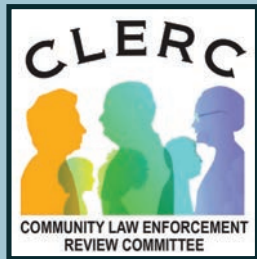


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TOWN OF SOUTHAMPTON POLICE REFORM PLAN



FEBRUARY 2021





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Preface/Forward

On August 11th, 2020, Resolution No.675-2020, sponsored by Supervisor Jay Schneiderman, creating The Community Law Enforcement Review Committee (The “CLERC”) was adopted by the Town Board of the Town of Southampton. (See: Appendix “A”) The purpose, to convene community stakeholders to review the Town of Southampton Police Department policies, procedures, strategies and practices in furtherance of its on-going mission to provide an optimal model of policing and public safety, while continuing to instill trust and confidence in the communities it serves and in conformance with New York State, Executive Order No. 203, signed by Governor Cuomo on June 6, 2020. (Appendix “B”)

Supervisor Jay Schneiderman, in coordination with the Southampton Town Police Department’s Chief of Police, Steven Skrynecki, have consulted with community stakeholders and the public at large as outlined in the Governor’s Executive Order by means including but not limited to: (1) Bi-monthly CLERC committee meetings (See: Appendix “C”), (2) On-going e-mail engagement with member representatives, (3) Public at large Surveys (See: Appendix “D ”), (4) Work-sheet exercises (See: Appendix “E”), (5) presentations (See: Appendix “F”), (6) specific community listening forums (See: Appendix “G”) and public meetings, and herein present a Draft Plan outlining this review process with resultant recommendations based upon a present day picture of the Southampton Town Police Department. The recommendations offered for consideration by the CLERC committee are responsive to current programs, initiatives, policies and practices and tailored to meet the direct needs of the Town of Southampton. In conformance with the Guidance Documents, they do not necessarily reflect the view of any one committee member as they relate to policing generally or to policing practices beyond the borders of Southampton Town. While appearing bolded throughout this document an Executive Summary of Recommendations appears at the end of this Plan.

As set forth in the New York State Police Reform and Reinvention Collaborative Guidance Book (hereinafter, “the Guidance Document”), many of the methodologies of policing described in New York Executive Order No. 203 and sought to be examined in the context of evaluating local law enforcement agencies (evidence-based policing, procedural justice, law enforcement assisted diversion programs (LEAD), restorative justice practices, community-based outreach and conflict resolution, problem-oriented policing, hot spots policing, focused deterrence, crime prevention through environmental design, violence prevention and reduction interventions, as further espoused in the New York State Municipal Training Council, and standards promulgated by the New York Law Enforcement Accreditation Program), have all existed (some to a larger extent than others) as models of policing across the Country, many for decades. While as a singular



method, it does not appear as though any strategy, practice or methodology has stood alone as a means by which to effectively provide a model for policing, holistically, when used in varying degrees collectively, they have proven to be effective, thus there is much value in enhanced and continued use of these community-policing minded strategies.

As a further means to evaluate, the Guidance document asks stakeholders to look to The New York Law Enforcement Accreditation Program as an example of how best to incorporate the community-minded methodologies it seeks to have used widely. Notably, the Town of Southampton Police Department is already one of approximately 25 percent of all law enforcement agencies across the state that carries the distinction of being a New York State Accredited Agency. While the Town of Southampton Police Department has borne this distinction since 1998, the changes and growth it has seen in recent years have been particularly significant and underscore the significance of its continued re-accreditation and its foundational engagement in community collaborative efforts. From the state wide search, appointment of steering committee, selection process and ultimate Town Board appointment of its current Police Chief, Steven Skrynecki, to, through his advocacy and guidance, the resources for implementation of significant advances in programming, policies and strategies, substantial investments in technological upgrades used to advance transparency, record keeping capabilities, and accountability, the civilian Board of Police Commissioners, that is the Town Board of the Town of Southampton, has demonstrated a steadfast commitment to continued improvement of community relations and the instilling of mutual respect for the officers they employ and constituents they represent.

Underscoring that commitment, The Southampton Town Police Department Chief and the Southampton Town Supervisor and Board, as Commissioners of that Department, remain open and willing to further promote community partnership and participation by engaging in this process with the goals of: (1) continuing to increase trust and accountability between the Southampton Town Police Department and the community it serves, (2) instilling a general perception of fairness among those community members that, as it pertains to **their** police department, all people are treated equally, with dignity and respect and (3) serving to exemplify both, an internal operational model that continues to inform and direct the employment of resources, and an external public safety model that serves to better communities widely. This Plan is a tribute to the dedicated men and women of this Department and to the community they serve.





Thank you Letter to CLERC Members

Thank You



JAY SCHNEIDERMAN
Supervisor

TOWN OF
SOUTHAMPTON
116 Hampton Road, Southampton, NY 11968

Telephone: (631) 283-6055
Fax: (631) 287-5708
jschneiderman@southamptontownny.gov

January 28, 2021

To The CLERC Committee Members,

On behalf of the Town of Southampton and the Town of Southampton Police Department, we extend our sincerest thanks and appreciation for your participation as a member of the Citizen Law Enforcement Review Committee. You were each selected because of your prominence in the community and/or within the organizations you represent, and your contributions have been commensurate.

This process was born of a difficult time in our nation but ends with a local demonstration of the best in people when, with humility, we work together for a greater purpose. Consistent with what you have always demonstrated when advocating for your communities, you have similarly each demonstrated an unwavering dedication to principles, openness in expression of your thoughts and respect for each other's perspectives, even if different from your own. You have been insightful, candid and deliberative throughout this process and for that, you have provided a great service to this Town, for which we are all thankful.

It is our sincerest hope, that while your work has been focused on community-police relations as they pertain to the Town of Southampton, that your work, along with the work of committees across this State, will serve to contribute to the collective healing of our nation.

Thank you again for your service, your commitment and dedication to the Town of Southampton.

Sincerely,

Jay Schneiderman
Supervisor
Town of Southampton

Steven E. Skrynecki
Chief of Police
Town of Southampton Police Department



CLERC Membership

Southampton Supervisor Jay Schneiderman

A Long Island native, Supervisor Schneiderman lives in Southampton and is the proud father of two children. After graduating high school, Jay earned a Bachelor of Arts degree in Chemistry from Ithaca College and then obtained a Master of Arts degree in Education from the State University of New York at Cortland. In subsequent years, Jay nurtured his natural passion for lifelong learning by teaching science, math, and music in East End schools. In 1991 Jay became a member of the Town of East Hampton Zoning Board of Appeals, and was appointed to its chairmanship in 1996. He served in that capacity until 1999 when he was elected to the first of two terms as East Hampton Town Supervisor.

During his four years in office, Supervisor Schneiderman's highly effective management style delivered four consecutive tax cuts to the citizens of East Hampton, and garnered the highest municipal bond rating in New York State. He was first elected to the County Legislature in November 2003, he was re-elected in 2005, 2007, 2009 and 2011. Throughout his tenure, he has shown independence, innovation and the ability to facilitate positive outcomes for community issues. Jay has taken aggressive steps toward increasing affordable housing opportunities, preserving open space, reducing traffic congestion, keeping our communities safe and working to help our seniors and working families deal with the rising costs of living. Jay spent 12 years as a Suffolk County Legislator, before being elected Southampton Town Supervisor in 2015.

Southampton Police Chief. Steven Skrynecki

Chief of Police, Southampton Town Police Department

Transitioning from a distinguished career with the Nassau County Police Department, Chief Steven Skrynecki was appointed as Southampton Town "Chief of Police" on May 1, 2017. He left the Nassau County Police Department as "Chief of Department," the highest-ranking uniform member, where he oversaw all operational aspects of the Department. During his forty-two year career with the Nassau County Police, he held several notable positions including: C.O. Vehicle Theft Squad, C.O. Robbery Squad, C.O. Second Precinct Detective Squad, C.O. Narcotics/Vice Squad, Second Precinct, C.O. Internal Affairs, Chief of Detectives and Chief of Department. Through his education and professional experience, Chief Skrynecki brings to the Town of Southampton a wide range of police executive management skills in the areas of patrol operations, investigations including; general, special, undercover and internal, counter terrorism practices, community relations, media relations, personnel training, budgeting, and labor relations. Since his appointment to the Southampton Town Police Department, Chief Skrynecki has introduced over twenty new initiatives. His focus has been on increased community relations and input, officer safety and accountability, the introduction of state of the art police technologies and best practice policing methodologies. Chief Skrynecki, is an FBI Certified Hostage Negotiator, and served with the NCPD Hostage/Crisis Negotiations Team for over twenty years leaving as their Chief Negotiator. He is among the highest decorated members of the Nassau Police Department, and a recipient of the NCPD Medal of Distinguished Service. He holds an Associate's Degree in Business Administration from SUNY Farmingdale and a Bachelor's Degree in Criminal Justice from New York Institute of Technology, where he graduated Summa Cum Laude. He is a NYS Certified Police Instructor and holds numerous professional certifications and citations. His professional affiliations include service as Law Enforcement Advisor to the Anti-Defamation League (New York Chapter), memberships in the L.I. Metro Area College & University Security Consortium, ASIS International, the Suffolk and Nassau County Municipal Police Chiefs' Associations and the East End Chiefs of Police Association. He currently serves on the Boards of the Major Cities Chiefs Association Intelligence Commanders Group, and the International Association of Chiefs of Police Narcotics & Dangerous Drugs Committee and is a local member of the Southampton Town Addition and Recovery Committee.

Southampton Town Councilman, Tommy John Schiavoni

Councilman Tommy John Schiavoni was born and raised in Southampton Town, he was elected to the Town of Southampton Council in 2017. Prior to being elected as a Councilman, he worked as a teacher for Center Moriches School District for 30 years, he served as a volunteer firefighter for Sag Harbor, a member of the Sag Harbor Board of Education, manager of the Sag Harbor Youth Center and currently serves as the Town Board liaison to the Police Department. Councilman Schiavoni has been dedicated to our community his entire life.

Southampton Deputy Supervisor. Frank Zappone

Francis Zappone is the Deputy Supervisor for the Town of Southampton, appointed to that position on January 1, 2010. Mr. Zappone is a long time resident of Southampton and has been a very active member of the local community. He has served as chairman of the Southampton Community Advisory Committee that advises the Town Board. He has been a commissioner on the Town's Transportation Commission as well as a member of an important Town land use advisory study team developing a plan for a major commercial/residential gateway to the Town. Mr. Zappone has thirty-five years experience as a school administrator responsible for budget, personnel, and policy development and implementation. He holds a Master degree in school administration from Iona College and an advanced degree in educational leadership from Fordham University. He taught for several years as an adjunct professor teaching courses in leadership, school management and ethics. During that time, Mr. Zappone also worked as a consultant to the Bill and Melinda Gates Foundation leading development teams charged with creating Schools for the 21st Century in New York City.

More recently, Mr. Zappone has become experienced with Earned Value Management Systems (EVMS), developed by NASA, as a tool to manage long range projects. As deputy supervisor he is bringing all of this experience to a number of tasks in Town government including the coordination of the Town Housing Authority, the improvement of Town infrastructure and facilities, and the development of shared services partnerships with other municipalities and school districts.

Southampton Town Attorney, James Burke, Esq.

James Burke graduated from Syracuse University College of Law in 1986. From there, he went on to represent the Nassau County Department of Public Works and other departments at the Nassau County Attorney's Office from 1987 through 1992. Mr. Burke spent several years as the Deputy Director of the Suffolk County Department of Real Estate in Hauppauge where he was in charge of Acquisitions preserving thousands of acres of farmland, open space and parklands. Prior to working as the Southampton Town Attorney, Mr. Burke worked as the assistant attorney general for the New York State Attorney General's office, where he headed the real property bureau for Long Island and the five boroughs. Mr. Burke also worked in private practice at certain times in his legal career as well as a Volunteer Chairperson of the Village of Port Jefferson Planning Board and Village Trustee. "I have worked in the private sector and the public sector, and I have always enjoyed the public sector more, you can practice law, but at the same time you can have a positive impact on the people around you. I enjoy that and I am motivated by it."

Southampton Deputy Town Attorney, Christine Preston Scalera

Christine is currently a Deputy Town Attorney for the Town of Southampton, prior to that role, she served as a Southampton Town Councilwoman for two terms and acted as a liaison to the Police Department. She has been actively engaged with the Chief of Police re-writing policy for the Towns Police Department. Prior to that, Christine was A Chief Deputy Town Attorney for the Town of Brookhaven, a former Councilwoman for the Town of Oyster Bay, a former Nassau County Deputy Town Attorney and an Oyster Bay Assistant Town attorney. Christine has lived in the Town of Southampton for the last 20 years and is raising her daughter, Kylie here.

Captain James Kiernan, of the STPD is a resident of the Town of Southampton for over 25 years. With his wife Julie they are raising their two teenage boys who both attend Hampton Bays public schools. Jim has been employed with the Town Police for 24 years. He has served in many capacities including Patrol, Emergency Services, Crisis Negotiations, Narcotics, Detective Division, and various supervisory roles. He currently serves as the department's Executive Officer. He has also been a police instructor for over 15 years developing and teaching his own program focused on police leadership and motivation. Jim has a social work background and has experience working with chronically mentally ill adults, and children with adjustment disorders. Jim has earned a B.A. in Psychology, a Master Degree in Business Administration and is a graduate of the following highly regarded police leadership programs: FBI National Academy, Quantico VA., Law Enforcement Executive Development (LEEDS), Princeton University, and Leadership in Police Organizations, IACP



Pastor Keith Iodovino has been leading Blaze Church since October 2015. Blaze Church exists to blaze the way for people to know God, find freedom, discover purpose, and make a difference. Through partnering with local law enforcement, the school district, town agencies, and other organizations, he is constantly looking for ways to meet the needs of residents in the community. As a Long Island native, he is committed to transforming the place he's always called home with the message of Jesus. Along with his wife Amy, and their two children, Nathanael and Cecelia, they work together as a family to change lives.

Rev. Kimberly Quinn Johnson serves as minister of the Unitarian Universalist Congregation of the South Fork, in Bridgehampton, NY. She is a member of the Eastern Long Island Branch of the NAACP. She serves on the Southampton Town Anti-Bias Task Force. Rev Johnson, and the congregation are founding members of Racial Justice East End. Through education and organizing, Rev Johnson works with individuals and communities to create justice and equity through their faith.

Brendan M. Ahern., Esq. is a member of Suffolk County District Attorney Timothy D. Sini's Executive Management Team, and serves as a Deputy Division Chief of the Trial Division supervising numerous trial bureaus. He previously served as the Chief of the Vehicular Crime Bureau and has performed special assignments and investigations within the District Attorney's Conviction Integrity Unit. He administers the District Attorney's Choices & Consequences educational program delivered to high school students throughout Suffolk County, and is a faculty instructor with the New York State Prosecutors Training Institute. Previously, he worked as a Deputy Bureau Chief in the Nassau County District Attorney's Office, as well as a partner at a private law firm. He resides in Suffolk County with his wife and two children.

Kevin McDonald is a resident of Hampton bays, he is active in his community both civic and professionally; where, at The Nature Conservancy he serves as a senior policy and government relations advisor, and is principally responsible for developing public policies and public funding for land and water resources protection and restoration across Long Island. In Hampton Bays, he has been involved in, among other matters --- School, Little League, Civic Association, Realization of Good Ground Park, and the Peconic Estuary Partnership.

Lisa Votino is a community organizer that works on civil rights and human rights issues. She was one of the organizers of several Black Lives Matter protests. She lives in Southampton with her 8-year-old daughter Lily who is an enrolled member in the Shinnecock Nation. Lisa is currently working on her BA in Social Sciences with an emphasis in international human rights at SUNY Empire State.

Minerva Perez, Executive Director of OLA of Eastern Long Island, centers her work on the protection, empowerment, and celebration of our Latino community. Minerva is a sought-after speaker, regularly participating in panels and public forums focused on immigrant rights and women's rights. Most recently, Minerva has led advocacy efforts related to the Covid-19 pandemic including working with Suffolk County to establish a coordinated response to meeting the needs of the homebound and hungry across all 10 Suffolk County Towns; working with Suffolk County to offer free Covid 19 testing via a mobile testing unit; securing the FEMA funded NY State initiative called Project Hope NY, which has allowed OLA to hire and train 20 full time staff to lead a crisis counseling effort that will serve the full East End in English, Spanish, and Portuguese.

Reverend Tisha Dixon Williams is a proud product of Brooklyn, NY. She currently serves as the Sr. Pastor of the First Baptist Church of Bridgehampton in Bridgehampton, NY. She is the first woman to be elected to the office in the 96-year history of the church. Pastor Tish is passionate about ministry and the work that God has called her to do. She has devoted her ministerial and professional careers to addressing the whole person as it relates to one's spiritual and emotional well-being. As the creator and facilitator of *Who's That Lady?* she conducts and organizes in-depth bible studies and conferences that highlight women of The Bible. *Who's That Lady?* has become an international ministry movement reaching as far as Kenya and Uganda. In July 2019, Rev. Williams in partnership with Restoring Hopes Ministries opened the *Who's That Lady?* Academy for all Children a pre-school that educates and supports HIV positive children in Miwani, Kenya. In addition, her first book, *"I See You, Sis: Inspirations from Heroic Women of the Bible Hidden in Plain Sight"* was released in August of 2020 and debuted as an Amazon #1 Bestseller. Rev. Tish firmly believes that her life is a true reflection of Matthew 6:33 "But seek ye first the kingdom of God, and his righteousness; and all these things shall be added unto you."

James Banks - Professor James “Dr. Love” Banks, is the Chair of Southampton Anti-bias Task Force, the Chair of the Suffolk County African American Advisory Board, Co-Chair and Co-Executive Director of Multicultural Solidarity-Long Island, Co-Chair and Vice President of African American Educational and Cultural Festival, Inc., Member of 3 branches of the NAACP, Member of Board Southampton African American Museum, Consultant to the Center for Social Justice and Human Understanding, Inc., Collegewide Coordinator of Multicultural Affairs, and Member of the Steering Committee of the Brentwood My Brother’s Keeper Project.

Jon Lopez is a first-generation Mexican American who was born and raised within the Town of Southampton. Currently, he is an undergraduate student at Georgetown University, where he is majoring in Sociology and minoring in Government and Spanish. Jon has experience in working with OLA of Eastern Long Island on various initiatives that involve local youth and the Latino community with other non-profit leadership and educators. At Georgetown, Jon serves as the Residential Director for La Casa Latina, an prominent institution that functions as a physical safe space for Georgetown students of all backgrounds and seeks to work with university administration and various departments, along with promoting dialogue and events that promote the Latino student population on campus.

Father Constantine Lazarakis has served the Dormition of the Virgin Mary Greek Orthodox Church in Southampton, New York since August of 2010. Born and raised in Salt Lake City, Utah, he worked for his father’s painting company assisting with the family business and also in a group home for adolescents and adults with developmental disabilities prior to attending seminary. He was ordained to the Diaconate on October 27th, 2003, and to the Priesthood on February 26, 2006. Father Constantine focused primarily on Youth Ministry prior to his assignment at Dormition of the Virgin Mary. In addition to his duties at the parish, Father Constantine currently serves a Chaplain for the Southampton Town Police Department, he is a member of the of the Town of Southampton Addiction and Recovery Task Force, he serves on the Boards of Luv Michael, a non-profit granola company devoted to providing meaningful employment and fair compensation to people with intellectual disabilities, US Autism Homes, East End Disabilities and on various Archdiocesan committees. Father Constantine lives in Southampton with his wife, Anastsia Karoutsos-Lazarakis and their three Children.

Patricia Theodorou - Acting Deputy Division Chief of the Trial Division

Patricia Brosco - Acting Chief of the East End Bureau

Brad Magill - Acting Deputy Chief of the East End Bureau

Tela Troje, Esq.

Brian Browns, Chief Legal Operating Officer, Legal Aide Society

Emily Fialkowski, Esq.



Introduction

As noted in the guidance document, it was important to provide a foundational picture of the Town of Southampton Police Department in 2020. Accordingly, at its first CLERC meeting, Southampton Police Chief, Steven Skrynecki, presented a current day profile of the Town of Southampton Police Department (See: Appendix “F”). Presented therein and re-stated below, are it’s Mission, Vision, and Core Value Statements. These serve to illustrate the Town of Southampton Police Departments deep commitment to its community, and provide a foundation for effective community policing. The Town of Southampton police department will exemplify, by all its personnel, leadership in police innovation, professionalism, and public service--- enhancing the quality of life for all our citizens. All our actions and deeds must be of the highest ethical standards and will result in treating every citizen with dignity, and respect.

Town of Southampton Police Department Mission Statement:

- ▶ The Southampton Town Police Department predicates its mission and purpose on the **sanctity of life and the value of community partnership and service**. Working with the community, it is our goal to provide the highest level of police service and public safety through dedicated efforts and innovative programs. **With a focus on human dignity** and quality of life, it is our aim to; provide aid to those in need, bring to justice those who violate the law, and insure that the Town of Southampton is a safe place to live, visit, conduct business and enjoy.

