 4. Adopt a community policing approach based on successful community policing experience elsewhere.
- Increase formal involvement in law enforcement governance by informed citizens.
- Have then present less of an armed presence in the city. Emphasize security or protection for all in the community without resort to physical force.
- While I genuinely appreciate the commitment of most officers to serve and protect and put themselves at risk, I believe that SSPD like most all PDs have been militarized culturally and with weapons and arsenals that no longer qualify them as a civilian police department. They can be responsible for escalation rather than de-escalation and maintaining the peace. The police were mostly supportive during protests but.... Tanks for protesters? Tanks for nothing!
- Bias training, de-escalation training, more diversity in the department (especially higher ups). Working in tandem with mental health professionals on some issues.
- It would be helpful to immerse them within the community for educational purposes. There should be a plethora of resources to express concern and discuss problems.
- Justice for Darryl Mount. Effectively and appropriately hold those officers responsible in the Darryl Mount matter accountable. It has been almost 8 years now, and there has been NO JUSTICE.

- I think that the police chief needs to recognize systemic racism exists. He stated that it does not. That shows a total lack of awareness. The police should not use military equipment or tactics with citizens.
- Training in implicit bias and relook at the use of force continuum
- Better ongoing training, more social workers on staff & responding to calls.
- I get it. It's easy to think everyone's a criminal, when you deal with criminals all day. But officers need to treat all citizens with respect and professionalism. This is a much deeper issue than "a few bad cops." We need to change our response to incidents. (FYI. I was once stuck in my car for almost an hour in the library parking lot because two cops were dealing with a non-violent drunk and they refused to move their car so I could pull out. That's demonstrating their power and control over me for no reason. I am constantly reminded of this behavior, for no apparent reason. They were rude and childish. Ridiculous. This is unfortunately the norm. On the other hand, city police were extremely responsive to my religious organization following an anti-semitic attack in another state. This is the difficulty. Such great work. And such poor work.)
- Training on racial bias is a must. I would also like to see a community forum on protest conduct of community members, along with police personnel.
- stop racial profiling and harassment. Stop sending police out when other resources, eg mental health professionals, should be involved.
- demilitarize and strict oversight by a community board; re-assess role of police in our community to focus on serving the public and public safety. The police are spread too thin on other issues and those should be reassigned to appropriately trained staff.
- I think they are doing a great job. I'm sad they have to deal with people filming them and yelling in their faces. A few months ago I witnessed a protest in downtown Saratoga where people were blocking roads and screaming at officers. There were little kids out having dinner with parents, etc. The police showed great restraint. I don't think they get enough credit for dealing with people who go beyond peaceful protests and also I don't think special rights should be given to people who act in a criminal manner. I would like to see consideration given to victims of crimes. People whose businesses are targeted in these protests, vandalism, etc. That being said - there's always room for improvement but police are not the enemy and I won't support any measure that makes them out to be.
- All the aforementioned changes!
- GET THEM OUT THERE WALKING, in the winter too. If my partner can stand outside as a teacher for an hour at recess they can walk the street in the winter and summer. How about some equal parking enforcement while you are at it. I see the same cars parked in 15 minute parking spots all day no tickets, my car is in a spot two minutes over and I get a ticket? Why do they allow homeless and other people to sit on the sidewalk, thought that was outlawed. How about the people playing music and begging? Could you settle the case with that family of the guy who died jumping over that wall already? How about some serious traffic enforcement so people know you cant speed in Saratoga. It would take less than a month for the word to get out, you speed you pay. Everyone knows you cant drive 27 in a 25 in Greenwich, wouldn't it be nice if it was that way in Saratoga. Also no one stops at crosswalks, POLICE included, I have almost been run over by police cars trying to cross in front of lake ave school.
- Make sure they are supported by the community and have access to quality continued training
- Have policies and practices that demonstrate and prove that they respect and protect everyone's rights within the law, and work hard at diffusing nasty situations rather than insisting that they be listened to and respected RIGHT NOW.
- More officers , so they can continue to do their job, and have a more visual presence in the burbs, as they do in the downtown area..
- More visibility and more de-escalation training.

- Would encourage local government to not listen to the liberals regarding defunding the police. We need enforcement of the law.
- I am white and live in Wilton but spend time and money downtown in Saratoga Spring. I strongly prefer the SSPD to uniformly treat people with fairness and respect without considering their race, gender, age, religion or sexual orientation
- I had an issue and it was never followed up. I have since lost most of my confidence in this organization.
- Know who the patrol men are by name, events where they can interact with locals, more friendly when they are out and about
- Include SRO in the schools to build community trust, by which I mean active duty, currently employed police, not retired officers or security guards.
- Larger focus on homeless issues. I am harassed by the homeless daily.
- Give them ability to do something about the homeless and the problems they cause in our city. Residents and visitors should not be afraid to use the parking garage or to walk on the streets.
- Stop trying to take their policing power away. Give them authority to shut down the protest that are not peaceful. If the protesters do not have a permit police should have full power to shut down and protect our city. Also, if family and friends want to back the blue they should be able to without dealing with other groups that had not right to be there (as far as I know they so called victims didn't have the permit to be there). Or the other not so peaceful protest where the families supporting local restaurants were harassed and screamed out. I also believe the police won't harass you if you are not breaking the law. (IE beating a woman on Caroline) I want to be able to walk in downtown Saratoga and not worry about being attacked. I appreciate what our police sacrifice everytime they put their uniform on. # God Bless and Protect our Men and Women that wear the uniform.
- Add to the department . More visibility of officers
- pay attention to the suggestions of the task force report
- Cost control for overtime and eliminating minimum staffing levels or reducing them. Uniform appearance promotes professionalism and encourages trust. It seems every officer has his or her own style currently. Example: hat/no hat, vest outside/inside, dress uniform/cargo pants & polo, visible tattoos, sunglasses with no sun, leather gloves hanging out of pockets etc.. A neat appearance means concern for self which often translates to concern for others. Many officers seem to lack the basic engaging conversation ability. A simple hello or "hi" goes a long way. Recent legislation has stripped police of many many tools to combat crime and especially drug offenses. Support for law enforcement is critical but needs to have the mutual respect returned.
- Share monthly crime reporting data with the public broken out by reporting areas. The data should include demographics of victims and perpetrators. If their data systems need modernization to accomplish this work with DCJS to get it done.
- Listen and work with community members.
- Possibly more community outreach and education, starting with elementary schools, to educate people on what the police do, their training, etc.
- More poc/bias training. They shouldn't be in charge of situations that they aren't prepared to handle, it should be another trained professionals job to deal with mental health problems and so on.
- My experiences with police in Saratoga in the 15 years I have lived here have been minimal and they have been generally helpful (compared to mostly negative experiences with police elsewhere). I also recognize that my experiences with police here are as a middle aged white woman who no longer looks "alternative."