Town of Southampton Police Department Vision Statement:

- ▶ As a New York State law enforcement accredited agency, the Southampton Town Police Department is a recognized leader of police professionalism on Long Island. We are committed to maintaining a state-of-the-art model of community based policing as we continue to grow. **This goal is realized through the establishment of department policies and priorities that increase membership skills, leadership abilities, and community trust and confidence while maximizing community participation in developing solutions to identified problems.**

Town of Southampton Police Department Core Values:

- ▶ The members of the Southampton Town Police Department are dedicated to professional law enforcement. Community service is at the heart of our daily operations, goals and objectives. **Unbiased attitudes and actions are employed**

in every aspect of service, with respect for human dignity and individual rights. Without prejudice, we proudly serve and protect all members of society encouraging community input and partnership at every opportunity. We operate with transparent honesty, priding ourselves in serving with the highest moral and legal standards. Accountability and responsibility are supported through current rules, policies, procedures, and recurrent training, utilizing current technologies and equipment for the safety of our members and the public.



Law Enforcement Code of Ethics

As a law enforcement officer, my fundamental duty is to serve the community; to safeguard lives and property; to protect the innocent against deception, the weak against oppression or intimidation and the peaceful against violence or disorder; and to respect the constitutional rights of all to liberty, equality, and justice.

I will keep my private life unsullied as an example to all and will behave in a manner that does not bring discredit to me or to my agency. I will maintain courageous calm in the face of danger, scorn or ridicule; develop self-restraint; and be constantly mindful of the welfare of others. Honest in thought and deed both in my personal and official life, I will be exemplary in obeying the law and the regulations of my department. Whatever I see or hear of a confidential nature or that is confided to me in my official capacity will be kept ever secret unless revelation is necessary in the performance of my duty.

I will never act officiously or permit personal feelings, prejudices, political beliefs, aspirations, animosities or friendships to influence my decisions. With no compromise for crime and with relentless prosecution of criminals, I will enforce the law courteously and appropriately without fear or favor, malice or ill will, never employing unnecessary force or violence and never accepting gratuities.

I recognize the badge of my office as a symbol of public faith, and I accept it as a public trust to be held so long as I am true to the ethics of police service. I will never engage in acts of corruption or bribery, nor will I condone such acts by other police officers. I will cooperate with all legally authorized agencies and their representatives in the pursuit of justice.

I know that I alone am responsible for my own standard of professional performance and will take every reasonable opportunity to enhance and improve my level of knowledge and competence.

I will constantly strive to achieve these objectives and ideals, dedicating myself before God to my chosen profession... law enforcement.



1951

Profile Summary

By way of brief background summary, the Town of Southampton Police Department was established in 1951 but throughout the years has gone through much transformation. It currently consists of 99 full time sworn officers, 16 seasonal sworn officers, and approximately 40 civilian staff. In addition, the Department also includes Bay Constables (6 full time and 3 part-time) and 4 Court Officers. It is estimated that the department serves a year round population of approximately 60,000 people and a summer seasonal approximation of 120,000-240,000 people. Important to note, included in the year-round numbers is the significant current influx of residents as result of the recent migration from NYC and other western locations. These year-round numbers have not yet been calculated but it is likely they will look more like seasonal numbers as we continue through the effects of issues surrounding the Pandemic and civil unrest.

The land area is approximately 140 square miles with an additional 100 miles of linear coastal shore line. Within the ranks of fulltime officers there are approximately 86 male officers and 13 female officers. Of those, 5 are black, 2 of whom are Native American, and 6 are Latino. There are currently 7 multi-lingual officers, 5 –Spanish (4 of which are New York State Certified Interpreters), 1-Polish and 1-Unkranian. Additionally, Language Line is available to all officers via in-car cell phones, as well as, dedicated phone lines in headquarters. While the number of members identifying with being Hispanic should be improved, these numbers in comparison to the most currently recorded census numbers associated with the Town of Southampton’s racial makeup, are fairly representative of the racial make-up of the community.¹

¹ See: <https://www.census.gov/quickfacts/southamptontownsuffolkcountynewyork>

Race and Hispanic Origin	
White alone, percent	86.1%
Black or African American alone, percent(a)	5.4%
American Indian and Alaska Native alone, percent(a)	0.1%
Asian alone, percent(a)	2.4%
Native Hawaiian and Other Pacific Islander alone, percent(a)	0.0%
Two or More Races, percent	3.3%
Hispanic or Latino, percent(b)	19.8%

Organizational Structure

The Organizational structure of the Department is as follows:

Office of the Chief of Police which consists of the Chief of Police and an Executive officer, and four sub-division including:

- Patrol Division
- Detective Division
- Operational Support Services Division
- Administrative Support Services Division

The Patrol Division

In the Patrol Division there are approximately 68 police officers, overseen by 2 Lieutenants and 12 Sergeants.

Patrol Division Specialty Units include:

- General Sector Patrol,
- Emergency Services Unit:
 - Tactical response Unit
 - The Dive Team
 - Community Response Unit
- Unmanned Aircraft Unit
- Fire Arms Training Coordinator, and
- Defensive Tactics training

Detectives Division

In the Detectives Division there are approximately 12 Detectives overseen by a Detective Sergeant. This division handles approximately 1200 cases per year.

Detective Specialty Units include:

- Crisis Negotiation Team,
- Juvenile Aid Service,
- Crime Scene and Property Management,
- East End Drug Task Force,
- Secret Service Task Force (Electronic Forensics Unit),
- U.S. Marshall Task Force,

It should also be noted that within the last couple of years we have seen the first female rise to the Command staff rank of Lieutenant as well as in the last year, we have seen the first African American rise to the rank of Sergeant.



- Federal Drug and Gang Task Force, and
- Long Island Intelligence Center

The Operational Support Services Division

The Operation Support Services Division is overseen by a Lieutenant and staffed by 2 permanently assigned police officers, a clerical staff and several full and part time officers who fulfill these duties in coordination with their full time responsibilities. The

Operation Support Services Division includes:

- Communications Dispatch Center
- The American with Disabilities Act Coordinator,

and the following Community Programs:

- Crime Prevention Programs,
- Community Relations Programs/meeting,
- The School Liason (SRO Program),
- The Problem Oriented Police (POP) Program,
- The Explorer Program,
- The Civilian Academy,
- Freedom of Information (FOIL), and
- Media Relations

This Division also oversees the following:

- Department General and Field Training,
- Grants Program,
- Demilitarized Program,
- Department Wellness Program

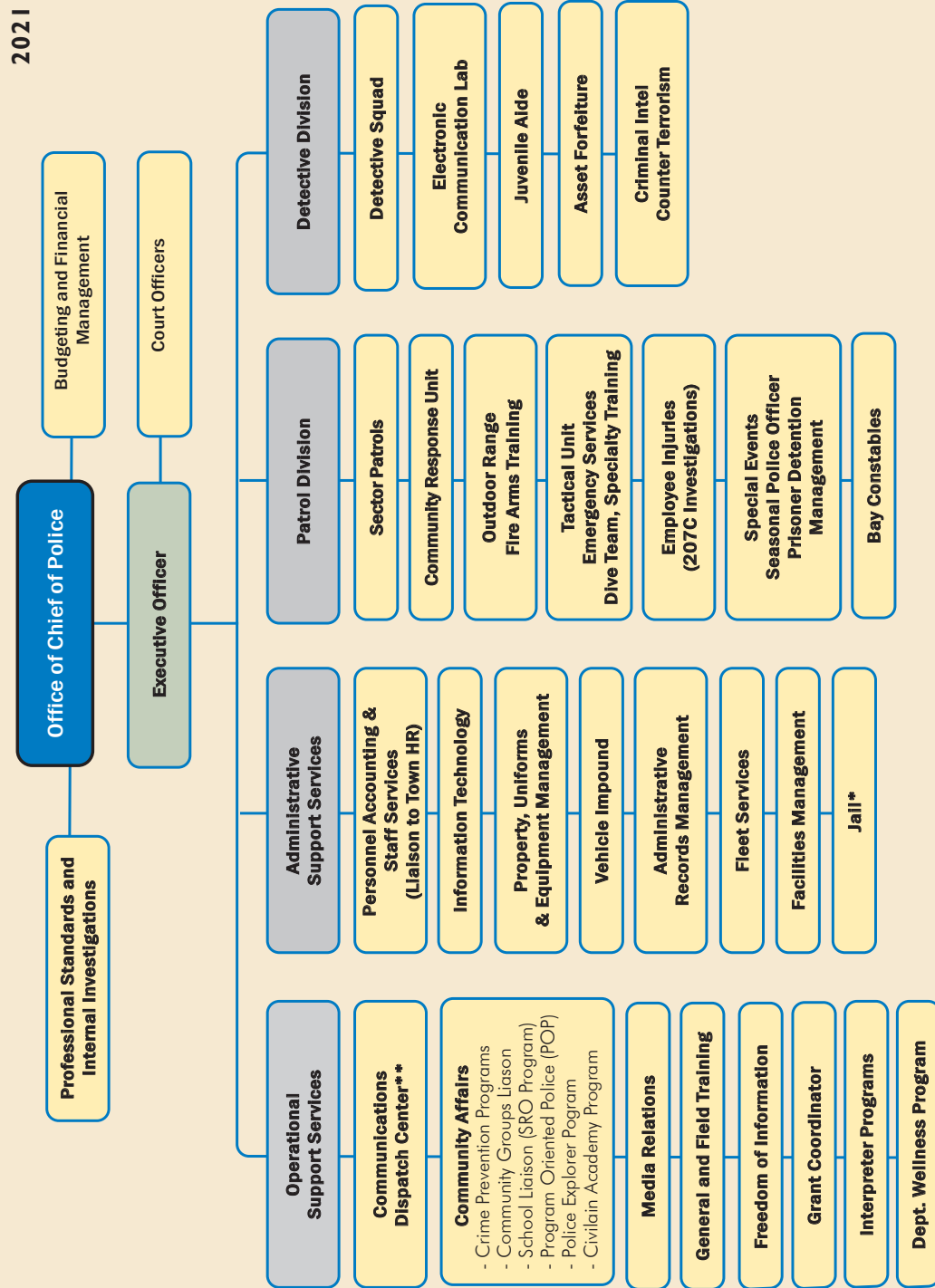
The Administrative Support Division is overseen by a Lieutenant and staffed by civilian personnel. Functions include administration of Information Technologies, Personnel, Property management, etc.

2021 ORGANIZATIONAL CHART

TOWN POLICE
Main Line: 728-5000
Fax: 728-5440

BAY CONSTABLE
Main Line: 702-2268

TOWN OF SOUTHAMPTON





Accreditation

As stated earlier, The Town of Southampton is very proud that its Police Department has been a New York State Accredited Police Department since 1998.

Not only does accreditation enhance the effectiveness, efficiency and professionalism of an agency, while promoting training and public confidence in law enforcement, but as is suggested by the Guidance document, law enforcement agencies should seek to accreditation principles upon which to model itself. Therein, the Guidance document sets forth the four principal goals encompassed within the Accreditation programs. To wit:

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

Pursuant to the New York State Law Enforcement Accreditation website:

“Accreditation demonstrates the agency performs in a consistently professional manner, that formalized policies are in place to govern its operational practices and procedures, and that all employees contribute to the agency's mission and know what is expected of them”, and

“Achieving accreditation and reaccreditation is evidence that a law enforcement agencies policies, procedures and operations meet the standards of current policing best practices, are an indication of professionalism” (See: New York State website www.criminaljustice.ny.gov)

Insuring current and model policing in accordance with guidelines set by the state of New York, The Town of Southampton Police Department Accreditation and continual re-accreditation, speaks to the high standards set for policing in the Town of Southampton and the dedication to those standards of the Members serving in our Police Department.

Evaluation Methodologies

Pursuant to the Guidance Document, the following is a brief overview of some of the more prevalent methodologies and recommended materials referred to therein. It is through the vast lens of these methodologies and others, coupled with the existing conditions and operations of the Town of Southampton Police Department, that it has been considered and recommendations are offered.

Evidence-Based Policing

Evidence-based policing is viewed as a more pro-active strategic approach to policing, allowing for a more precise and effective deployment of resources, fiscal or otherwise. By utilizing data research and analytics to help guide the decision making of law enforcement professionals in developing, evaluating, and implementing crime-fighting strategies, to make communities safer, it also provides a basis for predictability and consistency within policing operations and therefor perceptions of fairness and safety within the community.

While the data is at the core of the evidence-based policing model, the understanding that community based knowledge and the judgement of policing officials should be blended with that data is crucial to it's ultimate success both as a strategic tool and solidifying it's place as a desired, inclusive and accepted strategy for current day policing.

In line with that thought process, as demonstrated by Chief Skrynecki, the Town of Southampton Police Department has and continues to use an **inclusive (blended) evidenced –based policing** method. It does so by investing in fostering community relationships, incorporating that community based knowledge into its evidenced based process and thereby optimizing its policing strategies. Initially, the introduction of software with the capabilities to categorize and subcategorize a significant variety of statistical inquiries relative to, among other things, crime and crime patterns provided a more credible evidence base. The second step integrated that information with community input and partnerships through programs and initiatives, outlined in greater detail later in this document. That relationship between the Police and the community helps to see the data in the context of situational dynamics in that particular community as it relates to what is actually occurring and sometimes why. This then, provides any patrol or responding officer with greater insight in the field and also serves to guide the deployment of officers, the selection and dedication of resources and the strategies employed. The continued integration of community participation into accepted methodologies, such as evidenced-based policing in this blended manner, seems in itself much of the vision and purpose of the Draft Plan. Indeed, CLERC input has played an



essential role in identifying and underscoring the need to enhance community outreach and engagement. This is evidenced in several recommendations.

Law Enforcement Assisted Diversion:

The Law Enforcement Assisted Diversion (LEAD) program is a community-based, pre-charging police diversion approach to addressing primarily those involved in the criminal justice system because of addiction, mental illness, and poverty that has been employed in several States. In LEAD, police officers exercise discretionary authority at point of contact to divert individuals to a community-based, harm reduction intervention for penal law violations driven by, for example, unmet behavioral health needs.

As stated and used in the State of Oregon, LEAD is a diversion program that seeks to reduce future criminal behavior by individuals involved in low level drug offenses in a targeted geographical area that has a higher population of the chronically homeless or individuals with substance abuse issues. The goal, in the case of substance abuse would be to emphasize addiction treatment on the front end of the criminal justice process. (See: generally, [www.Clackamas.us./news/2018-12-12/Law Enforcement Assisted Diversion Program \(LEAD\) “Slated to Begin in Clackamas County”](http://www.Clackamas.us./news/2018-12-12/Law%20Enforcement%20Assisted%20Diversion%20Program%20(LEAD)%20%E2%80%9C%20Slated%20to%20Begin%20in%20Clackamas%20County%E2%80%9D)).

Taking the example of how it works in Clackamas County, Oregon, an individual is found to be in possession of a small amount of controlled substance by a law enforcement officer. If the individual is determined by the law enforcement officer to be eligible for the LEAD program, the individual will not be taken to jail. Instead, a handoff is made by the deputy (or officer as the case may be) to an on call Social Services caseworker/case manager. The individual must then complete an in-depth assessment as directed by the case manager within 14 days of referral and sign a release of information allowing information to be shared by LEAD partners. The investigating officer will write an arrest report and forward it to the District Attorney’s Office for review. A Deputy District Attorney will review the report to ensure compliance with program criteria. If the individual completes the in-depth assessment and follow up treatment and meets all other LEAD criteria, no criminal charges will be filed on the individual case. If the individual does not follow through, criminal charges will be filed. To be eligible, the individual cannot be involved in the sale of or possess substantial quantities of the controlled substance, and cannot be on probation or have any other active criminal cases. This is a pilot program in Clackamas County and the District Attorney’s Office intends to track these cases so outcomes can be appropriately measured.

This process is designed to lead to a greater willingness on the part of the public to obey laws, “improving community perceptions of police legitimacy,” (See; *Id* above) and a decrease in crime rates.

Discussions had by CLERC which speak to this methodology conceptually relate to the Town of Southampton Youth Court program implemented by the Town of Southampton Justice Court and facilitated by the Town of Southampton Police Department through a portion of its School Resource Program. (See: Appendix “C“, Meeting 3) Currently, (discussed in greater detail in that referenced section and in the portion on “Current Police Programs/Initiatives), young adults and teens who are engaging in unlawful activity or offenses have the opportunity to be a part of this program rather than enter the criminal justice system. Instead of the conventional process, they ultimately come to court and go through a process where in the end they are judged by a group of their peers. Punishment is generally dispensed by virtue of community service activity or, if there is a victim, some type of reparation or making amends. As this program has been such a success in terms of a low recidivism rate, it was therefore **recommended** that Southampton’s Chief of Police should consider and work with other interested agencies to advocate for the expansion of this and other diversion programs. (See: Appendix “C“ Meeting Number 3)

Restorative and Procedural Justice:

Restorative Justice is a process in which “all parties with a stake in a specific offense come together to resolve collectively, the aftermath of the offense and its implications for the future for all those involved. It ultimately seeks to encourage feelings of responsibility to family, friends and community, which it is believed will enhance a commitment to self-regulate against future acts not in compliance with the law. (See: *Restorative and Procedural Justice-Two sides of the Community Policing Coin*, April 5, 2019)

Like restorative justice, **procedural justice** is also community-oriented in practice; however, procedural justice places greater emphasis on transparency, explaining policing actions and responding to community concerns once a legal process has started. It can be most easily seen in providing the example where an individual is detained. An Officer engaging with the individual during that interaction, explaining why the person is being stopped, what will happen next etc. provides the person with information which should serve to instill trust in the process and a feeling of respect. It is not to say the person is necessarily happy with what is taking place but they should feel as though they are being dealt with in a fair manner.

While both theories, promote the value of a community and their involvement in justice-related matters, procedural justice places a greater emphasis on the idea of overall **fairness and respect** for people in all criminal justice encounters, especially those involving minority and protected class individuals (See: *Id. above*). As described in



the Guidance Document, the four pillars of procedural justice as outlined from The Task Force of 21st Century Policing are:

1. Treating individuals with dignity and respect,
2. Giving individuals a voice during law enforcement interactions,
3. Being neutral and transparent in decision making, and
4. Conveying trustworthy motives.

Whether by advocating communal ownership of healing from crime or fostering a more transparent and fair criminal justice system, procedural and restorative justice and community policing seek to encourage everyday compliance with the law through a better understanding of individuals' place in society as valuable community members, (*See: Proceedings of The National Academy of Sciences of the United States of America, Research Article "Procedural Justice Training Reduces Police Use Of Force and Complaints Against Officers, by; George Wood, Tom R. Tyler and Andrew V. Papachristos first published April 20, 2020*) and "...emphasizes values that police and communities share- shared values based on a common conception of what social order is and how it should be maintained-and encourages the collaborative, voluntary maintenance for a law-abiding community" (*See: Procedural Justice / National Initiative <https://trustandjustice.org/resources/intervention/procedural-justice>*)

As is evident, there is much overlap of methodology application in current strategies as these concepts are exemplified in several programs offered by the Southampton Town Police Department as well as in several key policies. The multiplicity of applications of these re-occurring concepts further demonstrate commitment to these principles, reinforces an overall philosophy and serves to foster community perceptions.

Crime Prevention Through Environmental Design (CPTED):

Perhaps not as widely used but of particular utility at the Town level is the ability to use Crime Prevention through Environmental Design. As it is the Town Board that legislates zoning and provides the framework through guidelines and standards it sets for its Land Use Boards. Crime Prevention Through Environmental Design (CPTED) is based on the principle that proper design and effective use of buildings and public spaces in neighborhoods can lead to a reduction in the fear and incidence of crime, and an improvement in the quality of life for citizens. Unlike some of the other methods discussed herein relative to crime prevention and policing, prominent roles by the municipality responsible for land use control, infrastructure design and code enforcement are prominent. Considerations when utilizing CPTED include things like how to assess conditions in a neighborhood looking at practical access control (doors, fences), surveillance (lighting, windows, landscaping), territorial reinforcement (signs, sidewalks,

ordinances), and maintenance (code enforcement, community clean ups) to improve your community, your neighborhood, and/or your home

Research in action suggests several ways in which CPTED and community policing initiatives can be coordinated and integrated in a comprehensive approach to community security (See: generally National Crime Prevention Council)

The Town of Southampton has engaged in CPTED as it employed this concept in an earlier effort to assist several of our communities and support the Southampton Town Police Department in their mutual goal of the reduction of crime. By way of example, the Town of Southampton Riverside Revitalization Action Plan did that wherein the community was very vocal and involved both with generally seeking to insure revitalization of this, for the most part underserved community, and keeping and structurally allowing for the retention of a State Trooper Barracks and potential provision of a Town of Southampton Police Department satellite office prominently, yet contextually, integrated into the re-development plan. Residential and Park Lighting, streetscapes, and services were all things considered in the context of public safety and crime reduction. In another community the installation of a park saw measures and thought given to enhanced safety through lay out, clearing, lighting and camera's. Both projects had multiple agency and wide community support which better developed plans consistent with a vibrant and safe community. This CPTED was most recently applied by the Town in the context of responding to community concerns with regard to an affordable housing complex in the Speonk area. The Police and the community worked together to incorporate the design elements of lighting and cameras placement to foster safety and address their concerns.





CLERC Review

Threshold Perceptions

As a threshold matter, to assess the view of Committee members and get their perception of the Town of Southampton Police Department, questions were posed generally examining what the *perceived* Role of the Southampton Town Police Department was in the community and what Committee Members thought the role *should* be in the community.

While most responding thought the perceived role the Southampton Town Police Department played was in fact the role *it should play*, there were areas, particularly in programming where the Department should enhance outreach efforts and direct or re-direct resources accordingly. This was reinforced generally during the program presentation and discussions. (See: Appendix “C“ Meetings 3 and 7) and throughout this process. Ultimately that input along with further discussions was useful in providing recommendations.

While there are segments of the Population satisfied with Police, there are segments that do not share that view expressing the “Police only come around when people are in trouble.” Additionally, as some responders indicated, there is a sentiment that more day to day community involvement should take place, particularly with our youth, and there should be more “community policing” not just when summonsed in response to emergency needs. This is a point that is affirmed several times throughout this process.

In addition, of the Responses received, while most indicated that they saw the Police as an agency meant to “serve and protect” they added words like “equally”, “with care and respect” etc. Another response mentioned that while it was their role to keep people safe, they should know when other services should be brought in or suggest the Police should be a last resort call, such as incidents with mental health or homelessness components.

Community Response Survey Summary

The Southampton Town CLERC Committee’s efforts to engage the public directly and evaluate its view of the role of SHPD within the community were hampered by COVID related constraints. To overcome those constraints, the Committee launched two electronic surveys through the Town’s website using a wide variety of social media tools and distribution networks to promote participation in the survey.

This initial survey ran from October 28th through December 2nd. And was modeled by questions posed in the Guidance Document. The survey included 13 questions consisting of both multiple choice and open ended questions allowing the respondents to submit comments. The second survey ran from January 20th to January 25th and included 29 questions where respondents were asked to “rank” their responses to specific questions. (See: Appendix “D”)

Both surveys were available in Spanish and English

The following is a brief summary of the results discussed at its meeting on December 15th, 2020 and its meeting on February 4, 2021 (See: Appendices C and D) presented by CLERC member and Town of Southampton Deputy Supervisor and CLERC Committee member, Frank Zappone, who provided some analytics.

SURVEY 1.

This initial survey collected 500 responses. There were 13 questions in the survey. The majority of the questions were multiple choice. Five questions were open ended and allowed for written responses. These questions elicited 1093 comments from respondents. 87% of the respondents listed themselves as full time residents of the Town. The survey did include a demographic identifier which indicated that the majority of the responses came from residents in the western area of the Town (the most densely populated area of the township) (60%) and fewer respondents from the eastern portion of town (40%). Although the survey could be completed anonymously, more than 20% of the respondents included their contact (email) information. (See: Appendix “D” for a copy of a question by question statistical summary and an account of all comments submitted).

Four general observations can be culled from the responses collected to Survey 1:

1. The number 1 priority for people generally is public safety.
2. The respondents valued efforts made by the SHPD to engage the public. Comments made by respondents indicated that there had been improvements in this area over the past several years. There was, however, a clear sense that these efforts could be expanded and communication about such efforts could be improved.
3. More than half of the respondents were not aware of the wide range of community outreach and participation programs implemented by the SHPD. When asked how this circumstance could be improved, the respondents suggested “better communications” between the SHPD and the community.



4. A number of the respondents commented that day to day, “unofficial” interactions between officers and the community were the best opportunity to build trust and understanding.

While this survey supported what the CLERC committee member themselves had been saying, the members wanted to ask more probing questions drilling down on more matters of significance. Such things as perception of racial bias, language access and community trust in police policing themselves. In response, the Town Supervisor set up a sub-committee for another community outreach effort.

At this sub-committee meeting, committee members were brought together to discuss this survey in the context of those more probing matters. How could we get broader outreach? How could we use this survey format as a means by which to not only gather information but also get information in the future? This last point, was articulated by Committee member, Rev. Kimberly Quinn Johnson, who expressed concerns that the initial survey didn’t really go deep enough into the issues and get feedback that could have been more informed had we provided more information with the survey. Committee Member, Frank Zappone appreciated her point and indicated the reasons why the initial survey was set up the way it was. He also agreed that questions could and should be done that could illicit more informed responses. We discussed a suggestion by Committee member, Lisa Votino for a further survey and other outreach with regards to the second survey. Committee member, Minerva Perez, indicated that our survey format would benefit from being able to appeal directly to varied age groups and recommended things like thumbnails and visuals that would be more enticing to younger audiences. Lt. Ralph had several surveys that have been undertaken by other departments as refined by Academic Institutions and said she would share with the group.

As a result of this input and a desire to again get broader participation from the public-at large, the Community Out-reach sub-committee was brought together again and a second survey was presented to the CLERC. Upon presentation to the general committee, both substantive and formatting edits were made and while the survey was ultimately longer than what was anticipated, the sentiment of the CLERC was that these were important questions to ask and those answering in earnest would take the required time to respond. (See: Appendix “D”)

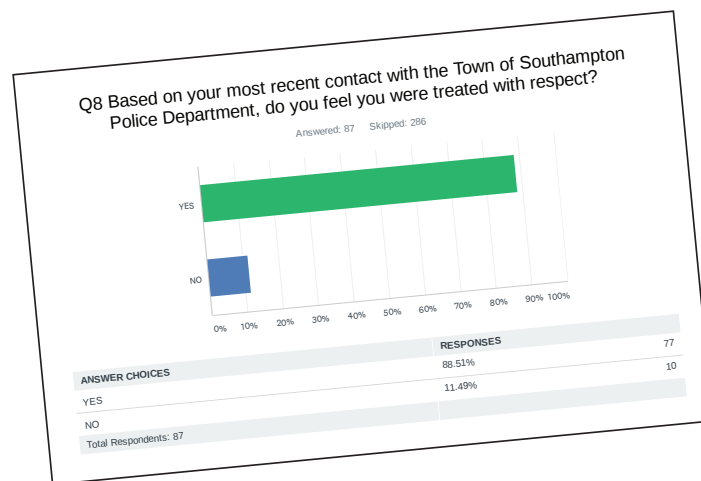
SURVEY 2.

The 2nd survey garnered 373 responses. There were 29 survey questions focused on topics related to personal interactions with the STPD, the respondents’ sense of gender and socio-economically equitable treatment by the STPD, and questions about those STPD services and functions most valued by the respondents. The survey used a Likert Scale

methodology to record responses with opportunity for comments when the scale options did not adequately reflect the impressions of the respondent. There were 193 respondent written comments. 60% of the respondents were female and 40% male. 45% of the respondents listed their family income below \$100,000 and 55% above \$100,000. Nearly 90% of the respondents identified themselves as White/Caucasian. However, 153 of the 373 respondents (41%) did not answer the demographic question on ethnicity. The demographic questions were considered important to give context to the responses to questions more directly associated with community interactions with the Police Department. As with the first survey, there are some general observations that can be culled from the collective responses to the survey questions. A complete statistical summary of all questions and comments is attached.

1. The survey indicates overall satisfaction with the interactions with the SHPD. 80% of the respondents rated the STPD services as very good or excellent. 55% of the respondents felt that the STPD have a very good or excellent relationship with the minority community. 70% of the respondents did not feel that the current policies of the STPD needed to change. Among those respondents who have had recent contact with the SHPD 80% rated their level of satisfaction as excellent or very good.
2. Knowledge of STPD procedures leaves room for improvement. For example, many of the respondents (81%) agreed they felt comfortable filing a complaint against the STPD only 37% knew the procedures for filling complaint. This indication is consistent with similar indications in the first survey.
3. Although the survey inquired about many services provided by the STPD, emergency services and responses to emergency calls (89%) appear to the highest priority of the respondents.

There was an aggregate total of 873 between surveys.





Presentation and Evaluation of the Town of Southampton Police Departments Community Based Programs and Initiatives

As espoused by the Guidance Document, there are strategies, inclusive of programs that reduce racial disparities and build trust. While the Town recognizes its programming is only one way to assess its efforts and make progress in this regard, it is the Town's intent, through its programs **and** policies to meet or exceed the goals as articulated in the preferred methodologies advanced by the Collaborative in a continuum to reduce disparity and build trust.

Assessing programming as a committee, and in an effort to provide a more informed basis from which to make recommendations, on October 6, 2020 at one of its CLERC committee meetings, the committee members were asked to give their thoughts on each of the programs administered by the Southampton Town Police Department and rate their compatibility with the following Plan goals:

- (1) community-based outreach,
- (2) conflict resolution,
- (3) building community trust and offering transparency, and
- (4) the ability to work with community for common goals.

The following Programs and Initiatives with brief descriptions are those currently being implemented by the Town of Southampton Police Department and were those The CLERC evaluated: (See also: Appendix "F")

Community Engagement

It is the purpose of each of the following community based programs to foster and enhance Community/Police communications. They offer opportunity to discuss and identify public safety issues, and invite feedback, such that we are working together, establishing goals, resolving conflict where it exists, and assessing the operations of the Police Department. This valued engagement provides transparency and establishes community/police trust.

The Civilian Academy

The Civilian Academy is a 16-week program open to the public. It provides an extensive hands-on experience exploring police training, policies, procedures and operations. It promotes open discussion regarding current and national community policing issues, laws that regulate policing, best practices and many of the challenges police face. Throughout

the program, attendees are encouraged to ask questions and voice their opinions. Feedback from the community is assessed and utilized to improve police operations. Community/police relations are enhanced as attendees come to better understand police operations, policies/procedures and motives and police better understand community concerns. Exit surveys and continued association with the Police Department indicate significant value and long-term benefits.

Civic Meeting Participation

Regular attendance at Citizen Advisory Committee (CAC) and other civic/community meetings provide continual opportunities for focused exploration of community issues on a micro level. Through this interaction, input and mutual planning, direct action can be taken to address a variety of local issues, and as stated earlier provide an insight to the officer in the field that better enables him/her to optimally respond to any given situation.

Media Relations

Media relations are an important part of policing. Working with numerous media outlets, we disseminate valuable public safety information to our communities on a daily basis. Among public safety concerns routinely addressed are; criminal activity, hazardous conditions, wanted and missing person's information. Prompt and accurate transference of this information is our goal. We are currently working on a new technology to enhance and expedite the information flow. In addition to working with all press agencies in our region, the STPD public information office has established its own social media platform to include; Facebook, Instagram, and Twitter accounts. Through these venues, the Department is able to provide real-time information to the public and receive valuable information back from the community.

Anti-Bias Task Force

We are fortunate to hold a seat on the Town of Southampton Anti-Bias Committee and attend all meetings. These meetings provide opportunity to be part of general discussions concerning inequality, and bias while providing direct feedback regarding policing operations and tactics that might suggest prejudice or bias action. Participation in these discussions has and continues to provide valuable insight that can and is acted on.

Coffee with a cop

This program provides a relaxed opportunity for community members to sit with their "beat cop" and discuss a variety of issues. This program purposefully has an absence of police supervisory staff which promotes direct dialog between the "beat cop" and his/her community. Feedback from both participating officers and community has been extremely positive.



Police Explorer Program

This youth based on-going program is affiliated with the Boy Scouts of America program. It is offered to youngsters ages 11-19. It provides an introduction to the Police Department and is geared to break down barriers that may exist between the youth of our communities and the Police Department. The program is designed to build character, responsibility, community service and good decision-making. The program also has a nexus to the Town of Southampton Youth Program and assists the Police Department with charitable fund drives, public notifications of criminal activity, and several of our community outreach programs. It has proven to establish long lasting relationships and receives high praise from attendees and the parents of attendees.

National Night Out

National Night Out is a national program designed to unite communities and police in the fight against crime and detrimental public safety conditions within communities. It further serves as a vehicle to bridge community segregation and unite communities behind community defined public safety goals and objectives.

Shop with a Cop

This program is designed to assist disadvantaged school-aged children with the acquisition of some basic needs. Families in need are offered an opportunity to shop for school supplies and holiday presents that they might not be able to afford. The program is underwritten by private donations (mostly from the PBA) and assistance by retail stores (Target and K-Mart). The organized shopping spree, utilizing the Police Explorers as mentors to the children, is frequently subsidized directly by officers overseeing the event.

Child Safety Seat Program

Statistics show that a significant number of child safety seats are incorrectly installed contributing to child injuries that might be avoided if the seat was properly installed. This program offers safety seat education and physical installation of child safety seats in accordance with the National Highway Transportation Administration. Specially trained and certified officers instruct parents on the proper use and installation of the seats, and physically install seats upon request. Since the inception of the program, over 100 seats have been donated to families in need.

School Resource Officer (SRO) Program

The SRO program is coordinated with several participating school districts within the Township. It offers a variety of educational programs to students aimed at individual and

community safety. Many of the programs are designed to reduce negative encounters with police by establishing understanding and trust.

An important element of the program is to assist school administrators in identifying students of concern who seem to be troubled or heading the wrong way. Once a student of concern is identified, specially trained SRO's, school personnel, and other social workers join together to mentor and monitor the student, offering guidance both in and out of school.

This program offers various diversion and restorative options when minor criminal acts occur with a student or between students and can serve as a gateway to youth court.

The feedback from are local participating schools is extremely positive.

Note: this program is not designed to provide security from an active shooter, it is designed to identify the potential active shooter and work to avoid the acting out.

Special Victims Services

When investigating allegations of crimes against “Special Victims” (typically, sex crimes but also can include crimes against the elderly, hate crimes and more) our Detective Division coordinates with several social services to provide support and advocacy for the victim during the investigative and prosecutorial process. The S.A.N.E. and V.I.B.S. programs for example, offer specialized exams and medical services to assist victims of sexual assault and additional information to assist with; compensation, accompaniment through the law enforcement and judicial process, medical follow-ups, counseling and legal representation. Our Detectives stay closely involved with special victims and their families and have received awards for their investigative and personal outreach efforts.

Crime and Substance Abuse

Youth Court

This program is a diversion type program designed to offer an alternative to the traditional justice system. As a diversion program, it provides opportunity to remediate minor offenses through agreed upon restorative action and community service instead of official introduction into the criminal justice system and resultant punishment. The process is monitored by the police department but is administered entirely by selected youth from the Town Youth Services Department with whom we partner throughout this endeavor. The process is valuable from both an educational and corrective action standpoint. Follow-ups indicate very few recidivist acts on the part of offenders.

Opioid and substance abuse program

Recognizing a significant up-tick in opioid addition and overdose deaths, the Police Department joined the Town Opioid Addiction Committee in 2017 and continues to play



a lead role. Working with the committee, significant changes have been in the way we respond to and investigate overdose situations. Some examples are; the promotion and application of the “Good Samaritan Law,” changes in police investigative strategies, enhanced use of Narcan, police/community awareness seminars, and the introduction of a “Bridge” from first responding to an overdose to support services. Through these initiatives and more, the committee has contributed to significant declines in overdose occurrences and deaths.

DARE Program

The DARE program, recently modified and now operating on an evidence based model been adapted by several of our school districts and is endorsed by our Department. It is cooperatively administered by specially trained faculty and trained police officers. The program is designed to address substance abuse, and decision-making. The focus of the program now goes beyond drug use and addresses how to manage moments in a young person’s life when they are faced with important, sometimes life defining decisions concerning the use of drugs, gang involvement, sexual activity, peer pressure etc.

Drug and Gang Abatement Program

Incorporated into our efforts to curtail substance abuse, we have changed the way we investigate overdose cases, become more active in the East End Drug Task Force, re-introduced narcotics trafficking intervention on our own and coordinated with other agencies such as the DEA and FBI to interrupt drug trafficking flowing to our area from western communities.

Problem Solving

Homeless Outreach

Homeless individuals and camps may be found in several areas within the Township. In cooperation with several County agencies, we reach-out to homeless people assisting them with food, medical needs, shelter and safety. During cold months, we routinely visit all known locations and provide assistance to shelters and removal to psychiatric facilities if a person is placing themselves in life threatening conditions. It is not unusual to find our officers buying lunch or coffee for a homeless person while discussing resources and programs that can help them.

Domestic Violence Outreach

Domestic disturbances are often recurring situations that can lead to violence. Recognizing the potential for danger and injury, each case is carefully reviewed and

where warranted, follow-up assistance is offered through a variety of programs and services designed to assist a victim (i.e. victims advocate program, family counseling, and protective housing). Our visits include child safety evaluations and the introduction of Child Protectives Services and the Children’s Advocacy Center (CAC) where appropriate.

Problem Oriented Policing (POP)

The POP program consists of Officers specially trained and assigned to address ongoing conditions that cause or promote criminal and unsafe conditions. Working with a variety of municipal and private agencies, POP officers strive to change or reduce conditions leading to criminal activity or threatening public safety. This program is very successful and offers a diversion from traditional policing by reducing crime before it happens. While several officers are specially trained in these utilization of these methods all offers are trained to identify conditions that can be served by the process.

Project Lifesaver

This program is designed to identify a person at high risk of disoriented wandering and inability to return home. It provides for the creation of a “profile” within our computer aided dispatch system (CAD) that can include contact numbers, anticipated destination, cell phone numbers and other information that can be used to track and trace a person who has gone missing. In certain high risk and frequently recurring cases, we coordinate with the Suffolk County Sherriff’s Office and initiate the issuance and use of tracking devises.

Internal Programs of Public Interest

Demilitarization

Attentive to feedback suggesting many people find military style police uniforms intimidating and counterintuitive to the concept that police are present to help the public, the Department opted to adjust its everyday uniform from a permitted military style (body armor worn as an outer garment) to a more traditional uniform with body armor worn under the uniform. Recognizing the need to address potential threats such as active shooter offices still have immediate access to enhanced body armor, and weapons stored in each patrol sector vehicle. Exceptions are authorized to address special event, mass gatherings that pose a significant potential for terrorist disruption.

The Unmanned Aircraft Systems Program (UAS)

The UAS program and other robotics recently introduced to the Department provide state of the art assistance with locating missing persons, persons in distress in the water, large



crowd/special event management, and offers reduced risk to officers and subjects when dealing with emotionally disturbed persons, barricaded persons and hostage situations.

Department Wellness Program

Even prior to recent events which have served to profoundly and traumatically effect many of those engaged in the law enforcement community, in recognition of the stresses related to police work in general, the department developed a comprehensive wellness program headed by an FBI trained coordinator to offer coordinated support to officers experiencing post-traumatic stress disorder, family crisis, substance abuse, peer issues, food disorders and many more conditions that can negatively influence sound police judgment and action. This program has now become of even greater value as we continue to address current challenges.

GPS

The Department recently installed GPS devices in all sector cars enabling Desk Officers to better coordinate the activities of all cars in the field to meet changing needs and to provide prompt location of a car that may not respond to radio communications. It has also serves to provide and instill a feeling of trust in the community, as accountability and transparency are associated with this initiative.

Smartphones in Sector Cars (Language Line Enhancement)

The installation of hand held smart phones in all sector cars allows for car-to-car communication of details that are sensitive in nature and not suitable for radio transmission that may be intercepted. Additionally, it provides officers with the ability to instantly access language lines for immediate enhanced communication in the field. Further, it provides ability to photograph and audibly record witnesses, evidence and items of interest.

This program is supported and partially funded by “OLA of Eastern Long Island” representing the Latino Community and concerns for immediate and accurate communication between those who are not proficient with the English language and the Police Department.

Dash Cam and Body Cam Pilot Program

Recognizing a strong desire expressed by several community members, in particular the Anti-Bias committee, for our field officers to be able to record their actions; the Department has begun a pilot dashboard and body camera program. The pilot program will begin with one designated vehicle and traffic enforcement car equipped with a dashboard and body camera. The equipment is supplied free of charge as a demo by Motorola.

The pilot program will be used to examine the quality of the recording equipment, ease of use by the user, the efficiency of audio and visual storage and retrieval, and volume of material created. The pilot will also assist us in estimating costs to expand the program to all sector car usage. The pilot is expected to run through the end of this year.

The committee and the Chief of Police spent time going through the above programs and giving more detail and practical information on most. (See: Appendices “C” and “F”) Several sparked a great deal of conversation and engagement from the committee. Some standouts were: The Civilian Academy, The School Resource Officer Program, the Youth Court and a discussion on Body Cameras. Some of the takeaways, which should be captured in **Recommendations** were:

- (1) While the programs were all positively received it became clear that getting the word out to more people in general and specific communities was a challenge that needed to be met. Solutions offered were sharing of mailing lists maintained by the Town in addition, to including sharing e-mail addresses for Town and Civic committees, Clergy members and the CLERC committee members going forward, all of whom represented larger communities. These additional e-mailing contacts would be provided to Lt. Sue Ralph to expand distribution of Press releases detailing the Police events and programs occurring in the community.
- (2) Despite the expanded notification, the point was made it that there was still a segment of the population that despite notification would not be inclined to avail themselves of the programs or invitations as a result of a legitimate feeling of disenfranchisement as the result of either their own, or another known to them experience with the Police. While the question was brought to the Chief of how do you reach those individuals? Posing the question back, the Chief asked for suggestions from those who may know of those individuals how to bring them into the fold and provide them with a feeling that they could trust any resultant interaction with the Police engaging in whatever the Program was. The CLERC wrestled with this question again at its January 19, 2021 meeting where the Listening Session was discussed. The suggestion was that members on the committee, particularly those of the Clergy, many of whom have that rapport with potential participants (both youth and adults) could be helpful in that regard either engaging in direct contact or providing referrals. This was well received by the committee. The Synergy Program, organized by Anti-Bias Chairman James Banks was identified as another great way to bring together a diverse and dynamic group. It was recommended that steps should be taken to move forward on these ideas and more in the context of a concrete strategy to actively seek to engage all individuals.