- Independent oversight
- Recognize the privilege in the area and the profiling that exists when crimes are being "reported". Many people call the police on others in the community because of their own bias rather than actual evidence of a crime. The inequality in economic status in Saratoga is astronomical. That needs to be recognized by the police when "certain people" get called in for things that aren't even a crime. Just because a rich white person was uncomfortable with the volume or mannerisms of another person.
- Can't really give my opinion regarding SSPD. I hope and trust that they are an educated group of officers working together for a better and safe community. I also want for them to be safe.
- De-escalate the appearance of police. Simplify the wearing of weaponry allowing for response packages that are quickly added to uniform equipment depending on level of threat.
- If there are rallies or protests, they MUST be peaceful in nature and not disrupt traffic, businesses, workers or patrons shopping or eating in local businesses or establishments.
- Try to get on the same page with the County police since they are often called for back up and seem to have a different philosophy especially when it comes to de-escalation tactics.
- Trainings . More community interaction for all police, not just leadership, sitting on community boards, more work in at risk neighborhoods.
- Interaction with the people by foot patrol. Better help with homeless. They have damaged property, exposed themselves on City Streets. Use the Streets as a bathroom. We need to figure out how to help them. People need to feel safe on and around Broadway or they won't come here.
- Limit their size, power and budget. Recognize this is a resort community and that they are here to serve the people and businesses in our community. Go back to actual blue and white uniforms with high visibility accents. Smaller, electric vehicles too. Possibly golf karts for handling downtown.
- I have not had any personal interaction with SSPD but I do have respect for the job they, and other law enforcement personnel, are faced with. I would just want to ensure that systems are in place to properly vet prospective hires and, in the rare case, be able to properly discipline those who step out of line.
- Enforce parking near schools. More presence around schools and actively engage with school leaders, parents and students.
- Allow the officers to do their jobs without having to worry about backseat policy drivers. Community input is necessary however, it should never surpass officer safety. Reductions in force quality/quantity or diverting attention from the main mission to focus on gender sensitivity will only serve to reduce capability and safety. Take a look at Minneapolis. They are now having to reverse (at the cost of billions of tax dollars) the police policies they enacted to "ensure community relations". Beware of where this takes you!
- More mental health training and yearly mental health evaluations of the officers. Hire more ethnic officers and teach behavior management (deescalation techniques).
- Increase Staffing
- Require that any new hires take a MMPI to determine their personality type. It works! Use the results to rank the applicants. Top of the list should be those with the caring gene; bottom of the list should be over-aggressive narcissists.
- More community involvement, open communication, newspaper articles, reporting to a citizens panel and meetings.
- Stop ticketing people without warning or signage. all winter you guys ticket people and then call them and threaten a tow. How about just calling them first instead of dropping a ticket and THEN calling people? What problems are solved by leaving fines on cars and then calling the owner? I'll answer that, no problems that

couldn't be solved without unnecessary and unprompted fines. Or maybe, if you want to plow an area, one that is always available for 24 hour parking, put signs up that you'll need cars moved within 12 or 24 hours. I know for a fact that leaving all these parking tickets DOES NOT GET THE STREET PLOWED. it NEVER EVER DOES. Make the plow persons job easier, and be smarter about it. Unless the department is just greedy then I guess nothing will change. Only time will tell.

- This survey is flawed in numerous ways. It assumes that the respondents are looking at the SSPD, or any police department, through the same lenses as the authors do. This is the primary flaw typical of when amateurs develop them. This survey includes leading questions and limited answer selections. It is clear this "survey" was put together by a group with an agenda which they, themselves originated. It is inciteful and is attempting to raise an issue that does not exist. The minority population in this city is quite small and diverse and the majority has been amazingly inclusive with EVERY "historically excluded group" (Really? Shame on the members of this group to include that phrase in this survey!) AND, when so called minority population with dubious origins (meaning from outside the city) block entrances to the hospital, annoy patrons minding their own business enjoying meals at our wonderful restaurant community, that belligerence was handled appropriately if not too lightly by our police department. Put this committee away. It is inciteful and ridiculous.
- Have less of them. Fire officers on the spot who even utter a racial slur once. no room for bad apples when the apple has a gun.
- What you are really asking here is, "How should we emasculate the police and make their job even harder?" Criminals certainly would like it if the city implemented some of the crazy and/or just plain stupid proposals in this survey. There are already policies in place to cover most, if not all, of the situations covered here. How about this: instead of making an officer's job even more difficult than it already is, go after the abusive/racist/otherwise unfit officers and either train them or root them out.
- Be more transparent, officers need to be more approachable, be friendlier, better listeners, seek out input from the public. Many give the appearance of a superior attitude. Optics are important. 99.9% of the public are not criminals and should be treated as such. Officers are around the community more than most and observe the things that could make the community safer and enjoy a better quality of life. Example Commissioner Kim added timers to the crossing lights. Pedestrians are not safe in this walkable town especially in crosswalks.
- During COVID, there should be much more enforcement on wearing face masks inside and outside. More ticketing/fines and less warnings for loud ordinance violations.
- As a resident of Saratoga County, I am unaware is any community outreach practices or attempts to collaborate with the people they are sworn to protect by the SSPD. Either two things are correct, either this outreach and collaboration doesn't exist or it goes unnoticed. In a world where every negative action is put in the headlines, it is more important than ever to make meaningful, positive actions and let the community knows about it.
- I think the biggest issue is accountability from the top. In the last 5 years, we have had a Police Chief allowed to retire with full pension despite lying about performing an investigation of a death occurring during police pursuit, and a commissioner who refused to answer questions regarding use of chemical ordinance against civilians in our downtown by law enforcement personnel.
- hire more police. assure they represent the diversity of people in our community.
- Stop arresting people for victimless crimes
- More training!
- It's important for citizens and officers to know each other to the greatest extent possible. I personally know some officers and I appreciate the connections. For example, during last spring's COVID lockdown a horse-mounted officer rode through our neighborhood. That was awesome. When officers are on patrol through residential neighborhoods I suggest that occasionally they park their car and simply walk around the block and introduce themselves, greet people and ask how they're doing.

- Their good will visits in the community during COVID have been exceptional experiences. The horses, Santa on a truck, have let us know we're remembered, that SSPD sees us and cares. Adults and kids equally love it.
- I have been discriminated against in a police report of an auto accident because of my age and sex. The statements I made were NOT reported! Fortunately my insurance company fought for me and the person who caused the accident a young white male was made to pay for the damages! The police need to record accident reports without bias!
- Offer more social workers to help support the police force
- I am someone who truly believes SSPD and most Police agencies have the best of intentions and the majority of the Officers are honorable men and women who put their lives on the line for us. Things just get muddled along the way. I do believe there needs to be complete accountability when something goes wrong. And no PD needs military grade equipment. That is just a display of brute force. We have the National Guard in place should a military presence be needed.
- I once had my handbag stolen from my parked car. When I reported it, it was obvious the police considered this a very trivial matter and they did nothing--not even showing sympathy.
- Stronger anti-bias training; replacement of police with social workers and other professionals for certain situations; institute community oversight board with the power to investigate complaints against police
- Make them more accessible and engaged with the community (replacing faceless patrolling in menacing SUVs with foot patrols would be a good start). I would also complement their work with other trained professionals such as social workers and substance abuse counselors to help them in managing situations involving the homeless, individuals with mental health issues, etc. This clearly stretches both their abilities and their resources and it's unfair and unwise to leave all of these situations to the police.
- I have not had any interaction with the police. I appreciate what they do but I do believe transparency in all police departments is essential for the general public to feel safe. I also believe other agencies should be involved in certain types of calls the police now handle.
- Walking patrols to meet and greet the people they are protecting. A change in Us vs them attitude now ramped in the police department.
- Always seek input of community leaders
- 1-MORE TRAINING 2-UPGRADE EQUIPMENT AND COMMUNICATION 3-STRONGER PRESENCE DOWNTOWN 4-MORE INTERACTION WITH COMMUNITY BOARDS
- more walking a beat in summer months stop being afraid of motorcycle groups blocking sidewalks and ask them to move stop dismissing older people as a waste of time
- I think they should stop dropping off homeless people at the hospital. They don't belong in the emergency room and it does nothing to solve the problem.
- I am proud of SSPD. It is a difficult job. I believe transparency is critical of any public servant role. I support transparency in adherence to policies.
- All professions have bad apples (doctors, teachers, law enforcement, military, politicians etc) I don't like making generalities so this survey was a problem for me. We expect a lot of the police force- the ability to decide in a fraction of a second if some drunk or mentally ill or drugged up person is a threat to the officer or someone else- especially domestic situations. Why don't people cooperate when asked to stand down, hands off so the office can assess for a weapon etc? Would you like someone to come at YOU at night when you asked them to stop? I think not. However, there are instances of excessive force that are undeniable. There is a lot of gray area here that is not reflective in your survey. Deliberate taunting of officers to provoke a response is unacceptable. The officers have rights too.