- (3) In the context of the discussion on the School Resource Officer, and the special training which took place in connection with that assignment, that sensitivity training should be a focus for officers generally with the idea of engaging in that training more than once a year as is currently done.
- (4) The Youth Court Program facilitated a productive discussion relative to Restorative Justice principals and diversion programs. Run by the Southampton Town Justice Court, the program highlights the idea of diverting the youthful offender into a court or proceeding administered by their peers and speaks to conflict resolution, reparation and the involvement of family and peers in the resulting disposition. It provides the opportunity to divert what would be a criminal offense involving a minor to a non-criminal disposition with a shown positive impact of a low recidivism rate. Very successful, the Chief said discussions are occurring at the adult level with the Suffolk County District Attorney's Office to try and provide a similar disposition system within the framework of non-violent, low level offenses. It is recommended that these discussions be further pursued by our Police Department and Justice Court system.
- (5) With regard to Body Cameras, the Chief informed that the question is not the body cameras themselves, it is the back-up and storage of those cameras and the expense of that in addition to added costs associated with the increased work load required of the Town relative to Discovery reforms. Notwithstanding, it was a strong **Recommendation that Body Cameras be implemented Town-wide** as soon as economically feasible.

At the end of a lively exchange of ideas relative to programs and initiatives the CLERC members were asked to engage in an exercise evaluating each of the programs on a spread sheet and evaluate whether those programs hit those four goals. (See: Appendix "E") A Master sheet was then compiled and not surprisingly, the programs which generated the most discussion during the meeting; to wit: the Civilian Academy, the School Resource Officer and Youth Court and Body Cameras, were also among those that most met the goals broadly. While it was not expected that each program would necessarily meet all four of the goals individually, they consistently met three of four. Significantly, the programs appear to address and speak to Community Outreach, Conflict Resolution and Community Goals. Also hitting 3 of the 4 were demilitarized appearance and Homeless outreach.

Presentation and Discussion on Prominent Policies

After thorough review of programs and it's attenuate recommendations, the CLERC turned to review and discussions of the Town of Southampton Police Department Policies. It should be noted that even prior to reform efforts, with an intent to make current and insure model policing, Southampton Town Police Chief, Steven Skrynecki, approximately three years ago began a top to bottom review and in some cases re-write of policies for the Town of Southampton Police Department. These efforts are on-going. As policies are extensive in scope, covering a wide range of topics, given current events and reform efforts, the CLERC policy discussions centered around Professional Standards inclusive of the complaint process (See: Appendix "H") and the Use of Force (See: Appendix "I"). Both were seen as greatly shaping. Informing and most influential in the context of perceptions of trust and transparency.

The effect of recent events nationally, has profoundly impacted police and policing at every level. Widely viewed incidents of the excessive use of force, by some police officers has called into question broadly the: use of force, reporting of incidents of use of force, reporting and/or prior complaints of excessive use of force against any officer and/or whether there exists a culture in any one department that would allow this type of behavior to exist. As suggested by the Guidance Documents, in answering these questions individual departments are tasked with looking at, among other things, their police procedures, reporting and training and evaluate these in the context of best practices and the policing methodologies discussed earlier. As it did with its programming, the Town of Southampton Chief of Police along with CLERC members looked into it's own Police Department, shared it's policies in two key areas and shared its training relative to those policies and policing generally. Initially, the CLERC examined Professional Standards and then turned to it's attention to the Policy on Use of Force. As will be seen in the discussion that follows, while it appeared as though there was overall satisfaction with the Southampton Town Police Department's policies and procedures¹, the CLERC spent several meetings on these topics and made several recommendations the Town of Southampton Police Department has, or intends, to incorporate into their training and procedures to further shape optimal practices in an effort to continually strive for better trust and transparency and confidence in its policing methods. See: Executive Summary of Recommendations

¹ Of note, there was a concern expressed about the Lexipol software used by this and many Departments across the nation to facilitate the promulgation of policy. The criticism raised, is that Lexipol policies are written in a way to protect police officers. Without expounding on the criticism to the contrary, as evidenced by the SHTPD's policy itself, and as explained by Chief Skrynecki, while the Town utilizes Lexipol as its software service which includes notifications as to best practices and changes in the law as they occur, the Town of Southampton **reviews and edits** policies to fit the mission, value and core statements of the Town of Southampton Police Department, insuring its philosophies are expressed in and through **their** policies.



Professional Standards Policy:

The Professional Standards Policy (See: Appendix “H”) speaks to Departmental expectations related to officer conduct and officer accountability. It additionally sets forth the ability and process by which complaints or compliments are made, and lays out the potential discipline that can occur. It mandates the recording of the disciplinary process and through this required recording, it provides the ability to be able to track prior conduct and report it in the aggregate as it pertains to any one officer. This last point, crucial in the evaluation of any officer. The department has seen substantial changes in the way complaints are made and the investigative and disciplinary process were made since Chief Skrynecki took his post in 2017. From the recording and documentation of complaints and the investigative process to the creation of a Disciplinary Review Board, the Complaint/Investigative and Disciplinary process has been significantly advanced and formalized.

Perhaps no better way to strengthen community trust and transparency is a Department Professional Standards Policy. Confidence in a Departments, ability and commitment to report and investigate complaints of misconduct against one of its own officers is at the core of public trust. The Professional Standards Policy of the Town of Southampton Police Department states, “...*it is necessary for a police department to provide a comprehensive reporting and internal investigative program that ensures those standards are met at all times. Reporting of conduct inconsistent with professional standards must be streamlined and without fear of reprisal. Equally important, a police department must have a clear standardized comprehensive program that provides for thorough investigation of the aforementioned conduct coupled with a clear standardized and fair disciplinary process designed to correct conduct inconsistent with professional standards...*”

Important considerations in the context of reporting misconduct of an officer is the consistent tracking of complaints should they be made, the investigation results and the ability to put any one officer’s history in an aggregate. To that end, the Town of Southampton utilizes, Blue Team/IAPro. As described in the Policy, Blue Team/IAPro is “*utilized to document all reports/complaints of conduct inconsistent with department professional standards...(and) includes reports originating from both internal and external sources. The IAPro system will contain information regarding the source and description of the reported acts, the associated investigation, investigative findings/disposition and related disciplinary measures should they be imposed. This system will be utilized to manage individual cases and to provide analysis of trends for broad based departmental use.*” While the CLERC committee looked at the complaint process as set forth in this Policy, it again touched on the process at its December 29th meeting. While there are several ways complaints or compliments can be filed, at the behest of the

CLERC committee, it can be submitted right on line and can be done so anonymously. As access to Complaint forms, being comfortable submitting one and knowing what to expect once one has been submitted are all important aspects of the process, there needed to be a way to disseminate that information to diverse communities. This intent is reflected in one of the Recommendations wherein it speaks to expanding community presentations to inform on several topics and processes. In further efforts to enhance access, the Southampton Town Police Department page on the website has been re-designed to include elements facilitating ease of access to complaint/compliment forms. On the upper right hand side of the department's home page, is currently and will remain, a graphic entitled, **“Every Police Encounter Matters To Us And We Welcome Your Feedback”** in both English and Spanish. Once you click on that it takes you directly to the Compliment/Complaint form in both Spanish and English.

The policy goes on further, to establish a Disciplinary Review Board, and sets forth the process for what is required to happen when a complaint is made whether that complaint is coming from inside or outside the Department. The purpose of the Disciplinary Review Board is to “ensure investigations of reports of conduct inconsistent with department professional standards are standardized, complete and thorough, and to standardize corrective action without prejudice or bias where corrective action is required,”.

While the Policy itself speaks to the high standards of the Department, the technologies added have made aggregate data, so crucial in the evaluation process, readily available.

Use of Force Policy

The discussions on the Town of Southampton's Use of Force policy, were lead by Police Chief Skrynecki and Lieutenant Todd Spencer and included training clips used to demonstrate field training in the areas of de-escalation, intervening and tactics employed. While the reader is encouraged to review the Use of Force policy in its entirety, it specifically meets and arguably exceeds best practices in several key areas which were the focus of discussions during the CLERC meeting. (See: Appendices “I” and “C”, Meeting 5). It is important to note, that in New York the Use of Force is required to be reported and in the Town of Southampton there is a clear policy on the reporting of Use of Force and the form to be used. (See: Appendix “I”)

The first Use of Fore Policy topic discussed, which has also been the focus of much national debate, was the Duty to Intercede and Report. In pertinent part, The Town of Southampton, in its policy, places more responsibility on a police officer to intercede,



putting a duty upon such officer to not only intercede when observing another law enforcement officer using force that is clearly beyond that which is objectively reasonable but also requires the officer to report if that officer observes an officer “...on the **verge** (emphasis added by the writer) of using force, that is clearly beyond which is objectively reasonable...” (See: Appendix “I“, Use of Force policy section 300.2.1) It further goes beyond best practices by requiring the reporting by a law enforcement officer of any other law enforcement officer “...that is **potentially** (emphasis added by the writer) beyond that which is objectively reasonable...” (See: Id)

To illustrate this point, Lieutenant Spencer played a training clip wherein an officer was put in the position of observing the excessive use of force being exerted upon a person in contact by a superior officer of the observing officer and the resultant dynamics and ultimate intervention by that lesser ranking officer. An observation by the committee was that in all the training clips, the person(s) in contact with the Police were white and that such training, (particularly mindful of the goal of creating those mental pathways for participating officers) should have people of color also playing the role of the person(s) in contact. Other committee members agreed and said that should be a recommendation. This came up again later on the topic of hostage negotiating, responding to someone in a mental health crisis and de-escalation in the context of language barriers. Thus, there was an additional recommendation that training also address language barrier issues and potential solutions to that end. Lt. Spencer responded indicating that officers were trained in time, space and cover tactics that were useful in addressing the language barrier that does occur at times. He additionally stated that lowering the tone of your voice, speaking more slowly and stepping back etc. were also ways in which Officers were trained to handle those cases. The Chief also indicated that when relying on verbal commands, it was essential to tell the subject what you were doing, i.e. we are going to place you under arrest. This is a useful tool not just in this situation but others so that during officer contacts dialogue is maintained. The subject may not like what is taking place, but understands it and trusts what is happening. This speaks directly to advancing procedural justice principles, which places more emphasis on what takes place during an interaction and less on the outcome of that interaction as an indicator for enhancing or negating trust.

Another significant Use of Force Policy point was its handling of the carotid control hold (Appendix “I“, Section 300.3.6.) as compared to other restraints (Appendix “I“, Section 300.3.7) most notably, the “choke hold” as would be included in which is currently criminalized in the State of New York.

The distinction between the carotid control technique, which is a trained method and the “Choke Hold” which is not a trained method in the Town of Southampton, is that the former applies pressure to the muscles on the sides of the neck restricting **blood flow**

to the brain, which, if done correctly, can make a subject pass out, incapacitating them without causing injury or death. In comparison, the Choke Hold, which is prohibited in this Town, restricts **air flow**, more likely of causing severe injury or death. Now a national spot lighted issue, one member raised the concern that the method that killed Eric Garner was a carotid control that went wrong while other questions were quickly raised as to the necessity of either of these control methods. As underscored by both The Southampton Town Chief of Police and the Lieutenant at a meeting of the CLERC (see: Appendix “C“ Meeting Number 6.): First, the Carotid method was only a feasible solution in the instance where an officer was justified in using deadly physical force, meaning in defense of imminent threat of his own life or that of another. Secondly, since under such a threat, an officer would be allowed to use deadly physical force to defend him or herself, this method would actually give an officer a trained method that allows the officer to effectively incapacitate an individual without resorting to deadly force, its use could actually save a life as opposed to taking one. Finally, even if justified in using, because it is a method officers are trained in, there are several procedures that must be adhered to during and after it is administered, all to promote the safety of the individual on which it is being performed. The question was posed as to whether such method was the method that was used in connection with the death of George Floyd, the answer was an unequivocal “No”. Emphatically stated, the knee to the neck by the officer involved in that incident was not a method **that is or ever would be allowed but as importantly the use of deadly physical force when there is no longer an imminent threat of same is never permitted.**

Next topic within the Use of Force Policy concerned the officers firing at moving vehicles. Similarly to the use of deadly physical force, The Southampton Town Police Department policy does not allow an Officer to fire at moving vehicles, unless in imminent threat of his or her own life or that of another or in the event of a suspected terrorist attack. The example given at the CLERC meeting was if a vehicle breached a security area and was headed towards a crowd of people this could be justified. Another example was given if there was a lethal method being used in addition to the vehicle (i.e. a person firing a gun out the car) then it could be justified. The Use of Force policy also speaks to reporting requirements and having a supervising officer present whenever possible in the instance where use of force is being, or is suspected to occur, in an incident. Making this point powerfully, the Lt. and Chief played an actual 911 recording illustrating the benefit of the command presence of a supervising officer, whether they be en-route or at the scene, serving as a tremendous deterrence in the use of force and certainly the excessive use of force. In the audio, a newer officer was in hot pursuit of an individual in a stolen vehicle, suspected of just committing two robberies, he may also have been armed. The rookie officer was in pursuit of the car until the car drove off into the woods. At that point, the subject fled on foot. The Officer followed and ultimately



caught up with him in the woods, in the dark. The officer had him at gun point but had no back up. The subject was wearing a hoodie, had one arm raised and the other in the pocket of the hoodie and refusing commands to “show both hands”. It was a Sergeant en-route to the scene who ultimately, through radio contact, was able to speak to the officer, calm him and was instrumental in providing the cool headedness necessary to de-escalate the officers frame of mind. This interaction between the officer and the supervising officer allowed for a more controlled situation with the subject. In a short amount of time back –up arrived at the scene and successfully subdued the subject and took him into custody without injury to anyone. But for that supervising officers’ fast thinking to go to the sight and open communication immediately with officer, using a tone of voice to calm him, this could have turned out tragically as it was later found out that the suspect was unarmed and yelled to the Officer when it was over that he wanted that Officer to shoot him. This is unfortunately an example of an attempt of a re-occurring trend of Officer assisted suicides). **Recommendation** that staffing be increased or adjusted to allow for a supervising officer inside and outside on every shift. (See: Executive Summary of Recommendations)

While recommendations were made to enhance policies and training, The CLERC overall seemed to be comfortable and confident in the Southampton Town Police Department Professional Standards and Use of Force Policies. Having said that, there was some frustration expressed that, with several Towns and many more villages on the East end, most, if not all with their own Police Departments and all in Suffolk County, which has its own Police Department, that there were so many jurisdictions with their own policies and procedures not of the caliber of this Town. It seemed that this alone could add to feelings of distrust or uncertainty as people travel out of their home jurisdiction where they have a sense of how things work, to another jurisdiction next door which may have a completely different set of policies or procedures. In response, The Chief suggested there should be a **recommendation** from the citizenry to the State for standardizing policies and operating and recording procedures, noting in an earlier meeting that many Departments are working on this as well. (See: Executive Summary of Recommendations) He also pointed out that most Chiefs are appointed and questions of those you seek to elect who make those appointments should be asked reflecting what kind of Policing methods do you want to encourage and which do you want to not adhere to. Ultimately, the elected officials are most directly accountable to the residents.

Next, the committee turned to Crowd Control/Mass Gatherings/Demonstrations and Protests. While the Hamptons is known to host many high profile events drawing people from all over the world in high numbers, this summer, unlike any before, sparked by national civil unrest, was filled with demonstrations and protests. While a challenge from a public safety perspective, the Town of Southampton Police Department managed all those taking place within it’s borders without incident. Due in no small way to the

close working relationship and trust which grew between the Chief of Police and Organizers themselves. The CLERC meeting on December 15th details, one of the first and largest of the events. (See: Appendix “C”) The CLERC had the fortune of having the organizer of that particular event as one of it’s members and other members were able to hear first hand, the kind of coordination and working relationship that was forged between the Chief and the Organizer and how as the result of that, the demonstration was successful in delivering its message and the police were successful in providing a safe environment within which to do it.

Some of the takeaways from that dialogue from the Police side were that the preparation and dialogue which took place before the event and the continued dialogue during the event, provided the foundation needed for successful implementation. The Chief spoke to the detailed questions, outreach and planning that went into preparation. Things such as personally reaching out to the organizers, getting a sense of what they were trying to accomplish, whether there was any violent history with this type of demonstration, monitoring social media for infiltrators that may wish to disrupt the demonstration or whether this would draw counter demonstrators. From the organizers perspective, Lisa Votino who has successfully lead many demonstrations for the Black Lives Matters organization spoke to the trust that was built between herself and the Police Chief that were there to protect them and prevent the violence seen in so many places elsewhere that would distract from their message. For full recitation of what occurred, the reader is encouraged to read the exchange from that December 15th meeting at Appendix “C“. It was ultimately **recommended** by the CLERC that the blue prints that guided the preparation and successful outcome of this event be shared with other law enforcement agencies. (See: Executive Summary of Recommendations)





Discussion on Topics presented by a CLERC Member

The following points were specifically raised by CLERC Member, Minerva Perez (representing OLA of Eastern Long Island) and undertaken by the group for discussion at its December 15th meeting.

- 1- **Training: Recommendation** to put some dates on a calendar for this training season to have OLA work with Sue Ralph and Todd (Lt. Spencer) on some role play training (verbal only) - that might better simulate situations that need de-escalation/communication with people of color (actors or otherwise trained people) to help SHTPD get more comfortable with using these tactics on non-police member. (See: Appendix “ “ Executive Summary of Recommendations Number 14)
- 2- **Youth de-escalation:** and options during non-self-harm or non-violent mental health situations. Group to hear from the Chief on support he feels would be best. I ask because I am working to create better options and I think the committee should understand the important role LE plays as first responders in homes and during family crises. Police can't be full time social workers, but they can help us to develop best practices and tools for them to have access.
- 3- **Complaint process:** Want to talk out what my experience has been and offer some additional suggestions. This was slated to be re-visited at the next meeting on 12/29.
- 4- **Hate Crimes and DA prosecution:** I am concerned that definition or threshold (at the DA level) might need clarification or discussion. The way the DA might see the charging of a hate crime will definitely have an effect on how local law enforcement processes hate crimes and then ultimately on how hate crimes are or are not reported. I have seen personally the chief and the SH town supervisor immediately call out a hate crime for what it was. Thank you. I don't doubt the ability to do that from the local level - however, since we have the DA represented at the meetings, I find it is imperative to point out that Police relationships are also colored by the interactions victims have as they try to navigate being a newly minted "Victim". If people of color feel that their victimization is easier to not process or not process fully - the frustration falls to Local police when it must be shared by the DA as well. In the case of Hate crimes, we need to see the **nuances** of these insidious acts and not expect that all hate crimes come with a swastika or a plan to "beenerhop". Some flash decisions that fuel a hate crime can happen in an instant. When words are used that single out a person for their race or ethnicity or sexuality or gender, I would like to hear from the DA how determinations are made to charge or not charge Hate crimes and if there are degrees of Hate crimes that the DA will also be able to prosecute. We know that perhaps the only "evidence" might be the words coming out of the assailant's mouth.

5- **Victims Advocacy:** On the other side of every crime there is a victim. Our victims advocacy especially in immigrant families is woefully lacking. OLA tries to help but it's not where we can put all of our energy. The police can feel the burden as victims don't know enough about the process to understand their rights or role in the justice system. We currently have ONE spanish speaking victim's advocate form the DA to serve the entire East End. I have been in conversations with the DA about remedying this. He's agreed, but it's already been two years. The DA has applied for a grant to hire one EE Spanish speaking advocate. If the grant is not received, OLA will help to secure the funds. Further study will be done of how best to process victims of certain types: sexual assault and child abuse. How does this relate to our own SHTPD? OLA would like to know that police can freely advocate for better victim support. I know how good the alliances were in Nassau and I'd love to see us shift to that level of collaboration (social workers, child sex crimes experts immediately available, etc). Having 10 East End independent police departments makes it harder, but I bet all the 10 EE Chiefs would agree that the processing of special victim crimes requires a great deal of clarity and careful approach from the moment you have a credible victim. In the end the victim will share that story of support and it will be a great gain for the police department and the town. To be discussed again at it's 12/29 meeting.

Having a representative from the Suffolk County District Attorney's Office who could speak to the hate crimes issues was very helpful in understanding how those crimes are looked at. For instance it is crucial to understand that as these law are written, they are charges meant to enhance the status of a crime in terms of severity of offence and the penalty attached. Specifically, penalties associated with any given crime are substantially enhanced if Bias or Hate was used as the aggravator. Questions which go to accessing this include such things like , did the offender select the victim on the basis of race, color, origin, age, sex etc. whether in whole or in part of the commission of the crime? The lines are very often blurred and some cases present scenarios where it is more difficult to determine. At the end of a lengthy discussion it was recommended that a presentation to communities on Hate crimes be made at set intervals during the year. While Suffolk County Police Department does this, it was recommended that we undertake it at the local level. Later discussions on these topics centered around the need for information to get out to effected communities. Victims, in particular, are thrust into a situation where they are vulnerable and then are unfamiliar with what they can expect from the process, what services are available to them, and who they will be interacting with. Information needs to be provided to those individuals to make the process less stressful and make the victim more empowered. Of note, regarding victims and process, the Southampton Town Police Department has recently undertaken to enter into a Memorandum of Understanding with the County of Suffolk to become part of an

inter-disciplinary/agency team which will coordinate the Department of Social Services, the District Attorney's Office and the local Police Department in cases appropriate for victim response. The fundamental goal will be to have these agencies working together on individual cases to assist victims and their families, to coordinate investigations such that a victim, particularly children, are not interviewed more than they need to be etc. It's really mean to protect victim from further victimization by a process not intended to do so. Conversations, along the same lines, continued about the complaint process and that more information needed to be disseminated about the process and how people can avail themselves of it should they need to. These community presentations will advance these goals.