- I have called in the police a few times regarding my mentality I'll adult son. I feel there needs to be training for the officers as well as social workers about mental illness and homelessness. My son "appeared normal" to the police officers, but was in fact in a schizophrenic state. I feel the officers should take in account of what the family member is saying instead of brushing it off or citing a law saying it's not a crime to be crazy in New York State. After many adventures my son has gone on both in New York State, other states and other countries I finally got someone to help me stabilize him. He got beat almost to death in Mexico, and Canada. Has traveled with no sleep across country ending up in hospitals asking the people to take the microchip out of his brain. And I can go on and on. He was homeless here in Saratoga because I couldn't handle him or felt afraid of him. I couldn't have him in my home anymore. No one would help me or him. He needed medication and a stable place to stay and be looked after until he was stabilized. I don't know how many times he escaped death on his adventures, and I don't know how many times I saved him. It's not only a family issue but the society problem as well. I see a lady my age or perhaps younger than me and she is homeless here in Saratoga. She walks around with a rape sign clearly being raped before. I've tried to reach out to her but she won't talk. Why isn't someone helping her? It's all so very sad with her sleeping in the snow!
- I would require SSPD to all undergo de-escalation training and empathy training. All officers should have training in dealing with mentally ill. They should have rigorous counseling to deal with any personal issues and be screened for personality and rage or anger issues. SSPD members should be required to participate more openly in the community through service hours with our youth, homeless, and disenfranchised. All body camera footage should be release immediately to anyone arrested or who's had an interaction with them...this should not take 30 day and it should not be solely in their control.
- Training for racial bias. Listen respectfully when issues arise. Remove the Us vs. Them mentality.
- Transparency and accountability are badly needed. I feel they operate in their own bubble and their chief is inaccessible - I once tried to write him about something that happened and a suggestion and I couldn't even find his name and contact information anywhere. Come on, this is a small city, he should be more of a public presence. My other suggestion is that we do need a civilian committee that is charged with the authority and public trust to investigate incidents that involve complaints about the SSPD. They should have access to the police reports and any information that helps them make a report and recommendations, which should be available to the public. When I read that Veitch testified that he had lied about conducting an internal investigation into the Daryl Mount case, it totally broke my trust with the SSPD leadership and therefore, the SSPD, and made the need for a civilian investigative group obvious. Afterwards, I read in a newspaper article that one of the young officers involved in the Daryl Mount incident, had become one of the highest promoted police officers for his age group. I think that with more public awareness through a civilian committee about this fatal police incident, perhaps his subsequent promotions would have been more closely scrutinized.
- The idea of having trained social workers and even medical people (ambulance, first responders) trained to respond and de-escalate situations involving homeless individuals, people with possible mental illness and/or other diagnosed (or undiagnosed) MEDICAL issues is key. But we need a far stronger follow-up for such individuals and incidents. If we don't have housing and mandated follow-up treatment options available, the social work responders will be overwhelmed by the same issues - and few or no solutions - which means we will have trouble recruiting and keeping what should become key members of our response teams. Studies have shown that our prisons are full of individuals who, had they received effective care for mental, substance abuse or other health issues, would still be in the community - and not being warehoused in our prisons as last resort - and they come out of those prisons more damaged and even less capable of remaining in public as an effective member of their communities. Yes, we need police reform and to refocus on compassion and deescalation. But we also need some form of national healthcare so that individuals who are deferred from prison are provided housing and medical treatment. Without that key second part of the equation, the same issues - and related problems - will remain an issue both for law enforcement and our communities.
- Concerned about the show of force downtown at a peaceful demonstration last year.
- need to focus on the individual cops instead of the whole police force because some of them are perfectly fine and want to help people but the others are looking for problems.

- Training in the handling of domestic violence issues.
- People like to point aim at police offices and complain they don't do enough or they do too much. What people need to remember they got to work everyday to make sure that Saratoga Springs is a safe place to live, risking their lives for us to be safe! There seems to be appreciation from the city members towards the police department. It is a very said time.
- The best law enforcement are State Police. The local police departments are full of second best rejects. Time to demand only the best. We must cancel current contracts only meant to protect bad officers and write a contract that puts the needs of the community first. Defund, disband.
- significant antiracist training, support for the solving of interpersonal and mental health related problems for which police are not adequately equipped nor should they need to be if other, more appropriate resources are immediately available.
- Screening candidates to make sure we don't have people coming onto the force with to a power trip mentality. A fair process for investigating alleged wrongdoing by officers and firing or prosecution if they violate procedures or commit crimes
- I've lived here for 21 years .I cannot think of a single complaint.
- Hire more officers
- My answers are based on my whiteness. I know people of color have had a different experience. I can say that wherever I have personally called on the SSPD they have been very helpful, courteous and a pleasure to deal with. To improve the SSPD I would enact a policy which mandates that whenever a SSPD Officer is involved in an interaction with a civilian that results in serious physical injury or death there is an automatic autonomous, independent investigation by an outside agency. This would eliminate all possible appearances of any possible improprieties by anyone - the SSPD, the city, etc. About a decade ago the FBI published a report that found that police agencies all across the US had been infiltrated by the KKK and other white nationalist groups. It should be mandated that EVERY officer be investigated to ascertain if s/he had ever been a member of such a group. If so, s/he would be dismissed immediately. Every new officer should be investigated for this background as well. Qualified Immunity should be absolutely removed. Yes I understand that police officers sometimes have to make split second life and death decisions; so do cardiologists and many other medical personnel and they don't have Qualified Immunity. A civilian review board with real power to investigate and subpoena witnesses and mete out disciplinary action, all of which would be transparent to the community would improve policing as well.
- They are doing great as is.
- Note: Training is learning skills. Values and ethics are nurture from home. If you take the oath to become a police officer, there needs to be a balance. There should be no basis related to a persons background. We are all human beings and should be treated fair. Peace and kindness to ALL, life is too precious to fight, we should focus on living. Be happy!!
- If a citizen is breaking the law in any way, the SSPD should make an arrest.
- let them do their jobs.
- Training in deescalation and community outreach.
- We're having a lot of issues with packages getting stolen from our porch, primarily at night. It seems like the police are more concerned about giving out parking tickets than protecting citizens and their homes. For the rich, a parking ticket is just the price you have to pay to park there. With some exceptions, the police seem to be more punitive than helpful. The whole system needs work.
- I don't know. More officers on horseback throughout town would be a helpful addition if possible.