Youth Forum Discussion

The CLERC committee as its December 29th meeting, had a youth forum where several community youth were invited to participate and provide their perspective on policing. Lead by CLERC Committee James Banks, the group was asked to provide insight and response to several questions posed by the moderator. While not exact, the below questions submitted later by Mr. Banks illustrate some of the questions posed...

1. Perhaps you can each share with us your perspective on, and experiences with Southampton Police.
2. You have shared things that are good about the Southampton Police, we also would like to hear:
3. What if any are your concerns about the Southampton Police?
4. Do you know of family members or community members who have concerns about the Southampton Police?
5. What is wrong with the Southampton Police?
6. Do you know of, or have you experienced any instances of discrimination or bias experienced by you or anyone else in your family or community?
7. If you had a magic wand what changes would you recommend for the Southampton Police? In other words what can they do better?
8. If you are able, please feel free to write down or share with us any additional points you come up with, or fellow community members share that you think would be helpful as we reimagine the services of the Southampton Police. You can call Christine to share them

An insightful conversation ensued with those youth who attended and they yielded recommendations consistent with information gleaned from the public generally. (See: Executive Summary of Recommendations and Appendix “C” Meeting Number “8” for a full review of the discussion).

A story re-counted from one youth participant, Jon L., underscored the potency of perceptions formed from the experience of others later told to members of their families or community. Jon L. told the story of how his perceptions of the Police had been formed in his early years, first in a negative way, by an encounter of his father and uncles and then told to him. In later years, a positive experience with the Police, had by his mother, made him look at the Police through yet a different lens. Both experiences, seemingly of equal weight in his mind, served to form his perceptions through to young adulthood, while neither were first hand encounters. Similarly, the other youth spoke about perceptions of their own but also those of their family members and community.



This is notable, as the perceptions of the youth seemed informed as much by personal experience as by what was being relayed to them through encounters or experiences of others close to them. This is an important point in the construct of changing perceptions and how deep-rooted some of these perceptions are, both positive and negative. This is particularly important to appreciate, as aptly noted by one of the CLERC committee members, given that you could need at least 10 positive encounters to outweigh or influence a perception earned as the result of one negative one.

While differing, in their perceptions at times, the youth group shared a mutual belief on what would be useful to do in the future. Responding to the query, “if they could do one thing to the police department what would it be?” They agreed that having a more diversified police force would be a benefit and that they would like to see more police involvement with the community on a day to day basis. They also said they would like to see that involvement more widely publicized and shared. This idea of greater community involvement on a day to day basis and the publicizing of that involvement has been a re-occurring theme throughout this process and makes sense in the context of instilling trust and changing negative perceptions, particularly those negative perceptions in response to the bad acts and tragic consequences so widely publicized by the media.

The CLERC Committee was grateful for the participation for those involved and next met with members of law enforcement.



Law Enforcement Forum

The CLERC committee as its January 4, 2021 meeting, had a law enforcement forum where several Southampton Town Police Department members were invited to participate and provide their perspective on policing. Lead by Supervisor Schneiderman, the group was asked to provide insight and response to several questions. The below questions informed the discussions, some of which are further discussed herein. (For full discussion see: Appendix “C”, Meeting Number 9) Those asked to participate were the following members of the Town of Southampton Police Department:

Police Officer, Eric Breitwiser, also President of the PBA

Detective, Timothy Wilson

Sergeant, Sherekhan Parker

Police Officer, Eric Plum

Police Officer, Chris Florea

Police Officer, Erika Mancada

Similar to the youth forum, several questions were posed upon which the officers were asked to opine and respond. Questions presented were:

- 1) How hearing everyday in the media about Police and using excessive force has effected them in their jobs as Police Officers?
- 2) Whether as it relates to bias in policing or to excessive force, if the officers have noticed anything in the Department in terms of institutional changes?
- 3) What more steps could the Southampton Town Police Department take to insure public trust?
- 4) Whether support services for you as officers on the job has changed during your tenure?
- 5) Recognizing the impact of the fallout from the George Floyd matter, what work do you do and what work is provided to you in the Department when these larger scale things happen?
- 6) What do you about implicit biases that are within us?
- 7) If they see something how comfortable are they in speaking to someone about it?
- 8) whether there was anything we could do to alleviate stresses in the Police Department
- 9) How did they feel about body cameras?
- 10) Do you take the time to learn about peoples cultures, past experiences and how much do you value doing that learning about others and their experiences?



11) The next questions asked specific Officers how they felt they were treated as Officers of color and in one instance, a female?

As expressed by P.O. Breitweiser there seemed to be general agreement that reform should be looked at and that these conversations were necessary. However, since the incident with George Floyd and consequent public outcry, interactions with the public had become more difficult. Routine traffic stops, now become instances where those pulled over are more frequently questioning the motives of the officer stopping them. It was recounted by more than officer that if they were black or Hispanic they were countering that they were just being pulled over because of that. When speaking about training and in particular responding to national events continually, the sentiment conveyed was that the Department has been extraordinarily proactive on adapting to changes. One Officer said that when something of significance happens somewhere in the country, the team of technical training and other staff are already on it showing how we can do it better or how not to make mistakes that might have been made and that is incorporated into training going forward. But he is very quick to note that “it wouldn’t happen in our department in the first place” because of the way we are trained. “Our training is superior” Something happens, “management brings it to or attention and it is changed!” This then seems to be a practice that is currently being conducted. In response to newer training, one officer noted that “Training in de-escalation has been emphasized” and that Training on Use-of-force is a lot more “in-depth” over the last couple of years. Of note, that officer also talked about how people don’t talk about the “continuous restraint” that we, as officers show in not-using force when we would be justified to do so “which puts us in further danger but this is what we do and nobody sees that”. When responding to Supervisor Schneiderman’s question about what more steps Southampton Town Police Department could take to insure public trust? Consistent with much of the feedback, the CLERC committee received from the public, one of the officers responded that “it’s not ‘what else’ we can do, it’s what we can do ‘more’ of. Its’ more about the programs and getting the word out. The civilian Academy really puts everything in perspective”. The discussion about new hires was productive and underscored that the fact that many of the newer hires were made knowing the officers, as they had been Traffic Control Officers or part-time before coming on to the force full-time. This was advantageous not only for the youth as a means by which to get a foot in the door, but for the Department as well because it allowed the Department to get to know the individuals character over time and their work ethic etc. While a **Recommendation** was made that more of an effort toward directing recruitment to TCO’s should occur and members of the committee should help with recruitment of TCO’s, it is noted that compliance with Civil Service Law requirements and mandates often play a roll in the ineligibility of otherwise optimal and/or diverse candidates. To that end, in an effort to remove that obstacle, Chief Skrynecki, a member of the New York State Association of Chiefs of

Police, Inc. shared with the CLERC committee members that he would be advocating for, among other things, Civil Service Reform. This was laid out in an e-mail to the CLERC, which in the context of this reform explained that, *“Every police department in New York is working very hard to hire a more diverse workforce and create an inclusive police department that is more representative of the communities we serve. The civil service system creates hurdles and roadblocks in that process. The testing process, rule of 3, physical agility and other rules make for a very rigid hiring process. The lack of flexibility can make hiring diverse candidates impossible. We ask that the legislature reform civil service to a more flexible, agile system allowing law enforcement executives the latitude to hire the best qualified and most appropriate candidates.”*

This was discussed in depth at the 10th CLERC meeting on January 19th, 2021, where the Chief went into the particulars of this advocacy role and the support he would give. There was consensus amongst CLERC members that the changes to the law, as set forth by the Chief should be advanced and is incorporated into a **recommendation**; however there was an equal consensus that an on-going effort should take place now at the local level to seek to make whatever changes we can make here to facilitate the hiring process by removing obstacles and barriers. Notable areas to discuss in the context of local change were, among others, residency requirements, assistance with testing fees and notification and preparation for civil service exams. This is will expressed further in **recommendations** (See: Collectively, Executive Summary of Recommendations).

When asked “What do you about implicit biases that are within us?” The officers spoke about the impact of working within a smaller community. “We travel the expanse of very diverse communities in the course of a day and dealing with all the different kinds of people we do, makes us used to doing that and makes us more well-rounded”. One of the officers stating that “personally, staying true to yourself and core values” is what has worked for him. “Always have respect for people and treat all people the same”. People have all different experiences and he has always wanted to establish relationships with people and staying true to the core values of the Department. On the issue of internal complaints, Committee Member, Lisa Votino citing to a report entitled, “Lessons from the Summer”, asked “If you guys (as she explained, meant as in a non-gender specific way) see something how comfortable are you in speaking to someone about it? P.O. Breitweiser, and others indicated an absolute ability to say something if they saw or heard something. It appeared to be as much for doing the right thing by the community as well as the force in that the impacts of missing something or looking the other way can be devastating on both. **The Recommendation** that to the extent is was feasible that officers should be encouraged to foot patrol and interact with the community came up during this discussion. One of newer members Committee a youth member, Jon Lopez stressed the importance of community building. He asked do you take the time to learn about peoples cultures, past experiences and how much do you value doing that learning



about others and their experiences? One of the Officer's stated that "It's difficult sometimes walking into a house not knowing the culture. Are we coming off as implicitly biased? If they see my expressions can we appear as biased? I don't know, I'm just trying to understand the situation I'm walking into. Sometimes I feel awkward because I don't understand what's being said but we're trying you just need to be patient".

The next questions asked specific Officers how they felt they were treated as Officers of color and in one instance, a female in the department? Everyone is treated equally was the response. Sgt. Sherekhan Parker who said he has always felt support in the Department and that he has been presented with many opportunities. The question then was do members of the community treat you differently because of your race, nationality or gender? Sgt. Parker stated that he felt that in dealing with the community that "looks like me" it's an advantage. He recounted a story where a person he pulled over, who hadn't initially seen his face, said your just pulling me over because I'm black until Sgt. Parker was in clear view and the driver saw that he too was of color and he just said "oh" and stopped that line of discussion. "When I show up in communities that I represent, it de-escalates a situation because it's a small community here." Officer Erika Mancada was asked the same question as she is an Hispanic Woman. Her response was much the same stating that "If anything, the community feels happy that I'm Hispanic but as a woman, there is no difference". These comments and others support the idea of better community trust and relations through diversification of the force.



CLERC Listening Sessions

With the intent of broader outreach and desire to achieve a greater depth of understanding of potentially diverse perceptions of the police department, the CLERC engaged in two listening sessions. The goal, to allow the public to weigh in on any comment, observations and/or experience had by them or someone they knew with the Town of Southampton Police Department, whether good or bad. The first of the two sessions did not yield the number of participants it would have desired but the speakers who spoke assisted in CLERC deliberative process. The first speaker relayed a compelling story of a personal experience she had with one of her sons. She re-counted that it happened in August of 2019 and was a very emotional time for her. She said that she has two children that are bi-racial and one looks white, the other, black. Her 15 year old son, who looks white was about to go surfing with his friend. They were at her house in their bathing suits ready to go to the beach with a friend and the mother of that friend when two Southampton Town Police Officers “showed up at the door to arrest her son”. She indicated that the other boys mother called her husband and after a conversation between the husband and the officers, the officers agreed to wait for husband to get there. While for the husband, once she was on the scene, she said, “my friend is shaking, my son is shaking his friend is shaking” She said she asked the Officers what this was about and they replied “We’re arresting him”. She said, they think he’s been shooting BB guns at a nearby property and broke someone’s windshield. Once taken to the precinct, she says she was seated in a small room with two STPD Detectives who were accusing her son of doing something he didn’t do. She said she kept thinking, what if this were my other kid who looks black? She said it took a month for the charges to be dropped. “I would no longer trust the Southampton Police Department!” She said she filed a FOIL request but to this day does not know how this happened. Later in the meeting the Chief said he was very disturbed and much moved by Ms. Rogers story and asked if she would be willing to speak to him by phone or in person about the incident. She said she would if accompanied by a person on the CLERC whom she trusts. The encounter ended with understanding that that would take place. Another member of the public, and long time community advocate Vince Taldone, addressed the CLERC stating that in his almost 20 years as a resident of Southampton Town and association with FRANCA (Flanders, Riverside and Northampton Civic Association) he had never had a problem with the Southampton Town Police Department. He said that while he has gotten response pretty quickly when he has called he said that some of persons of color within his community and some associated with FRNCA feel they don’t get the same kind of protection that other parts of the Town get and some of those individuals feel that that lack of police presence or availability is racially motivated. “They think drug dealing wouldn’t happen in other areas of the Town.” He indicated that otherwise he though that the overwhelming feeling about the Police Department is positive. There were no further



speakers so a second listening session was set to take place on February 2, 2021 and the next general CLERC meeting to occur on February 4, 2021.

At this listening session, the first speaker was Bill Hughes, a former 29 year veteran of the Southampton Town Police Officer . He expressed that he thought the Department was one of the finest. He also indicated that about 90 percent of the work done by the department is spent helping others with only about 10 percent actually policing. His thoughts, as had been earlier expressed in prior committee meetings were that people really needed to take the Civilian Police Academy classes to see what was actually done by Officers here in the Town.

The second speaker preferred to listen. The third speaker was Ananias. He gave testimony on how he was poorly treated by the police, targeted on several occasions for traffic infractions, he believes, as the result of him being undocumented at the time. He continued for some time recounting the story of those stops which varied in circumstance but all related to driving. He additionally spoke of his experience with a landlord who threatened and mistreated he and his family ostensibly using the leverage of Ananias' immigration status, at the time, against him. He indicated that these events took place 4 and 7 years ago, respectively. When he was asked by Committee member Jim Banks if this happened with women, Ananias responded that when a woman calls for help, if she speaks spanish they hang up. Committee member Banks reminded people they could file a complaint through Anti-Bias Task Force. The Chief stated that the department was working with OLA on employees being taken advantage of but they don't have to go through OLA as he stated "If there is an officer demonstrating bias, I want to know about that". Committee member Minerva Perez again re-emphasized that the compliant process needed to be made clearer which was additionally underscored by Committee member Banks and this is reflected in recommendations.

The next speaker was Cyndi MacNamara, who said she wanted to see more police in our neighborhoods. She described an incident several years ago where the first person on scene was an STPD officer and it was a comfort to me waiting for the ambulance. If there is a shortage, it needs to be addressed. The Supervisor then asked about Mary Alyse Rogers who spoke at the listening session about her story and wanted to know if there had been any follow up. The Chief indicated there had been an investigation and he, Mrs. Rogers and committee member, Lisa Votino did connect in an effort to mend. Mary Alice was at this session and spoke about how she felt the meeting went great but agreed that people had to know the complaint process better.

Executive Summary of Recommendations

Pursuant to guidance documents promulgated by the State of New York, in an effort to facilitate the presentation of Recommendations for its local law enforcement agency, the Citizens Law Enforcement Review Committee, (CLERC), Chaired by, Town of Southampton Supervisor, Jay Schneiderman and Town of Southampton Police Chief, Steven Skrynecki, present the following recommendations. While these recommendations can be seen in context throughout the Plan, they are herein set forth by way of an Executive Summary.

These recommendations represent the culmination of several months' work of meetings with, among others, community stakeholders, the public-at-large, community youth, local law enforcement, elected officials and Clergy. In addition to the above, two community surveys were completed eliciting approximately 1,000 responses as well as two (2) CLERC listening sessions in which all members of the community were invited to participate and provide comments both good and bad about their experiences with or about the Town of Southampton Police Department. As the result of insightful dialogue, the CLERC explored and opined on critical topics relative to policing in the Town of Southampton. With open minds, and a respect for others' perspectives, each of the CLERC committee members is commended for their work and willingness to participate in this process.

As evidenced throughout the Plan, while the Town of Southampton Police Department does and will always seek to improve its operations, it currently demonstrates sound foundational and community minded policing philosophies, policies and practices. Collectively, the recommendations seek to enhance, what has been said to be the Town of Southampton Police Department's standard bearing, in the context of policing and in the continuum of advancing optimal policing operations here in the Town of Southampton.

While it certainly can be said that the Town of Southampton Police-community relations are strong overall, one of the main themes nuanced throughout the recommendations is that strengthening and continually fostering community relationships through the dissemination of information in Spanish as well as English and more frequent, non-urgent, community interactions, is crucial toward enhancing **trust** between the Police and the communities they serve. This is one of the reasons continuing Police programs is so vital. **The main point being, engagement between the Police and community members taking the form of day-to-day exchanges results in relationship-building. When these essential dynamics are put to the test during an interaction, they can serve to either, prevent or de-escalate, a situation, keeping both officers and those they are in contact with safe.** This relationship building and resultant trust is particularly helpful in that it was also said to be this **trust** that is at the core of mending or altering perceptions and/or relationships. Whether it be with an individual or a community, the



results are exponential, as the committee found that **people's beliefs are shaped not only by their own experiences but equally by the experiences of those around them who share their stories and perceptions, sometimes generationally.**

While the recommendations offered are specific as they pertain to aspects of policing, and the Town of Southampton is decidedly starting with a high bar, it was a general recommendation that the Town consider having this group or one much like it, re-convene at least once a year to review progress in the highlighted areas. This is, a concept, wholeheartedly welcomed by the Town of Southampton Police Department.

While most recommendations function on their own, and all in some way impact community trust building, there are several that collectively highlight and speak to core areas of desired focus. Those areas of focus are: outreach and community engagement, hiring practices and training.

Recommendations:

Outreach and Community engagement

- (1) **Widen communication network.** While the existing Police programs were all positively received it became clear, reinforced by survey results, that getting the word out to more people about the programs in general, and in specific communities was a challenge that needed to be more aggressively met. Strategies suggested to increase awareness of Police programs included sharing of mailing and distribution lists maintained by the Town, e-mail addresses for Town Civic committees, Clergy, CLERC committee members and the many non profits who interact with people of color in the community. It is therefore recommended that the Department engage in obtaining additional e-mailing contacts and provide them to the Operational Support Services Division Head to expand distribution of Press releases, including Spanish language Press i.e. Tu Prensa Local, OLA etc. and all pertinent communications pertaining to events and programs with the community, including those in the CLERC group.

- (2) **Enhance utilization of and access to existing community based outreach programs.** Even with the recommendation for expanded notification, it was brought to light that there was still a segment of the population that despite notification would not be inclined to avail themselves of the programs or invitations as a result of a legitimate feeling of disenfranchisement as the result of either their own, or the experiences of others known to them with the Police. Other barriers are time and lack of consistent and advanced notice. The civilian

Police academy, for instance is a 14 week commitment and other programs offered to youth require transportation not always available for families. The suggestion was that members on the committee, particularly those of the Clergy, many of whom have that rapport with potential participants (both youth and adults) could be helpful in that regard either engaging in direct contact or providing referrals. Several programs developed by local community groups were identified and are effective models to identify ways to bring together a diverse and dynamic group. It is therefore recommended that steps be taken to move forward on these ideas and more in the context of a concrete plan to actively seek to engage **all** individuals more routinely. This was also a recommendation out of later discussions with youth.

- (3) **Promote the “human” side of policing.** A committee member recommended we consider enhancing our efforts to get real-life stories out to the public so that there is a better understanding of the work that goes on and real-life police encounters from a police perspective. This is a recommendation that also was advanced as the result of youth participation. It is therefore recommended that the department promote real-life police encounters with a focused effort to use social media and its’ newly launched Town of Southampton Police Department website to further advance this recommendation.

- (4) **Expand community presentations.** Among other recommendations, during the discussion on Hate Crimes and other discussions, as addressed by a member of the Suffolk County District Attorney’s office, and later at our second listening session it was suggested that presentations be made to communities several times a year. These presentations should be used to educate the public in all communities on such things as Hate-Crimes and what the analysis means for police and prosecutors as they proceed from charges through penalty. Community presentations should also focus on informing the public on processes i.e. complaint/compliment process, and disciplinary process, services available if someone is the victim of a crime, and processes and services available relative to Domestic Violence, Child Abuse etc. Presentations should also seek to inform the public in all communities of new initiatives and/or programs. Examples include, engaging with the community to actively inform on procedures and policies to be aware of i.e. what is legal in a Stop scenario etc. would ease friction at the stop. If driving with a suspended license, community should know the officers have an obligation to detain, investigate, prevent further driving at the moment, ticket and possibly arrest you etc. What is the definition of resisting an arrest? As many do not know certain protocols and that moment during a stop can be further encumbered by that lack of understanding. The complaint process is another example of a protocol that should be spelled



out to community members in Spanish as well as English. Various ways to file, personal information requested, investigation and review time frame, and result conveyed to the complainant. It was felt that a committed and concerted effort in this regard between the police and community to understand and share these protocols would lead to less potential for friction and with the complaint process would enhance trust.

- (5) **Engage with youth in the community.** Youth forum discussions were insightful. They resulted in a recommendation to focus outreach efforts to youth and seek to get their input and perspectives routinely. Engaging youth consistently is a significant opportunity in the context of relationship building. Such engagement could include, among other things, attending the Town’s youth program meetings, and reaching out to the Synergy

program and other youth organizations i.e. to perhaps set a standing commitment to meet with them periodically during the year both to present and listen to concerns and/or perspectives they may have.

- (6) **Increase police visibility in the community.** As throughout this process, the idea of more non-urgent community involvement is essential, it is recommended that the Department consider, to the extent it is feasible, encouraging officers to get out of their cars and engage in more “foot patrol”. It is understood that the safe or logistical operations of the Department may not lend itself to the ability to do this often but whenever feasible it should be something that the Department seeks to engage in.

- (7) **Release time for community events.** Similarly to recommendation “6” above, it is recommended the Department consider, to the extent it is feasible, that officers are given 2 hours a month in time to participate in the community, whether it is engaging in community events, programs or just walking around “main street.”

Hiring Practices

- (8) **Increase the Diversity of the law enforcement work force by improving recruitment tactics, removing barriers, and eliminating other unnecessarily restrictive hiring practices or policies.**

Advanced in both the Youth Forum and Law Enforcement Forum, as well as, through CLERC discussions, maintaining a diversified work force is essential in

a continuum to build and maintain community trust. It is therefore recommended the Department should work with the Town Board to:

- (a) Advocate for change at the State and local levels to amend laws that inhibit hiring, so the Department is more reflective of the community, by appealing to State Law Makers for changes in the Civil Service Law as well as considering laws here locally.
 - (b) Consider the benefits and drawbacks of local requirements and/or barriers and consider modifying accordingly. There should be an on-going effort to evaluate current hiring practices in the context of local restrictions or barriers. Notable areas to consider are, among others, residency requirements, assistance with testing fees and notification and preparation for civil service exams.
 - (c) Consider further recruitment tactics to examine other pathways to hiring that can provide a more diversified department under **existing** laws through i.e. hiring of Traffic Control Officers or through “provisional hires”.
- (9) **Institute Social Media Background Checks.** While as part of any vetting process for hiring an Officer in Suffolk County, the Suffolk County Police Department does a complete social media search of prospective candidates, it is recommended that this Department conduct its own comprehensive social media search in connection with the hiring of any officers and seek to implement a social media policy for it’s officers.

Training

- (10) **Reflect greater diversity in training videos.** Based on an observation by the committee that in all the training clips, the person(s) in contact with the Police were white, and that such training has the goal of creating those mental pathways for situations officers might experience in the field, that also having people of color playing the role persons in contact with the Police as well, was essential. It is therefore recommended that the Department work with various groups such as OLA to work on additional training programs addressing this need.
- (11) **Address Language Barriers In Training:** Training came up again later in the context of hostage negotiating and de-escalation in the case of potential language barriers. It is therefore recommended that training advance to address issues when language becomes a barrier and potential solutions to that end. Likewise it was recommended to work with various groups like OLA to work on additional training programs.



- (12) **Expand sensitivity training to all officers on the force.** In the context of the discussion on the School Resource Officer, and the special training which took place in connection with that assignment, it is recommended for consideration that sensitivity training should be a focus for officers generally. This would mean insuring best practices on this topic be included in training programs. Whether by virtue of having to deal with youth, mental health issues, drug usage or homelessness, etc., sensitivity training could be very useful in the context of these interactions.
- (13) **Improve police encounter protocols.** It is recommended, to the extent it is feasible, that training include direction to make a concerted effort during Police encounters to communicate clearly to an individual subject to a police stop, as to why the person is being stopped etc. and/or detained and that this communication should continue throughout the encounter in effort to continually inform the individual. Implementing this focused training advances procedural justice objectives by instilling a sense of trust and respect.
- (14) **Coordinate training with local organizations.** Recommendation to consider putting some dates on a calendar for this training season to have local community groups work with the training officer on some role play training (verbal only) - that might better simulate situations that need de-escalation/communication with people of color (actors or otherwise trained people) to help STPD get more comfortable with using these tactics on non-police member.

General

- (15) **Implement the body camera program department-wide.** The discussion related to body cameras would come up in several meetings relative to different applications. While the Southampton Town Police Department has been actively engaged in a body-cam pilot program and the committee wished to see this expanded to commit to a program, it was therefore a strong recommendation of the committee that the Town and Department consider the implementation of a body camera program department-wide as soon as economically feasible. There was also a sentiment that no stipend be paid to officers wearing cameras in any contract negotiation or otherwise.
- (16) **Expand Diversion Programs.** The Youth Court Program facilitated a productive discussion and a recommendation relative to advocating to the

expanding of the Law Enforcement Assisted Diversion (LEAD) program which speaks to Restorative Justice principles, at the adult level. Providing expanded possible dispositions within the framework of non-violent, low level offenses is desirable. It is therefore recommended that our Police Department consider this and other diversion programs, along with stakeholders in the criminal justice system.

- (17) **Enhance supervisory oversight.** It is recommended for consideration, to the extent it is feasible, that funding should be expanded or re-directed, making it available for the addition of police supervisory staff in an effort to provide more supervisory oversight over officers in the field. As was demonstrated through an audio recording at one of our own CLERC meetings, it has been shown widely that when Supervisors are on scene or on the way, officers are less likely to use more force than necessary. Increasing staffing or re-directing resources to accomplish this would allow for at least two Supervisor (1 in and 1 out) on every shift.

- (18) **Collaborate with neighboring Departments to standardize policies and procedures among police agencies on the East End.** In response to expressed frustration during more than one meeting that jurisdictional boundaries create the situation where you don't know what to expect from the Police from one location to the next as each jurisdiction has the ability to have its own operating policies and procedures and recording requirements. The CLERC committee favored the idea of uniformity on those topics so it is a recommendation that the Police Department collaborate with neighboring Departments to standardize policies, procedures and recording requirements. This would instill predictability and, therefore, assist with Trust and stronger sense of procedural justice.

- (19) **Expand direct follow up assessments.** A recommendation to consider further enhancing our ability to assess how we are doing and get feedback, is one that we are in-fact doing. It is suggested that Supervisory staff should periodically reach out to those who have had a police encounter to see what their experience was and how they felt they were treated. Since this process started, the Southampton Town Police Department initiated a Public Comment form that can be accessed on-line in both English and Spanish. Though initially seeking to use this form in connection with listening sessions, it has since become something Chief Skrynecki, seeks to maintain as a means by which individuals



can maintain accessibility and consistent contact even after the conclusion of this process.

(20) **Share best practices.** As a result of the discussion and the very positive feedback from the committee relative to Crowd control/Mass gatherings/Demonstrations and Protests, which Southampton Town Police Department decidedly handled well this past summer, it was recommended for consideration that our Chief's policies and procedures surrounding these events be shared with other agencies as a Blue-print for how these events should be optimally managed.

(21) **Follow up with survey responses.** As a result of the initial survey, it was recommended that we use the survey method, and in particular to those that supplied contact information, as a means by which to continually assess achievement in the areas suggested for continued reinforcement, drilling further down to be able to do so by community and as a check-in on success.

Appendix

Appendix “A”



Southampton Town Board

116 Hampton Road
Southampton, NY 11968

Meeting: 08/11/20 01:00 PM

Department: Town Attorney

Category: Committees & Advisory Boards

Prepared By: Christine Preston Scalera

Initiator: Christine Preston Scalera

Sponsors: Supervisor Jay Schneiderman

DOC ID: 34568

AMENDED

TOWN BOARD RESOLUTION 2020-675

**Resolution Creating and Appointing Members to the
Community Law Enforcement Review Committee**

WHEREAS, events in recent months have focused national attention on police practices and the recognized need to integrate community input in a continued dialogue and evolving era of optimal police practices; and

WHEREAS, several years ago the Southampton Town Police Department began an internal review of all its police procedures and policies, including that of "use of force", to ensure that our policing protocols were optimal, unbiased and respectful of human dignity; and,

WHEREAS, to assist in furthering of that objective, and in compliance with New York State Executive Order No. 203, the Town of Southampton, by its Supervisor Jay Schneiderman, coordinating with the Southampton Town Police Department's Chief of Police, Steven Skrynecki, seek to establish a committee to be known as, The Community Law Enforcement Review Committee, ("CLERC"); and

WHEREAS, such committee will be comprised of local officials and stakeholders within the community who will undertake a comprehensive review of current police force deployments, strategies, policies, procedures and practices, and develop a plan relative to current practices, continued modernization, innovation and modifications (if applicable); and

WHEREAS, said committee will prepare such plan tailored to meet the needs of the Town of Southampton, and present same to the Town Board for its consideration and adoption no later than April 1, 2021, after accepting comments through a public hearing process; and

WHEREAS, such plan will ultimately be filed with New York State Division of the Budget;

NOW THEREFORE BE IT RESOLVED that the Town Board of the Town of Southampton hereby establishes, The Community Law Enforcement Review Committee, ("CLERC") for the purpose of reviewing police force deployments, strategies, policies, procedures and practices and drafting a Plan for implementation as set forth above, and which committee shall be comprised of the following members:

- | | |
|---------------------------|---|
| Jay Schneiderman | Supervisor, Town of Southampton |
| Tommy John Schiavoni | Town Councilman, Town of Southampton |
| Steven Skrynecki | Chief of Police, Southampton Town Police Department |
| James Burke | Town Attorney, Town of Southampton |
| Christine J. Preston | Deputy Town Attorney, Town of Southampton |
| Lt. James Kiernan | Southampton Town Police Department |
| Chairperson | Town of Southampton Anti-Bias Committee |
| Chairperson | Hampton Bays Citizen Advisory Committee |
| Pastor Keith Indovino | Blaze Church, Flanders |
| Minerva Perez | President of OLA |
| Fr. Constantine Lazarakis | |
| Rev. Tisha Williams | |
| Member (TBD) | Shinnecock Tribal Council |
| Bradley Magill | Suffolk County District Attorney's Office |

Public Defender Attorney (TBD)
Lisa Votino Community Activist
Member NAACP

Financial Impact

None

RESULT:	ADOPTED [UNANIMOUS]
MOVER:	Jay Schneiderman, Supervisor
SECONDER:	Rick Martel, Councilman
AYES:	Jay Schneiderman, Julie Lofstad, Rick Martel, Tommy John Schiavoni
ABSENT:	John Bouvier

Appendix “B”



State of New York

Executive Chamber

No. 203

EXECUTIVE ORDER

NEW YORK STATE POLICE REFORM AND REINVENTION COLLABORATIVE

WHEREAS, the Constitution of the State of New York obliges the Governor to take care that the laws of New York are faithfully executed; and

WHEREAS, I have solemnly sworn, pursuant to Article 13, Section 1 of the Constitution, to support the Constitution and faithfully discharge the duties of the Office of Governor; and

WHEREAS, beginning on May 25, 2020, following the police-involved death of George Floyd in Minnesota, protests have taken place daily throughout the nation and in communities across New York State in response to police-involved deaths and racially-biased law enforcement to demand change, action, and accountability; and

WHEREAS, there is a long and painful history in New York State of discrimination and mistreatment of black and African-American citizens dating back to the arrival of the first enslaved Africans in America; and

WHEREAS, this recent history includes a number of incidents involving the police that have resulted in the deaths of unarmed civilians, predominantly black and African-American men, that have undermined the public's confidence and trust in our system of law enforcement and criminal justice, and such condition is ongoing and urgently needs to be rectified; and

WHEREAS, these deaths in New York State include those of Anthony Baez, Amadou Diallo, Ousmane Zango, Sean Bell; Ramarley Graham, Patrick Dorismond, Akai Gurley, and Eric Garner, amongst others, and, in other states, include Oscar Grant, Trayvon Martin, Michael Brown, Tamir Rice, Laquan McDonald, Walter Scott, Freddie Gray, Philando Castile, Antwon Rose Jr., Ahmaud Arbery, Breonna Taylor, and George Floyd, amongst others,

WHEREAS, these needless deaths have led me to sign into law the Say Their Name Agenda which reforms aspects of policing in New York State; and

WHEREAS, government has a responsibility to ensure that all of its citizens are treated equally, fairly, and justly before the law; and

WHEREAS, recent outpouring of protests and demonstrations which have been manifested in every area of the state have illustrated the depth and breadth of the concern; and

WHEREAS, black lives matter; and

WHEREAS, the foregoing compels me to conclude that urgent and immediate action is needed to eliminate racial inequities in policing, to modify and Such local government shall transmit a certification to the Director of the Division of the Budget to affirm that such process has been complied with and such local law or resolution has been adopted; and

The Director of the Division of the Budget shall be authorized to condition receipt of future appropriated state or federal funds upon filing of such certification for which such local government would otherwise be eligible; and .

The Director is authorized to seek the support and assistance of any state agency in order to effectuate these purposes. .



GIVEN under my hand and the Privy Seal of the State in the City of Albany this twelfth day of June in the year two thousand twenty.

BY THE GOVERNOR

A handwritten signature in black ink, appearing to read "Andrew Cuomo", written over a horizontal line.

Secretary to the Governor

Appendix “C”

Meeting Summaries

Meeting One- September 9, 2020

We understood at the outset, as outlined by the Guidance Document, that it was crucial in this collaborative process, that Committee members had a working understanding of the current operations of the Town of Southampton Police Department. It is from that understanding from which all assessments and recommendations flow. In recognition thereof, the first several meetings were spent educating and imparting information to the committee. The first Meeting was spent providing an overview of the role of the committee and introductions of participants. The Chief of Police also made a presentation “Southampton Town Police 2020 Department Profile” which included, Mission, Vision and Core Values statements. We also discussed upcoming meetings. During that discussion, some committee members wanted to take up a discussion on the Repeal of Civil Rights Law 50-(a) and the policies that would flow therefrom and the committee agreed to do that.

Meeting Two: September 29, 2020

At this meeting, to accommodate a discussion on 50-a Attorney’s Vince Toomey, and Andrew Strong were invited to participate and each presented they’re understanding and history of 50-a and where we stood in current court proceedings. They also discussed the arguments in support of the release of disciplinary records and the arguments seeking to maintain a limited form of release. As this was a somewhat controversial topic, most of the meeting was spent on this discussion. While it was stated that there wasn’t a specific problem as the impetus for wanting this discussion relative to the Town of Southampton Police Department, in recognition of it’s importance, in fact a threshold issue of trust for some committee members, the Supervisor decided to create a sub-committee on this topic, comprised of Chief of Police, Steven Skrynecki, Attorney for the Town, Vincent Toomey, Esq., Minerva Perez, OLA, OLA Attorney, Adam Strong, Esq. and James Banks, Chair of the Town’s Anti-Bias Task Force. At the end of this discussion, the committee began to discuss the SHTPD programs and initiatives which would more extensively take place at the next meeting.

Meeting Three: October 6, 2020

At this meeting extensive discussions were had surrounding The Town of Southampton Police Department Programs and Initiatives. The committee was provided the descriptions for same prior to the meeting and the Chief spent time going through most and giving more detail and practical information on most. Several sparked a great deal of conversation and engagement from the committee so much so that we did not get to the Policy discussion previously scheduled on this agenda (this was adjourned to our next meeting). Some standouts were: The Civilian Academy, The School Resource Officer Program, the Youth Court and a discussion on Body Cameras. Some of the takeaways, which should be captured in Recommendations were:

- (1) While the programs were all positively received it became clear that getting the word out to more people in general and specific communities was a challenge that needed to be met. Solutions offered were sharing of mailing lists maintained by the Town in addition, the sharing of e-mail addresses for Town and Civic committees and Clergy members and the CLERC committee members going forward, all of whom represented larger communities. These additional e-mailing contacts would be provided to Lt. Sue Ralph to expand distribution of Press releases detailing the Police events and programs occurring in the community.
- (2) Despite the expanded notification, it was brought to light that there was still a segment of the population that despite notification would not be inclined to avail themselves of the programs or invitations as a result of a legitimate feeling of disenfranchisement as the result of either their own, or another know to them experience with the Police. While the question was brought to the Chief of how do you reach those individuals? Posing the question back, the Chief asked for suggestions from those who may know of those individuals how to bring them into the fold and provide them with a feeling that they could trust any resultant interaction with the Police engaging in whatever the Program was. The suggestion was that members on the committee, particularly those of the Clergy, many of whom have that rapport with potential participants (both youth and adults) could be helpful in that regard either engaging in direct contact or providing referrals. This was well received by the committee. The Synergy Program, organized by Anti-Bias Chairman James Banks was identified as another great way to bring together a diverse and dynamic group. It was recommended that steps should be taken to move forward on these ideas and more in the context of a concrete come plan to actively seek to engage all individuals
- (3) In the context of the discussion on the School Resource Officer, and the special training which took place in connection with that assignment, that sensitivity training should be a focus for officers generally with the idea of engaging in that training more than once a year as is currently done.

- (4) The Youth Court Program facilitated a productive discussion relative to Restorative Justice principles and goals. Run by the Southampton Town Justice Court, the program highlights the idea of diverting the youthful offender into a court or proceeding administered by their peers and speaks to conflict resolution, reparation and the involvement of family and peers in the resulting disposition. It provides the opportunity to divert what would be a criminal offense involving a minor to a non-criminal disposition with a shown positive impact of a low recidivism rate. Very successful, the Chief said discussions are occurring at the adult level with the Suffolk County District Attorney's Office to try and provide a similar disposition system within the framework of non-violent, low level offenses. It is recommended that these discussions be further pursued by our Police Department and Justice Court system.
- (5) The Towns Anti-Bias Taskforce Chairman and Committee Member, James Banks questioned the Chief on the Pilot program regarding the body cameras. Chief Skrynecki explained that they did not have a problem with body cameras and dash cameras, the problem was with storage of the tapes produced. He went on to say that when he came to the Department they had cameras but not where they needed to be. He had since corrected that. He further explained that the tape stored then had to be turned over to the District Attorney's Office under the new discovery rules. The committee would like the pilot program expanded.

Meeting Four, October 20, 2020

A great portion of this meeting was spent on a discussion pertaining to youth representation on the committee. Initially, raised by CLERC member, Minerva Perez, this sentiment, in one form or another, was supported by the committee. The age, background and expectation of this individual was discussed and it was ultimately resolved that both Minerva and Lisa Votino would bring candidates forward to the Supervisor for interview and invitation to join. At the conclusion of that topic, the remaining Southampton Town Police programs were discussed. Specifically, with respect to the Opioid and substance abuse program, it was said that while deaths had gone down last year, with the aid of NARCAN, this year, perhaps as a result of the pandemic, and notwithstanding NARCAN, deaths have actually increased again. Mental Health was also touched on, drawing attention to the effects of the pandemic on our youth. Lt. Sue Ralph indicated that we worked with DASH and the Supervisor indicated there should be a mental health consortium to work with. DASH was said to be doing an amazing job. Minerva pointed out that there needs to be work done on messaging with the Latino Community. The Chief touched upon the DARE program and how that was working well and that every officer goes through sensitivity training. Homeless outreach was discussed as we have had instances where Southampton Town Police Officers have gone to

homeless camps and beyond expectations in trying to assist those in need and in many instances have been successful in getting appropriate resources to the person.

Domestic violence outreach was discussed and the fact that the SHTPD will not only respond to calls but will do follow-up and ensure services are being given particularly when children are involved. In terms of Problem oriented policing, examples of situations in the community were discussed and how the officers worked with the individuals or businesses involved to not just issue a violation but worked together to solve the problem and that that mindset was an important part of policing here in the Town Project Lifesaver has been successful in assisting families who have individuals suffering from Alzheimers or those with autism to be able to locate those individuals if they wonder off. The Dash-Cam pilot program was again discussed and the fact that we have also demilitarized the appearance of SHTPD officers. The Supervisor also noting the fact that we have done the same with Code Enforcement.

At the end of the discussion on programs, we turned to the first of two large policy discussions on Professional Standards. Professional Standards dictates and informs on the Complaint process both from internal as well as external sources and provides the guidance on how those are handled by the Department. The Chief explained that when he first came here, there wasn't a formal way to handle complaints but now we have Policy where a report will be fully investigated and tracked. It establishes a Disciplinary Review Board that makes recommendations as to the appropriate discipline. The idea of a survey was to assess contact experience was discussed. This topic will be considered again at our next meeting, where we will also try and get to the Use of Force Policy.

We discussed a survey and the committee was provided with one for review which we would be sending out to the public-at-large. This was thought of a good way to get broader public input. Minerva suggested we do in Spanish as well. We will be putting on Town Website in both languages and providing links to committee members so they can reach yet even more people.

Sub-Committee Meeting October 26, 2020

The sub-committee assigned to discuss the 50-a repeal met on November 2, 2020 and provided a summary of their discussions as follows:

Attendees: Steven Skrynecki, Vince Toomey, Esq, Minerva Perez, Andrew Strong, Esq. and James Banks

On October 26, @ 10:00 a.m. the subcommittee held a zoom conference meeting with all members in attendance. At the onset of the meeting, Chief Skrynecki made it clear that

the Police Department would abide by the laws governing the release of police disciplinary records.

Recognizing that legal challenges to the repeal of 50-a are currently in progress, the subcommittee agreed to have Mr. Toomey and Mr. Strong present their understanding of the legal landscape.

Mr. Toomey began with a presentation outlining the repeal of 50-a, several subsequent challenges to the repeal, the results of some of the challenges and the status of current challenges still underway. Mr. Toomey suggested that in light of several challenges still undecided, we hold off from releasing documents now and let the current cases play out. He predicted most, if not all of the challenges to the appeal, would be unsuccessful and advised we start to prepare for that noting that the release process will predictably be time-consuming, involving copying files and a redaction process. He suggested we begin the process soon expecting decisions to be made by the end of November.

Following Mr. Toomey's summary, Mr. Strong took the floor and expressed his view of the court cases. Mr. Strong essentially agreed with Mr. Toomey's summary and assessment. He too, expressed an anticipated defeat of the challenges to the repeal. Accordingly, he too recommended we prepare to release the documents now to avoid further delay beyond the court decisions.