- Abolish Police as a whole. We need community funds for education, healthcare, and agriculture. No more guns, no more deaths.
- Training and mental health assessments. Spend less money on military equipment and more on training and mental health assessments, and promote work life balance. Every officer should be skilled at self defense to lower their readiness to use deadly force, self defense skills confidence is key, for example having officers train Brazilian jiu jitsu to purple belt level.
- I live in Saratoga County, but in Saratoga Springs itself, so have not comments at this time. Thank for asking residents for this information. Please use it wisely and positively for the ALL residents and in particular those of minority individuals.
- More foot patrol, more of an effort to combat local drug dealers.
- More transparency and greater diversity
- Not give privileges to white males, seniority and rank just because their family members are part of duty.
- Good department overall. Police need training. In my observations of police handling homeless, teens, drunks etc over the years I have seen very professional policing.
- Stronger police oversight board
- Definitely add MH professionals in the organization. Not only to be part of the regular shifts but to also be available to debrief incidents with the officers and detectives and the whole department, including non-professional staff.
- Na
- Why is this survey labeled as a New York State Police survey but focused around a city PD with different wants and needs then a State Run Police Force ?
- Justice for Darryl Mount
- Focus on putting resources into other agencies, social work-centered approaches to 'crime', and not putting more resources into training, equipment, etc. Change training yes, change equipment yes, but this overhaul should not be an excuse to funnel more money into the police department.
- More bias & sensitivity training, LESS WHITE MALE OFFICERS, less funding for the police.
- Let them do their job, without being told how to do it from those who have no clue.
- I have never had a problem with the SSPD. I would like to see the officers get out of their cars and intermingle in a positive way, kind of an "officer friendly".
- More frequent public educational forums/ POSITIVE social interaction , and conflict mediation between community members and police officers (especially important : all those activities must include police supervisors and other leaders within police dept with all levels of rank and file officers). In my opinion that is the very best way to foster truly an open exchange between all participants that is conducted with honesty, logic, fairmindedness, respect for others, and willingness to listen to all points of view without judgement. Our goal must be mutual agreement to sincerely search for common ground.
- More officers better training.
- People show let them do there job. Treat them with respect, don't be cocky when stopped or asked a question. Don't start with " I know my rights ".
- Let them do their damn job and leave their policies the hell alone

- Move their HQ away from downtown where they add to parking problems and gives the impression that downtown must be unsafe if it needs such a visible and overwhelming police presence. Turn them into a decentralized organization. Interactions at night in downtown seems to give them a bad reputation. Makes them seem like a gang with the public. They have dehumanized people by putting them on display in back of patrol car for others to see on purpose. Waiting to engage with violent behavior seemingly waiting for it to end to protect themselves rather than intervening to keep others from getting hurt. Showing no compassion. Is this a bad culture? Does it give them a bad reputation? Does it make me think they won't intervene if I ever need their help? Police are often ex military or go into the profession because they like the power it holds. The culture needs to be fixed. Different types of compassionate people need to be added to the profession.
- More interaction with individuals to reduce the "us vs. them" mentality. Also, I would like to hear the police side of things - citizens can complain loudly and publicly, but there are two sides to everything.
- Have social workers work as a team with police regarding mental health and homeless issues.
- less of a combat-armed military presence and more a part of our neighborhood. We've lived here a long time and really don't know our police
- Hire people committed to social justice. Require 4 years of education and training.
- Maybe make available to the public what happens to a person after arrested; the outcome after court, jail time, fines, etc on a free platform; follow ups on arrests we see. Thank you.
- Lean on side of safety. Learn more about the dangers of dom violence and abuse with more concern for protecting the victim and not walking away from a call just telling the abuser to go to bed in another room and leave their s/o alone. Police reports do not always reflect the circumstances or entirety of the issue. Someone should call next day to check on victim and ask if the report is correct and situation handled properly with the permission of the victim.
- Provide more training in area of race relations to whole force so all people are treated with respect. Provide more help to homeless populations. Have more officers ,or social workers walking the beat downtown to protect people from being harassed by gangs of youths (mostly in summer) & homeless people urinating in public
- Tell the truth. It's just that simple.
- try to respond to feedback you receive from the public
- I think we need more officers. The community is greatly expanding over the past 10 years, yet I do not think the police force has been expanded to keep up. I think there should be more opportunities for the citizens to interact with the police such as when they walk the beat to know them better as people.
- I think they do a great job
- Better protection of residents from outside agitators. The police need to protect people trying to go out downtown and live they lives.
- I believe SSPD has work to do in terms of treating all citizens equally regardless of color, socio-political leaning, etc. I believe all PDs can benefit from bias training and be more aware of institutional racism in their day to day work. I was appalled at how demonstrators were treated when they sat in the street this summer. Yes that was the sheriffs tank and "troops" who looked like they were ready to fight in the jungle in Viet Nam but SSPD was there as well. Surely there are better tactics to get young protesters out of the street. I believe PDs everywhere contain racist elements. Training and better recruiting is needed.
- No military style vehicle
- Sensitivity training in every area that has conflict involved that might cause unconscious bias.

- Take politics out of policing.
- More diversity training, establishing a Citizen Review Board for transparency and fairness.
- Listen to the members of the community right now. Accept help and accept change.
- Perhaps some 'area-swapping' training - bring police in from other more racially-diverse, melting pot towns and cities, and send our local force to train in those towns and cities to broaden the experience of dealing with a more diverse population. We are a little under represented here and more experience often helps alleviate the situations that tend to blow up more and more frequently.
- I would immediately stop hiring and, with each retirement or vacancy, apply those funds to community health initiatives or to infrastructure projects like passable sidewalks and bike paths everywhere downtown.
- More sensitivity training/ College level courses should be taken as it relates to race in America. History courses should also be taken regarding African Americans and the misrepresentation of our how we are portrayed in America. In addition, courses should highlight our numerous and essential contributions to America from its inception to now.
- The use of a military vehicle at a peaceful protest was 100% inappropriate. I want to live in a community where I have confidence that there are checks and balances in place that will not allow this type of military presence in my neighborhood again. The death of Darryl Mount, Jr. has left a stain on the SSPD, in my opinion. Also, my only dealing with a SSPD is in a story where a young White professional was delivered after a DWI stop safely to a friend's condo. It was the common sense approach to handling a DWI. It kept the young man safe and out of jail. I have no confidence that the same courtesy and common sense approach would be afforded to a young Black man.
- Have a citizens group interview candidates and evaluate their ability to work with social service personnel in handling the rights of those arrested.
- I am an advocate of community policing and building relationships with all people in the community. Saratoga is not so big that we can't do this really well. I think the summer season is more challenging for the police, but off-season efforts can really pay off in the future.
- Listen to the black activists
- Get rid of it.
- There has to be impartial oversight when there is an issue. To say that something has been investigated and then learn that it has not, is troubling. We also need to deal with racism in our community. My son's partner was followed in a retail establishment because of the color of his skin. Students of color at my son's college don't feel welcomed downtown. We all need to work together to make Saratoga Springs a more welcoming place so forums between community members and the police dept would be a start.
- Clear communication with the community about use of force standards, bias and deescalation training, and penalties for not using body cams.
- All city/county agencies, not just the SSPD, should bring in racial justice training and discussion groups so all of us garner a greater understanding and appreciation for the roles we ALL play and continue to play in the racial inequities that exist. There's nothing wrong with us all seeking to grow and learn as people so that EVERYONE is treated equitably and fairly.
- Just continue to keep up with training as our social environment changes and strengthen relationships with those who can help with mental illness and homelessness.
- A respected civilian review board always is a good idea.,
- Citizen review board with actual power. Training in de-escalation. Expand hiring diversity.

- I have had few interactions but would appreciate mutual respect. I think it's easier to keep situations calm and civil.
- Mentoring should be a huge focus; Everyone should be treated the same. Every offense should not be treated as a major crime.
- That is a very difficult questions. But many of the things that I indicated should be stopped are the first steps. Part of the problem is the senior people in the department. They've come up through the ranks, and have endorsed and tolerated a lot of bad behavior. At the very least, we should have a leader of the police who has more enlightened policies and experience in good, safe policing.
- Empower the oversight committee as an effective counterbalance to SSPD.
- I believe they definitely need all the trainings you mentioned. Seems like it would be beneficial to learn about unconscious biases/implicit bias training, how to de escalate situations, work with social service agents, homeless population, etc. I was extremely disappointed to see the behavior of the SSPD and their use of pepper spray on the peaceful BLM protesters. But yet, I am optimistic and hopeful that they hold their jobs for the right reasons, with the best intent to protect & support all citizens of the city, no matter what race, creed, income, political persuasion, sexual orientation or gender identity, etc. That is the goal. I like the work they have done to integrate/connect with the community in the past with their horses, but could use more of that personal connection on a continual basis.
- Take away the Police Union and replace with Civilian Oversight and promotion Boards. Police Inions have become too powerful and often make it difficult to enact needed reforms and changes. Update Officer Training with more modern theories of how to properly handle mentally ill people and involving trained social workers and other appropriate staff.
- I would improve the SSPD by reflecting on the fact that there is video evidence that SSPD officers were protecting a Blue Lives Matter crowd who were provoking and attacking Black Lives Matter protesters. SSPD has brought in riot patrol to break up and fire ammunition against peaceful BLM protesters, many of them young student activists of Saratoga Springs. Realistically, bias testing and training can only help so much. It doesn't make much sense to have a crime oriented official approaching non-violent situations when the training for such protocols don't match other trained professionals in fields such as mental health, domestic abuse, etc. It seems to be a worthwhile investment to consider supporting the de-escalation efforts of police officers, while allocating resources and funds to community organizations that are adept to support individuals or groups of people seeking immediate help.
- I hope the SSPD will work conscientiously to comply with E.O. 203 and not just give it lip service.
- I defer to the task force.
- I think they do an overall good job. I do think they do not treat all people the same and that needs work. I think the term "defund the police" is misleading and somewhat insulting. The police have way too much to handle and are not equipped to handle some situations. It just means rethinking the way they are trained and getting more social workers involved in certain situations, i.e. homelessness, substance abuse, etc. Lastly, military weapons have no use in a local police force.
- Oversight by citizen board. Transparency.
- I believe all police officers should receive longer training periods.
- I believe downtown Saratoga would benefit from having cops on foot, stopping in to establishments, getting to know business owners and workers. Once that relationship is established there are hundreds more eyes to spot situations needing police presence.
- More focus on community interaction. De Escalation. Better training. Respectful treatment of Black people. Not shooting before investigating.
- I am more concerned about county PD and whether any changes will be implemented at the county level.