Following both legal opinions Ms. Perez and Mr. Banks expressed their feelings regarding general importance of releasing disciplinary record focusing on the value it will provide to community trust and promptly upon the settlement of the current challenges.

Chief Skrynecki reiterated, the negative impact the release of some disciplinary records would have on Police Officers particularly those records that did not involve conduct in the course of duty (referring to off-duty conduct). The sub-committee expressed an understanding of those concerns but all agreed that the Township will be bound by the outcome of the court proceedings.

Chief Skrynecki expressed appreciation for the understanding and again stated the police Department will follow the law and will as requested by the subcommittee, begin preparing to release documents anticipating the court decision to go in that direction.

Mr. Strong recommended this letter be prepared for review by members of the subcommittee and upon acceptance be submitted to the general committee to be put on the record.

(This letter was sent to Committee members)

Meeting 5, November 10, 2020

As an initial matter, the Chief submitted the summary of what was and discussed at the Civil Rights Law Section 50-a sub-committee meeting. The group engaged in a brief re-cap of the sub-committee report which indicated that the Department would be waiting until the cases were resolved but preparing for the likelihood of court outcomes favoring release. Next the group moved on to a wrap of the previous meeting's discussion on Professional Standards. One committee member asked how do people make a report if they are not comfortable going into the Police Department? The Chief conveyed that, as has been done before, they could go to a representative or organization, like OLA to make the complaint for them or with them. Additionally, it was pointed out that on-line we have complaint and compliment forms available in both English and Spanish. We continued policy discussions. This time looking at the Use of Force Policy. It should be noted that prior to this meeting a member of CLERC raised the concern about Using Lexipol as its software supplier for Policy. In response, the Chief stated to the committee that he was aware of the criticism and therefore evaluated each policy prior to their being in effect in the Town of Southampton for purposes of insuring their implementation was in conformance with the Town of Southampton Police Departments philosophies, mission and core values editing those policy as necessary. Having said that, the Chief went on to particularize the specific points within the policy (and most notably relevant to controversial topics) and how the Town of Southampton Police Department edited the original versions, making them more onerous on Police but optimally better for both the officers and the subjects coming into contact with any officer.

Because the Use of Force, which is such a hot button topic, is directly impacted by the training officers go through the Chief with the assistance of Lt. Todd Spencer who is the Patrol Division Commanding Officer and in charge of training for all officers presented at this meeting. At the outset, through the training clips Lt. Spencer and the Chief spoke about the Duty to intervene, duty to report and De-escalation tactics. The Duty to intervene policy was distinguished from others in that the Town of Southampton Police Department has a requirement that not only does an officer have to intervene if he sees another officer go beyond that which is reasonably objective but the officers are required to report another if they see an officer even look like they were on the verge going beyond that which was a reasonably objective use of force. This is well beyond what is normally required but again, inures to the benefit of all. The idea of de-escalation has been a paramount concern to many in the group and the Chief and Lt. spoke to that in relaying that officers are trained every year on this tactic which includes not just verbal techniques but physical techniques as well. Particularly in mental health scenarios Lt. Spencer indicated that they refer to that time, space and use of cover techniques are employed. One of the committee members pointed out how important communication

with the individual is and raised the concern about language barriers. Lt. Spencer said in that case where language was an issue as well as in mental health cases, things like lowering your tone, lowering your weapon, speaking calmly all work to lower emotions effectively. There was an observation by more than one committee member that in the training videos, all the subject individuals in contact with the officers were white and that people of color and those that speak other languages should be used so that the experience is one the officers have had in training. This will become a recommendation by the group. Taser usage was discussed as the question became do you announce that you are going to tase someone before you do? The answer, yes. The reality that a taser can become a deadly weapon if overemployed or if you have a particularly vulnerable subject necessitates the warning and so that other officers know there is already an officer who has the capability to employ the taser. The Chief and Lt. also spoke about other methods for bringing an individual under control that can be less risky like the bolla wraps for instance, and indicated they are looking for ways to bring them to the Department. While Use of Force remains a hot button topic across the country, the Town of Southampton “use of force” statistics are minimal and they have never had a Police shooting **ever**. The Chief reported that the department used Tasers 14 times in the last 4 years and in 8 of those instances the individuals were white. The meeting ended with the understanding that we would finish Use of Force policy discussion at our next meeting and that the group wanted to get the PBA in on these discussions. While the group did not have suggestions for next topics though asked, we will continue to seek ways to get further public input and outreach, and a sub-committee was formed to look at our current survey and speak to further surveys etc.

Outreach Sub-committee meeting November 17, 2020

Members in attendance, Lisa Votino, Rev. Kimberly Quinn Johnson, Minerva Perez, Frank Zappone and Christine Scalera, James Banks

Modeled after those questions posed by the Guidance Document, the CLERC disseminated a survey to the public at large. At this sub-committee meeting, committee members were brought together to discuss this survey, further outreach and information gathering. Rev. Johnson had concerns that the initial survey didn't really go deep enough into the issues and get feedback that could have been more informed had we provided more information with the survey. Frank Zappone appreciated her point and indicated the reasons why the initial survey was set up the way it was. He also agreed that questions could and should be done that could illicit more informed responses. We discussed a suggestion by Lisa for potential further survey and other outreach efforts by doing something like what Suffolk County was doing including zoom listening meetings spread throughout the communities. Minerva indicated that both avenues should be pursued and

that our survey format would benefit from being able to appeal directly to varied age groups and recommended things like thumbnails, visuals that would be more enticing to younger audiences. Also, that telling people up-front how long the survey would be could also yield higher participation. Lt. Ralph had several surveys that have been undertaken by other departments as refined by Academic Institutions and said she would share with the group. We will explore these options and bring to this group should we decide to meet again prior at our next meeting of the larger group.

Meeting 6: December 1, 2020.

The meeting opened with Supervisor Schneiderman informing all as to the promotions and new hires which had taken place in the Police Department earlier that day. In all, there were three promotions and two new hires. Of particular note, these promotions included a long time member of this force and CLERC committee member now Captain, formerly a Detective Lieutenant, James Kiernan. And the first person of color to join the Administrative staff of the Southampton Police Department as a Sergeant, Sherekhan Parker. In addition, both new Police Officers were female. The Supervisor remarked on the selection and recommendation of these individuals by the Chief and highlighted that over the last several years promotions and hires have increasingly been sought and implemented to have a Police force reflective of the community we have in the Town of Southampton. The majority of the remainder of the meeting was spent finishing the discussion on the Use of Force Policy highlighting several important areas in our policy. The discussion started off with the topic of Carotid controls and the distinction between a carotid hold and a choke hold, the latter of which is now criminalized in state of New York. The Chief went on to explain, and Lt. Spencer illustrated the distinction between the two. The distinction being that the carotid control, applies pressure to the muscles on the sides of the neck restricting blood flow to the brain, which if done correctly can make a subject pass out. In comparison, the Choke Hold, which is prohibited in this Town, restricts air flow which is considered more likely of causing death. Now a national spot lighted issue, one member raised the point that it was stated that the method that killed Eric Garner was a carotid control that went wrong while other questions were quickly raised as to the necessity of either of these control methods. The Chief explained that while the choke hold was without question not something that was permitted, the carotid control method was necessary. Important in that discussion were the following comments by both the Chief and Lt. Spencer. Both reiterated that (1) the Carotid method was only a feasible solution in the instance where an officer was justified in using deadly physical force, meaning in defense of imminent threat of his own life or that of another. Secondly, if under such a threat an officer would be allowed to use deadly physical force to defend him or herself so this method would

actually give an officer a trained method that allows the officer to effectively incapacitate an individual without resorting to deadly force so could actually save a life as opposed to taking one, and (3) even if justified in using, because it is a method officers are trained in, there are several procedures that must be adhered to during and after it being administered, all to promote the safety of the individual on which it is being performed. When questioned as to whether such method was the method that was used in connection with the death of George Floyd, the answer was an unequivocal “No”. **The knee to the neck by the officer involved in that incident was not a technique that is or ever would be allowed but as importantly the use of deadly physical force when there is no longer an imminent threat of same is never permitted.** The Chief pointed out that all Use of Force incidents are required to be reported to the State. Next topic was not allowing an Officer to fire at moving vehicles, similarly unless in imminent threat of his or her own life or that of another or in the event of a suspected terrorist attack. The example was given if a vehicle breached a security area and was headed towards a crowd of people. Another example was given if there was a lethal method being used in addition to the vehicle (i.e. a person firing a gun out the car) then it could be justified. We went on to reporting requirements and the part of our policy that speaks to having a Supervisory Officer present whenever possible in the instance where Use of force is being or is suspected to occur with an incident. Powerfully, the Lt. and Chief played an actual 911 recording from the night before illustrating that the experience and command presence of a supervisor whether it be en-route or t the scene is a tremendous deterrence in the Use of force or excessive use of force. In the audio a newer officer was in hot pursuit of an individual in a stolen vehicle, suspected of just committing to robberies who also may have been armed. The officer was in pursuit of the car until the car drove off into the woods, whereafter the individual fled on foot. The Officer followed, had him at gun point, no back, in the woods in the dark. The suspect was wearing a hoodie, had one arm raised and the other in the pocket of the hoodie and was refusing commands to show both hands. It was a Sergeant en-route to the scene who ultimately calmed the officer and was instrumental in providing the cool headedness necessary to de-escalate the officers frame of mind, and allow time for back –up to get there where they successfully subdues the suspect and were able to take him in without injury. But for that Supervising Officers fast thinking to go to the sight and open communication immediately with officer and use a tone to calm him, this could have turned out tragically as it was later found out that the suspect was unarmed and yelled that he wanted the coop to shoot him. Perhaps recommendation that staffing be increased or adjusted to allow for a Supervisor in and out on every shift. Questions were raised as to whether police are trained not to shoot at kids. It was explained that while a person’s age is considered in the context of the critical thinking method which requires officers to take in the totality of the circumstances before acting, the use of a lethal weapon by a person adult or otherwise is still lethal and may require that response. Having said that, a person’s age, whether there

is a history, whether there would be access to a real gun etc. would be taken in to consideration when dealing with a child if a child were to show what appeared to be a gun as opposed to maybe just a toy gun. Captain Kiernan briefly touched upon hostage negotiation and that he would soon be adding a Spanish speaking individual to the Negotiating Team. Captain Kiernan also relayed an encounter about a successfully negotiated hostage situation where a family member of the suspect was instrumental in notifying Police who were ultimately able to work there through the situation without incident. The ability to do that ultimately saved that individuals life. A committee member suggest that we enhance our efforts to get these real-life stories out to the public so that there is a better understanding of the work that goes on and real-life police encounters from a police perspective. Another one of the committee members made the point that she would expect nothing less from this Department given the way in her experience, they have always conducted themselves. Having said that, this member discussed that she felt there were still a few topics she wanted to go over again in the areas of the Complaint process, Training and hate crimes. At the completion of this segment, a youth from the Reservation spoke candidly about his experience as a Native American, with law enforcement and the criminal justice system. He expressed his experience in being wrongfully accused which he still thinks about but also offered that officers assisted him as did a trusted legal adviser which guided him throughout the court process where he was ultimately exonerated. While a frustrating experience with the right outcome he expressed frustration that people can use the system to their benefit against others for the wrong reasons and said the media and other influences really left today's younger people struggling with how they should view the police. Agreed it would be helpful if there were dialogue with other young people who have been disenfranchised by their or others experiences or just what they hear. As a last point one of the members raised a concern we have heard more than once about whether there can be a more unified way of operating across jurisdictional lines. The Chief made the points that that should be a recommendation for standardizing policies and operating procedures and recording procedures but that also as with most Chiefs, there is an appointment process and questions of those you seek to elect should focus on what kind of Policing methods you want to encourage and which do you want to not adhere to. Ultimately they are most directly accountable to the residents. Housekeeping, we are going to try and put together a youth forum for the 29th of December and dedicate 1 hour to them as well as one hour to Police officer in the PBA and take up the issues raised by one of the members above and wrap up loose ends. We will also be preparing another survey to go out shortly.

Meeting 7, December 15, 2020

This meeting was focused on the topics of Crowd Response/ Mass Gatherings/Demonstrations/Protests and touched again upon Body Cameras. Regarding body cameras, the committee supported the continuance of the pilot program but wanted to move to implementation as soon as economically feasible. Further, on the topic of funding for operational implementation of the program, in light of recent PBA negotiations at the County level in both Nassau and Suffolk, the idea of stipends for Police Officers wearing the cameras sparked sentiments reflective that the committee did not support the idea of providing officers who wear them with a stipend. The sentiment of the committee was that the cameras were seen as much a protection for the officers as for the subjects they are in contact with. Therefore, wearing the cameras should be seen as a mutual benefit, not one officers should be paid separately for doing. Councilmember Schiavoni questioned how the new discovery rules which took effect in January impacted the Body Camera conversation and a representative from The Suffolk County District Attorney's office relayed that the new evidenced base management system has made it possible for communication on a technical level as it pertains to sharing discovery item sand sharing data has made a more efficient process. One committee member asked if private corporations could get involved with cost sharing many of these services to make it more affordable. The Chief stated that there was push back from the provider corporations in sharing these costs because or coordinating on the services because that obviously would eat into profit margins. Notwithstanding, it was clear that the **recommendation** was to implement a body camera program department-wide as soon as funding will allow

The next topic was centered around demonstrations and protests. In the wake of the George Floyd murder, the nation, and in fact the world, was impacted with mass demonstrations and protests, never before seen. This phenomenon did not escape the Hamptons. This past summer, The Hamptons saw many such demonstration/protests. Through efforts of Organizers of those events, the philosophies of the town of Southampton Police Chief and the good work of the men and women of the Southampton Police Department, the events, large and small were successfully held and through those efforts a "blue print" for such events in the future should be conducted emerged. To take a step back, Chief Skrynecki described the steps on our end undertaken in advance of the event. They were included in what referred to generally, as an "Intel Package". The intel package provides for the gathering of relevant information, often within a short amount of time, leading up to the event. Questions considered and information gathered and acted upon include: Who is the Organizer of the event? How can we have a dialogue with that individual, is there a contact? What message or product are they trying to deliver or

convey to the public? Do they have a history of other events? Were they peaceful or violent? Do they attract counter-protestors? What is the chatter on social media? Who are anticipated attendees? Are there people of note attending? Consideration is given to sweeping the area of protest, providing the right amount of safety features without militarizing the police presence. It is important to know and convey the appearance that the Police are there to protect the protestor in whatever message they feel they must convey as much as it is to protect the safety of the public and anyone who may attend or wish to spectate at the event. There will be officers on the perimeter as well as embedded in the crowd and working with the organizer to help detect potential disruptors to the event is an important component with trust between the organizer and the police at the foundational core of the success of these efforts. Should there be an issue with an infiltration of people at the event who sought to disrupt the event, communication of that would go to Police and in the event of an escalation of a situation the police would respond in a surgical manner to negate those efforts. There would not be a general response, effecting more of the crowd than is necessary to combat the threat. Again, key to the success in any of this was the relationship between the Police and the organizer which decidedly from both perspectives was a partnership. We were fortunate to get that perspective and concurrence directly as one such organizer was a CLERC member, Lisa Votino and she was able to speak first hand as to this symbiotic and essential relationship between her and the police, which she emphasized was trust, in the organization and implementation of several of these protests. She commended the Southampton Police Department and recommended that the way these events were handled should serve as a blueprint to other law enforcement agencies. That sentiment was supported by another committee member and will be a recommendation going forward.

As the Hamptons plays hosts to several large scale events, with many notables, celebrities, sporting events, mass gathering considerations are also important and somewhat overlap. For instance, in terms of police presence, what do you want to convey? You have to balance the need to show enough of a presence to deter and provide security but not so much that it is militarized and takes away from the event. It's a difficult balance but one this Department has dealt with and done quite well, accepting that things evolve and change all the while. Even things such as how are officers are dressed, how many should be visible and how many should just be unnoticeably around and present? Keeping people safe while keeping the atmosphere friendly is always the goal.

Next, the committee discussed the initial survey results and what some of the takeaways were. In general there were 500 responses with almost 25 percent of those individuals giving their e-mail addresses. This was a high ratio and though to be a key positive of the survey allowing for directed follow up surveys and a continued mechanism for evaluating performance and perception. Thus there was a

recommendation to do that moving forward and periodically throughout the years to follow. The survey appeared to model the information we have gleaned as a committee in that the things the Department needs to do better at center around community engagement and the need to reach people in the broadest sense of the word. There was strong undercurrent through the responses that the people generally want to see more police presence in their community on a day to day basis not just in the context of an emergency. They want to see officers out of their cars, walking their streets, engaged with their residents and a part of their community. One of the members wanted to be able to break down the responses by Hamlet. Good suggestion moving forward. On the topic of greater reach in disseminating information be it programs, initiatives, seeking feedback or anything else the Chief announced a webpage for the Southampton Town Police Department would now be a part of the overall Town website and information about upcoming events, programing and general information and announcements would be available through that vehicle. Committee members noted that further efforts to reach communities that may not look to go towns website particularly in in areas in the most eastern and western parts of town had to be made. Suggestions as to links, banners and codes were offered by committee members. Recommendation that we continue the new practice of Supervisors reaching out to people who have had contact with the Police to see what their experience was like.

Next the group turned to discussion items raised by Committee member Minerva Perez: listed below.

Training: Recommendation to put some dates on a calendar for this training season to have OLA work with Sue Ralph and Todd (Lt. Spencer) on some role play training (verbal only) - that might better simulate situations that need de-escalation/communication with people of color (actors or otherwise trained people) to help SHTPD get more comfortable with using these tactics on non-police member.

Youth de-escalation: and options during non-self-harm or non-violent mental health situations. Group to hear from the Chief on support he feels would be best. I ask because I am working to create better options and I think the committee should understand the important role LE plays as first responders in homes and during family crises. Police can't be full time social workers, but they can help us to develop best practices and tools for them to have access.

Complaint process: Want to talk out what my experience has been and offer some additional suggestions. This was slated to be re-visited at the next meeting on 12/29.

Hate Crimes and DA prosecution: I am concerned that definition or threshold (at the DA level) might need clarification or discussion. The way the DA might see the charging of a hate crime will definitely have an effect on how local law enforcement processes hate crimes and then ultimately on how hate crimes are or are not reported. I have seen personally the chief and the SH town supervisor immediately call out a hate crime for what it was. Thank you. I don't doubt the ability to do that from the local level - however, since we have the DA represented at the meetings, I find it is imperative to point out that Police relationships are also colored by the interactions victims have as they try to navigate being a newly minted "Victim". If people of color feel that their victimization is easier to not process or not process fully - the frustration falls to Local police when it must be shared by the DA as well. In the case of Hate crimes, we need to see the **nuances** of these insidious acts and not expect that all hate crimes come with a swastika or a plan to "beenerhop". Some flash decisions that fuel a hate crime can happen in an instant. When words are used that single out a person for their race or ethnicity or sexuality or gender, I would like to hear from the DA how determinations are made to charge or not charge Hate crimes and if there are degrees of Hate crimes that the DA will also be able to prosecute. We know that perhaps the only "evidence" might be the words coming out of the assailant's mouth.

Victims Advocacy: On the other side of every crime there is a victim. Our victims advocacy especially in immigrant families is woefully lacking. OLA tries to help but it's not where we can put all of our energy. The police can feel the burden as victims don't know enough about the process to understand their rights or role in the justice system. We currently have ONE spanish speaking victim's advocate from the DA to serve the entire East End. I have been in conversations with the DA about remedying this. He's agreed, but it's already been two years. The DA has applied for a grant to hire one EE Spanish speaking advocate. If the grant is not received, OLA will help to secure the funds. Further study will be done of how best to process victims of certain types: sexual assault and child abuse. How does this relate to our own SHTPD? OLA would like to know that police can freely advocate for better victim support. I know how good the alliances were in Nassau and I'd love to see us shift to that level of collaboration (social workers, child sex

crimes experts immediately available, etc). Having 10 East End independent police departments makes it harder, but I bet all the 10 EE Chiefs would agree that the processing of special victim crimes requires a great deal of clarity and careful approach from the moment you have a credible victim. In the end the victim will share that story of support and it will be a great gain for the police department and the town. To be discussed again at it's 12/29 meeting.

Outreach sub-committee December 21, 2020, Members in attendance, Lisa Votino, Rev. Kimberly Quinn Johnson, Minerva Perez, Frank Zappone and Christine Scalera, James Banks.

Since its last meeting, James Banks circulated a survey used by a neighboring municipality. In that survey were many of the questions, asked initially in the CLERC's first survey but there were also questions which nicely addressed some of the concerns mentioned by the sub-committee at its first meeting. Upon receipt of that survey, it was modified to ask the questions desired by the sub-committee and then modified again after the sub-committee met and made further suggestions and asked for additional questions. It was also re-iterated that expanded outreach would be sought and that one of the members specifically would work with the Town Citizen Response Center to provide graphics. A Draft of survey 2 will be circulated among the larger committee at its Meeting on December 29th and then put out to public at large.