- I am a long-time resident of Saratoga. I have watched this gem of a city grow and evolve over the last 35+ years. I enjoy several circles of friends of multiethnic and religious backgrounds and revere the cultural richness this community offers. When I read the article about Police Reform and then viewed this survey, I am very dismayed by what seems to be a dubious attempt to sabotage a well-run police department. To put it plainly, this survey and this committee are absolutely absurd. It is clear that the members of the committee who wrote this survey have no experience in developing unbiased opinion surveys. Additionally, it is clear that some of the organizers of this committee are new to the Saratoga Springs community. They just don't seem qualified as newcomers without a view from the past and continuing richness and fairness this community offers, and its evolution. They are unaware of how absolutely INCLUSIVE this community has been to people of all races, religions, wealth and gender identifiers for several decades since I have lived here. We do not have a diversity problem in Saratoga Springs or anywhere in the region. Just because the Governor says we should examine our city's Police Department, does not mean a problem exists. We are a city of laws and rules. If you break the rules and you are caught by the police, then you are charged. And the SSPD has an excellent track record of doing so. There is no difference whether you are white or brown or black. No one gets a "pass" because of the Black Lives Matters campaign. In fact, that riot downtown was insulting to the BLM campaign which has shed light on some very legitimate systemic concerns in this country. No, instead this group decided to grab national headlines and try to make a demeaning issue of our Police Department. Watch, some of them will likely try to run for office! SHAME ON YOU! This group sees Saratoga through a convenient lense that attempts to make an issue where one does not exist. I know what DID exist: A group of thugs that went around harassing people enjoying dinner on outdoor patios of our local restaurants; SUPPORTING our local business community. Another group of thugs blocked hospitals. A group of thugs that disrupted traffic along our main thoroughfare. A group of thugs that left a path of damage and litter in the wake of their "demonstrations". And these thugs got away with it all while taxpayers foot the bill to clean up their path of destruction and business owners comped free deserts to make up for the embarrassment this group caused. Our police department conducted themselves entirely appropriately this summer protecting the vast majority of taxpaying citizens that do not see the world through the same polluted views of the few, imported protesters that assembled downtown and developed this committee. In fact, that was less of a protest as it was a riot. Most of them couldn't even agree what they were allegedly protesting when asked by the media! What this group needs to realize is that their rhetoric is inciteful. They need to hire a professional agency to create an honest, unbiased survey. Better yet, disband! A city that invented "Leap of Kindness Day" cannot also have racial disparity problem. The facts are not in this committee's favor.
- Better training, racial sensitivity training, LGBTQ+ Training. Deescalation training.
- I would have more specific training on how to de-escalate events and recognize nuances needed in certain situations. I would also have dialogues with officers and community members present to better understand both sides.
- More training in all aspects of police work. Police academy in many countries is two years. Training is especially needed is cultural sensitivity.
- Embrace bias training & de-escalation training & procedures. I am not sure the local police believe they have inherent bias's or a discriminatory practices. We need to lead from the top- got to get Zurlo involved too. There is room for all to grow and do better.
- 1. Change the name to Saratoga Springs Peace Department. The goal would be to have "Peace Officers" who are caring and helpful in keeping the peace. Officers who are not 'feared'. Officers who are respected because they earn it by kind human actions and not demand it by intimidation. 2. Totally change recruiting practices away from finding the person who wants to kick in doors and rule by intimidation and fear. We need to attract people that everyone (black, brown, white, etc) respect and who can communicate and de-escalate difficult situations, not control situations by brute force, fear and intimidation. 3. Make all actions by the SSPD transparent to the public. This organization is financially supported by the people - the taxpayers and there should be NO information that is kept from the people. 4. Eliminate 'Qualified Immunity'. It is used to protect those who many times are guilty of criminal behavior. Find as many ways as possible to eliminate the protection of police officers who break the law. Police Officers are NOT above the law. 5. Demilitarize the SSPD. Eliminate all the military weapons and gear. The increasing level of gear and training is getting us further and further to be a Police State. There is no threat that requires such an

obscene level of killing force. It all adds to the individuals on the force having a feeling of immense power over anyone around them...there is no need for that. 6. Continue this public forum and interaction to create an implementation plan that will set a timeline (3-5 years) to continue to evaluate and make changes.

- After what happened this past summer at the Black Lives Matter rally and the Blue Lives Matter counter protest for the police, was planned at the same time, was asking for trouble. I will say training would have helped the police department but they feel that they are using the training that is provided. Bringing in tanks and gasses to protect the citizens seems like "over kill" at a peaceful protest. There can be no improvement when the Right feels only they are RIGHT! Only their opinions count. I will say diversity within the police department and the city government would help. But we all know that is not going to happen ...
- I've had very positive experiences with the SSPD and I've observed them being quite kind and helpful to anti-police protestors.
- First, they might want to be respectful of citizens and wear masks. Second, there is definitely a sense that they are above everyone. Certainly don't lead with kindness.
- A complete over haul of the dept investigate DARRYL MOUNT
- Stop letting them be so physical with drunks on Caroline street... it's clearly a power trip
- Do all above that I my responses indicate.
- Emphasize de-escalation before violent force must be utilized. This is a massive issue for this and all communities across the US.
- Need to be held accountable. People's lives are in your hands.
- Abolish it by reallocating specified jobs to non-police workers who are actually trained more than 6 months to do their profession.
- Officers need to wear their masks. Many officers walk around massless publicly, making civilians feel unsafe. Additionally, many people find it difficult to trust this department after it teargassed its local students and activists at a peaceful protest. Finally, more information needs to be released on the case of Darryl Mount. The department cannot be trusted while it is hiding so much in regulates to a murder involving officers.
- All the measures above seem like a good start
- More funding and training for non-violent crisis response. Reallocation of funds towards social services for helping certain groups (mental health, homeless). Less military gear
- I think some cops are nice and some are bad. Bad people become cops and good people become cops. They can be a jerk to people and that's not nice.
- n
- The leadership needs to understand that we all have bias and embrace practices that help officers to see their biases so that they are better able to serve the community.
- more training
- Not sure, maybe more community involvement.
- Create a vigorous training that all active officers MUST pass with flying colors. That includes anti-racism training and thorough background checks.
- I would provide alternatives to using police incidents like mental health related incidents. I recently called because of a person in distress in our yard. I called asking for how to get social services to help after not finding any other options to call. The response was as the police seemed to be trained to deal with a crime.

For example the police asked if I wanted press charges for trespassing and seemed confused when I said no this person needs help not arrest.

- Training, and periodic re-training is necessary to overcome bias towards others, arrogance, and the act of officers covering other officers' misdeeds. The compensation structure needs to be brought into the 21st century. Get rid of the unions and pension plans, but pay fair wages and reward good behavior (i.e. effective policing with no legitimate complaints).
- I would get rid of racist policies and actions. Not rocket science
- By getting rid of it. Y'all walk around with your AR15s (waste of taxpayer money) as if you're doing anything; how about you feed the homeless instead of harassing them? How about you support and uplift the POC of Saratoga springs instead of murdering them and assassinating their character for publicly displaying their right to be alive? How about you send DV victims to centers like Wellspring instead of detaining them? How about you call a social worker for mental illness calls? How about you do literally anything good for this community? Go become gym teachers or something instead.
- Get officers to interact with the community on a human level. Meet the owners of businesses. We want to know the officers by name.
- Open records of interactions between police and citizens (redacting names). Do not invite the Sheriff and his military into the City - unless it's to confront a neo-Nazi, blue lives matter crowd
- I have had only positive interactions and observations of the SSPD. I am shocked by the wording at the start of this survey that leads people to believe that there aren't already these policies in place. The beginning of the survey states "which of the following changes", implying that deescalation, for example, isn't already a part of police training. As I understand it, Stop & Frisk is illegal in most places. As I stated in my write-in answer, I worked with children with mental illness who often couldn't be calmed by a team (not all at once) of highly trained social workers and educators. More than a few times, the police were called and they had a powerful and calming presence with the children. It spoke volumes to the need for authority, which sometimes in special education of students with behavior issues leads to bending over backwards to accommodate them, leading to- sometimes- a perceived lack of authority that the children can manipulate. I worry about our society as there is a continued decline in respect for police who deal with such difficult responsibilities. Adding social workers to 911 response teams isn't something I would oppose, but the overall biased tone of this survey against police is wrong.
- Increased non-sspd oversight in cases of complaints
- My personal experiences have been overall favorable. My natural votes in the survey are as a result of not having a first hand experience.
- Hold police accountable for their wrongful actions.
- Hold officers accountable for their actions, Make officers get drug tested weekly, Make officers get evaluated and re trained.
- Better training dealing with drunk and impaired peoples, less interaction with homeless unless they are dangerous.
- Provide more training for mental health related issues. Police should not be asked to do a social workers job without the training. There needs to be a separate part of the department that deals with social issues like mental health, homelessness, and substance abuse.
- Limit what they can do and the control they can have. Needs to have atleast a year to two years of training. They need to be properly and monthly trained even after inducted into the force on mental illness, substance abuse and a way to actually calm down a situation. No force used against minors and must be handcuffed in front if at all. No kids under the age of 15 should be handcuffed other than if there are an immediate threat to them or others.

- This survey is a start but only a baby step.
- Accountability and transparency
- Leave them alone!
- They can be bullies and escalate situations and definitely target people based on their looks. Improve by de escalation techniques, work with health care for mental illness and substance abuse
- Increase training of officers.
- Get rid of the ones with chips on their shoulders and something to prove.
- Make our officers walk more on foot patrol!
- It comes from the top. First, recruit the chief of police from outside the SSPD force. Promoting from within doesn't work. Stop with the need to have officers drive 4x4 vehicles vs regular police cars. As a taxpayer I don't appreciate the extra spend for no good reason. Investigate the Darryl Mount case. This is beyond overdue. It's shameful the department gets away not investigating. If you have nothing to hide, then investigate with an outside investigator. Implement a citizen advisory review board that has power. Re-appropriate budget to social work services.
- Fund social services instead. Have civilian oversight with the power to discipline and fire officers. Investigate and arrest the officers that killed Darryl Mount.
- I support the "beat" officer. Walking Broadway used to be the best job. Driving a car up and down the street does not compare with seeing an Officer on the street.
- I think they need to be more equal in their treatment of non-white and homeless people.
- Have a separate, unarmed force deal with traffic stops and minor offenses.
- I think there are many people who are willing to complain about the police in any place, but I do not trust that the facts reflect the level of disorder that people imagine. I think the best thing would be more transparency and communication with the community so that they understand the reality of the affairs in the department.
- With less racism and prejudice.
- Have mental health professionals respond to mental health/substance use calls INSTEAD of Police. Demilitarize. Discontinue use of horses and canines. Absolute transparency and accountability. Release/publication of relevant incident reports, body cam footage, and all disciplinary records. This list is NOT exhaustive.