Meeting 8, December 29th, 2020-

This meeting was focused around the youth of the community. We were fortunate to be able to get 4 young people willing to participate who spoke quite candidly and thoughtfully. James Banks, a CLERC committee member, lead the discussion and posed several questions which lead to meaningful dialogue and helpful insight into the minds of some of our younger people on policing. Jon L., the oldest of the participating youth recounted the observations which shaped his feelings on the topic. These were both positive and negative. On the one hand Jon recounted a story, which took place more recently, where his mother was stopped for a traffic violation and when she expressed need to get to home and why she may have been going faster than usual, the officer who had pulled her over was respectful, understanding and ultimately just told her to slow down and allowed her to proceed on her way. It was an experience that he heard of and saw through his mother's eyes as being positive. On the other hand, he relayed an incident which took place some time ago wherein the Police showed up to his father's place of employment, looking for an uncle. During that exchange, his father told him that the police questioned people at the site and threatened to call ICE if the information they were seeking as to the whereabouts of that other individual were not forthcoming. This

was an experienced he heard of saw through his father's eyes which was negative and impacted his view of the police for many years. Now, as a college student, he sees how both the positive and negative experiences in his life have shaped his perspective on policing and how it can similarly impact others hearing of those incidents, as they go through their lives. One CLERC member, Kevin Mc Donald, highlighted that unfortunately, for illustrative purposes, it can take 10 positive experiences to counteract 1 negative one. An unfortunate, but nevertheless known proposition. M, who has been a member of the Town of Southampton Explorers group for the last several years, stressed that his experience with the police both outside the explorer group and with the group has been positive. His perspective and experience was also gleaned through not just first-hand observation but through the perspective and observations of the people around him. B, also a member of the explorers group, and wants to be a Police Officer, spoke of the same perspective as did J. The group was asked if they experienced racism in the community and felt that The Town of Southampton was in fact very inclusive. One of the youth felt that those issues remain "static" in that while it hasn't got any worse, it hasn't improved. The group of youth answered, and opined on, several questions. Ultimately, asked by Supervisor Schneiderman, if they could make one change to the Police Department what would it be? They all seemed on the same page with their response. While it appeared that most, if not all, were satisfied with the current state of the Town of Southampton Police Department, they all pretty much agreed that they thought it would be good to see more interaction between Police and the community and more information out there about what police are doing in their communities. This seems to be a theme throughout this process. They also concluded that they would want to see a more diversified police force. They shared the sentiment that having a more diversified force would work well to instill trust and confidence in communities that too may have in the past, had their beliefs and feelings about Police shaped through either negative experiences or observations of those closest to them within those communities. As espoused by Jon L. they wanted to see the Town of Southampton be the standard bearer of Policing and serve as a role model to agencies everywhere.

During the remainder of the meeting, the group spoke about victims advocacy and the complaint process. CLERC member Minerva Perez emphasized the need in her community for people who had become victims to understand what the process would be like for them and the same true of the complaint process and what could be done to better educate people in these areas and provide better access to information. The group briefly spoke about the second survey which was disseminated to the group and set to be sent out to the public- at -large over the next week. The entire group was generally supportive of the content of the survey and made some non-substantive suggestions for edits which will be incorporated and re-circulated to the sub-committee just prior to formal publication to the public. CLERC member, Lisa Votino further re-iterated that she felt a listening

session styled after the one held by the County should be initiated as there were youth that would have participated in these discussions but didn't feel comfortable doing so. It was stated, the expression of general concerns or encounters not reflective of those that were experienced through an interaction with the Southampton Town Police Department would have limited value as it related to recommendations for its operations. Having said that, the majority of group felt it was an exercise that should be had and we will then seek to set one up.

Meeting Number 9, January 4, 2021- The agenda for this meeting

This meeting was slated to hear from several Town of Southampton Police Department Members introduced by Chief Skrynecki. In attendance were Police Officer, Eric Breitweiser, Detective Tim Wilson, Sergeant, Sherekhan Parker, Officer Eric Plum, Officer Erika Mancada and Officer Chris Florea. Each gave a brief background about themselves and what brought them to work in law enforcement. The group discussion was lead first by Supervisor Schneiderman who posed several questions to the officers. The first question asked about how hearing everyday in the media about Police and using excessive force has effected them in their jobs as Police Officers? Officer Breitweiser answered first categorically stating that No person condones what happened to George Floyd. He however felt that a number of things that came out of the Governor's office were not needed. He also noted that conversations "like this one" are productive and there is a place for reform. Also, the PBA union president, he felt that while the year was a challenging one, the members were professional and "rolling with it". Det. Wilson agreed with Officer Breitweiser but went further to say that dealing with the public since what occurred had become more difficult. He also said that when the Floyd incident first occurred he felt his standing in the community shifted. Officer Eric, Plum re-iterated similar sentiments in dealing with the public recounting that all of the sudden many traffic stops became an issue where the person being pulled over, if they were black or Hispanic were countering that they were just being pulled over because of that. And he was like no your being pulled over because you were speeding or whatever the offense was. Town Supervisor Schneiderman followed up with a question about whether as relates to bias in policing or to excessive force, if they have noticed anything in the Department in terms of institutional changes. Officer Breitweiser indicated that there have been generational and cultural shifts generally since he first started in the force and that those changes have made him a more well-rounded officer and now Detective. Officer Plum, a 29 year veteran of the force spoke about how the Town of Southampton Police Department has been extraordinarily proactive on adapting to changes. Giving the example of when something of significance happens somewhere in the country, the team of technical training and other staff are already on it showing how we can do it better or

how not to make mistakes that might have been made and that is incorporated into training going forward. But he is very quick to note that “it wouldn’t happen in our department in the first place” because of the way we are trained. “Our training is superior” Something happens, “management brings it to our attention and it is changed!”. Officer Florea, one of the younger officers stated that “we have done a lot more training” and “Training in de-escalation has been emphasized” Training on Use-of-force is a lot more “in-depth” over the last couple of years. He also talked about how people don’t talk about the “continuous restraint” that we, as officers show in not-using force when we would be justified to do so “which puts us in further danger but this is what we do and nobody sees that”. Supervisor Schneiderman followed with what more steps could the Southampton Town Police Department take to insure public trust? Sgt. Parker responded that “the more familiar that we as officers are with members of the community, the more trustful people would be.” Officer Florea responded that it’s not “what else” we can do it’s what we can do “more” of, it’s more about the programs and getting the word out. The civilian Academy really puts everything in perspective. At this point, Chief Skrynecki pointed out that the Explorer program, run by the Southampton Town Police Department, which produced several of the youth who participated in the youth forum, was not just a program for youth who wanted to go into law enforcement. It was about building leadership skills promoting good decision making. The discussion turned to the fact that many of the newer hires were made knowing the officers as having been Traffic Control Officers or part-time. This was advantageous not only for the youth as a means by which to get a foot in the door, but for the Department as well because it allowed the Department to get to know the individuals character over time and their work ethic etc. As a result of this discussion a **recommendation** was made that more of an effort toward directing recruitment to TCO’s should occur and members of the committee should help with recruitment of TCO’s. Councilman Tommy John Schiavoni asked the next question of whether support services for you as officers on the job has changed during your tenure? Officer Breitweiser said he has seen over the last 16 years that mental health and stability of Officers is “second to none”. The support the Officer’s get from the Town shows they are cared about. Committee member, Jim Banks, followed up with recognizing the impact of the fallout from the George Floyd matter, what work do you do and what work is provided to you in the Department when these larger scale things happen? Officer Breitweiser informed that the PBA has a peer group that assists. Mr. Banks followed with what do you do about implicit biases that are within us? Officer Breitweiser stated that we are a “small-town” Police Department. We travel the expanse of very diverse communities in the course of a day and dealing with all the different kinds of people we do, makes us used to doing that and makes us more well-rounded. You have to be willing to talk and learn continually. Det. Parker responded to that saying that “personally, staying true to yourself and core values” is what has worked for him. Always have respect for people and treat all people the same. People have all different

experiences and he has always wanted to establish relationships with people and staying true to the core values of the Department. Committee Member, Lisa Votino said that NYC released a report entitled, "Lessons from the Summer". And stated that in it, it stated that "Police culture eats Policy daily". She asked, "If you guys see something how comfortable are you in speaking to someone about it?" Officer Breitweiser, again reiterated that this was a big "small-town but Department". "We know everybody", "we know their personalities etc." If I saw something or found out something, I have no Problem saying it. "one bad apple ruins it for everyone" I speak to people on a daily basis if something is an issue we have our finger on it and root it out." Committee member Minerva Perez, speaking broadly stated that the idea that there is one bad action from the perspective of people whom she advocates for is slightly concerning. We have to look at policies and what our responses are!" A question was asked in the zoom chat if the officers currently have a requirement to spend time out of the cars in the communities they patrol and do more foot patrol. The answer was "no", due to the fact that, for the most part, it is not feasible because of the locality. The **Recommendation** that to the extent it was feasible that officers should be encouraged to foot patrol and interact with the community. The next question was whether there was anything we could do to alleviate stresses in the Police Department? Lt. Sue Ralph said increased funding to be able to put more into the programs would be helpful. Supervisor Schneiderman said body cameras? Committee youth member, Jon L stressed the importance of community building. He asked do you take the time to learn about peoples cultures, past experiences and how much do you value doing that learning about others and their experiences? Officer Plum responded that "It's difficult sometimes walking into a house not knowing the culture. Are we coming off as implicitly biased? If they see my expressions can we appear as biased? I don't know, I'm just trying to understand the situation I'm walking into. Sometimes I feel awkward because I don't understand what's being said but we're trying you just need to be patient". He feels it's also important in trust building that you have to call people back and let them know what's going on. Very often when people don't hear back from you so they think you just ignored what happened or didn't do anything about it, "If you don't feel left outside the box" that builds trust.

The next questions asked specific Officers how they felt they were treated as Officers of color and in one instance, a female? Everyone is treated equally was the response. Sgt. Sherekhan Parker said that he has always felt support in the Department and that he has been presented with many opportunities. The question then was do members of the community treat you differently because of your race, nationality or gender? Sgt. Parker stated that he felt that in dealing with the community that "looks like me" it's an advantage. He recounted a story where a person he pulled over, who hadn't initially seen his face, said your just pulling me over because I'm black until Sgt. Parker was in clear view and the driver saw that he was of color and he just said "oh" and stopped. "When I

show up in communities that I represent, it de-escalates a situation because it's a small community here." Officer Erika Mancada was asked the same question as she is an Hispanic Woman. Her response was much the same stating that "If anything, the community feels happy that I'm Hispanic but as a woman, there is no difference. Committee member Lisa Votino made a **Recommendation** that each officer be given two hours a month to participate in the community and that over time cumulatively that may help. Southampton Town Deputy Supervisor and Committee member, Frank Zappone spoke about the second survey being just about complete and should be ready to go by the 6th or 7th of January. He also spoke about the logistics of the up-coming listening zoom meeting. Next meeting will be on the 19th but we will pick a day for the listening meeting in the interim.

Meeting Number 10, January 19, 2021

At it's 11th meeting CLERC focused on hiring practices and the Chief presented to the group that it was his intention to advocate, along with other Chiefs, to State lawmakers to make changes in the Civil Service law that would make the hiring process more flexible. It would give him the ability to be able to hire an individual who would be a good fit for the department and serve to diversify the force in a way that makes it more reflective of the community, but would otherwise not be reachable on a "list" thus not eligible for consideration. This is seen most clearly with Rule of 3, where you have to limit selection from the top candidates who scored highest on the civil service exam. You may have a potentially great officer who checks all the other boxes but just doesn't take tests well. In addition to lobbying State law makers, it was also expressed that while there was support for the Chief doing that that there were local laws that should also be examined such as the Residency Requirement we have in the Town. This was an interesting subject as one of the community members said that while we should look to make changes at the State level, there are right now avenues we should be exploring now under existing law. This member drew attention to the relaxed requirements of the "provisional hire". This should be looked at to see what pathways can be forged from that initial provisional status. It will be captured in a Recommendation to advocate at all levels to make amendments to the Civil Service Laws and local law in addition to exploring pathways through the network of existing laws that relate to the hiring process. The meeting then turned to the listening session set for Thursday January 21, 2021 and working out the logistics of anonymity, translation and accessibility there was some disappointment. Committee members would do all they could to get the information out there. (As a follow-up PSA's were done as well as radio spots)

January 21st Listening Session – (see discussion points page and meeting summaries Exhibit ‘G’)

The Supervisor opened with the purpose of the evening explaining that The Community Law Enforcement Review Committee was formed at the direction of the Governor after the George Floyd incident and others that indicated excessive force was used. The Governor has ordered all communities to review their Police Department’s policies and procedures to make sure these types of incidents can be prevented. We have a committee of many representatives from the community, law enforcement, clergy, community activists and we want to hear from the public. When we think about the Police Department, we really think about public safety. People feel afraid, they are worried about excessive force. The Governor has asked every department to remove any bias. So we put together this Zoom call. We want to hear from you. This is a judgement free zone. You can speak anonymously. (Introduces the panel present)

First Speaker-gives name: Mary Alice Rogers-Westhampton

MAR: I have lived in the Westhampton Community for more than 20 years, I am a social worker, I lived in the City and have had two experiences with Police. One was an incident in my work, where we needed to help a patient be transferred to a facility for help and we requested help from the Westhampton Village Police Department and they were great. They sent the right people to help and if that happened in the City—it would not have been a great outcome—so I immediately noticed the difference and was pleased with that experience.

The second incident was very disturbing. It happened in August of 2019. And if it happened recently I would not be able to tell you about it without crying. It was a very emotional time for me. I have two children that are bi-racial. One of them looks white and the other looks black. My 15 year old son, who looks white was about to go surfing with his friend. They were at my house in their bathing suits ready to go. My friend, the mother of the other 14 year old boy was taking them to the beach when two Southampton Town Police Officers showed up at the door to arrest my son. My friend calls my husband, and my husband speaks to the officer and they agree to wait for my husband to get there. He’s an hour away. I am only 5 minutes away. So I get there, and my friend is shaking, my son is shaking his friend is shaking...and I says what’s this all about?

“We’re arresting him” they say. It turns out they think he’s been shooting BB guns at a nearby property and broke someone’s windshield. My son swore up and down he didn’t do it...and I believe him---a mother knows when a child is lying. But they take him in for questioning anyway. We go to the SHPD and sit in a small room with two detectives accusing him of doing something he has not done. It was like a bad episode out of Law and Order. And I kept thinking what if this were my other kid who looks black? They kept yelling at him, “You have to tell the truth, tell the truth!” The Detectives had

apparently gone to an old dilapidated tree fort on our property and found the BB gun, with no batteries, took the guns as evidence and there is no way from that vantage point through a wooded area that could have happened. I kept trying to talk to them and they kept saying “we’re arresting your son”. They take his picture (mug shot), I get a lawyer. The lawyer tells me he may have to go to a group home to analyze him. I’m thinking there is no way I’m going to allow that to happen. I’m a social worker and I know what goes on in those group homes. He’s 15 years old! It took them a month to drop the charges! “I would no longer trust the Southampton Police Department!” My son is afraid to walk the dog, I’m afraid to walk the dog! “I did a foil request---to this day I do not know how this happened.”

The Supervisor thanked her for participating.

Speaker# 2- Gives Name- Vince Taldone from Flanders, Pres. of FRANCA-Flanders, Riverside and Northampton Communities Association.

VT: I wanted to speak about that in my almost 20 years as a resident of Southampton Town and association with FRANCA I have never had a problem with the SHPD. I get a response pretty quickly. But some of my black and brown members of the Community and some associated with FRANCA feel we don’t get the kind of protection that the rest of the Town gets. Some members think it is racist. They think drug dealing wouldn’t happen in other areas of the Town. Otherwise I think the overwhelming feeling about the Police Department is positive. I’m glad to see Pastor Keith is a part of this committee.

The Supervisor added, just to give you an idea, the area which Vince is referring to is the Riverside, Flanders, Northampton Communities which is largely a minority Community—the median income is lower. Vince is very active in this community.

Speaker# 3 wanted to remain anonymous and did not respond.

One of the questions in the chat room-What was the purpose of holding this public forum, are there complaints coming in about the Southampton Police Department?

The Supervisor responded, This is being directed to all departments to review practices. We have done 2 public surveys. We didn’t originally plan this kind of meeting, but because of COVID we can’t do a public meeting. I don’t want you to read too much into the fact that we only had two speakers. We could have perhaps do more Community reach out. The Police have a comments page on the website for complaints, good or bad.

Committee Member Minerva Perez: We have been doing this for about three months now. We want to make sure there is transparency in the complaint process. We are still working out the kinks. We have more to do when this committee is done. We’re not there yet.

Committee Member Kevin McDonald: A number of people are listening, please take this opportunity to direct them to the comments opportunity after this meeting is over.

Committee Member James Banks: This is not one and done. We want to do more of this.

MAR: I want to say more. I want to get to the bottom of this. I went back into that building to get our property back—the BB Guns and it was a traumatic experience. I want to speak to someone from the committee about this.

Chief: I was very disturbed and much moved by your story. I would like to speak to you by phone or if you would like to speak in person with someone else there. Committee members, Lisa Votino, Minerva Perez, and James Banks offer to be a liaison.

The Supervisor: We are leaving the record open for a week for more comments.

Committee member Minerva Perez: Even if it didn't happen to you if it happened to someone you care about we want to hear from you.

Committee Member Lisa Votino: The written section is not up on the website

VT: When it's a sexual crime, we need a social worker to respond rather than a Police Officer.

The Supervisor: We are doing that. It's a very important response.

Committee Member James Banks: You can always make complaints to the anti-bias task force. We have people on the Task force from all walks of life. I am a clinical social worker with thirty years' experience.

Chief of Police: If it's a problem that requires psychiatric help, we have no problem of handing that off to the proper agencies.

The Supervisor: No other speakers, no other comments.

Committee Member Brendan Ahern: Individuals involved in sex trafficking and human trafficking we have a court in Suffolk County specially designed for that. There is a support system in place. Many of these women and boys are trapped. The DA responds very quickly to get them out of this cycle.

The Supervisor: Going back to the need for another session, we are going to have at least one public hearing on this report when we get to the public hearing phase. Even when this committee is over, it's not really over. This Zoom call—we did try to promote it. But I think we should put our report out there and they can comment. Maybe have a session like this once a year or more frequently than once a year.

Committee Member James Banks: The anti-bias Task Force has an open session for comments once a month. Bring it to the table. I think the committee should stay together and meet at least once a year. There is a synergy with the Chief.

The Supervisor: If new information comes from the Public Hearings phase it could be added to the report.

Committee Member Minerva Perez: This is a moment when we are taking the time to hear from people. There should at least be a way for people to tell their stories anonymously. Maybe a phone line the Town leaves open. And if someone wants to leave their number—someone will get back to them. We could get it translated or transcribed.

The Supervisor: This can never be perfect, but maybe we could do a phone line and maybe IT—could do that.

Committee Member Lisa Votino: We absolutely need to do another listening session. The phone message line might not work.

The Supervisor: I think maybe we could set up suggestion boxes around Town of Southampton, someone suggests from the chat we do a Facebook live.

Committee Member Minerva Perez: Facebook live can't be anonymous, a lot of people don't know how to zoom or do facebook.

Committee Member Lisa Votino: We knew going into this we would need more publicity

The Supervisor: We are going to need adequate time to make sure we stay on track.

The Chief: Despite the time line, we should keep doing this, might be good to make this one of the recommendations.

The Supervisor: Pick a date! Feb. 2nd for the next listening session and Feb. 4th for the next regular committee meeting

Setting up an outreach committee...to get the word out on the next listening session: Feb. 2nd

Committee Members James Banks, Minerva Perez, Lisa Votino and possibly others.

February 2, 2021 Second Listening Session

First speaker: William Hughes- I thought I would listen for a while, but I can speak now. I was a former member of the Southampton Town Police Department. I gave 29 years of service. I know this was a directive of the Governor, but I think the Southampton Police Department is one of the finest. 90 percent of the work by the Police Department is helping people, the other 10 percent is in actual policing. I think we should have more people take the Civilian Police Academy classes that we offer and they would see what it is like in a ride along. There is no use of Force. Our PD is a well-trained Force.

JS: The committee has been provided a broad overview of the Police Department and we will be open to comments beyond this report when it's submitted to the Town Board on March 23rd.

SS: The Civilian Academy was widely discussed and this year's class is still open.

MP: Chief can you get us that information so we can get that out there?

SS: Yes

Second Speaker: Jamie Maloney- My initial reason for attending was just to listen, I guess I filled out the wrong form. I found out about the listening session on Facebook, I just want to listen.

Third Speaker: Ananias-no last name given- I have been in this Country since I was 15 years old. I was illegal then, but now I am documented. I have to say my experience with the Southampton Town Police Department was awful. One officer in particular- John Luca (sp?) made my life miserable. The guy was targeting me. He gave me 6 tickets! One time I was driving my truck between an Audi and a Mercedes and he pulled me over. I said "Why did you stop me?" And he says I was speeding-like a little bit! Another time I had a problem with my landlord-who is a big name in the Construction business. He harassed me, he was drunk and he literally said "The police won't do anything to me."

I can bring in 4 n-----s or 30 Mexicans to beat you up in front of the officers and they will do nothing.” Now that I am legal and have a license, when I get stopped the Police Officers asks me if I have ID. And I say, why didn’t you ask for my license? Then they say, “You didn’t stop at the stop sign long enough, you have to wait 2 seconds.” This is ridiculous! That’s my story with Police Officers in Southampton Town. I have lived in Flanders for a long time.

TJS: How long ago were these incidents with the landlord?

Ananias- 4 years ago, the cops pulling me over was 7 years ago. They treat me differently now because I have papers. One asked me if I had my passport on me and I said no, because I’m not traveling abroad. I hear from other people, they don’t trust the Police.

MP: Thank you for sharing. I urge you or anyone you know that wants to make a formal complaint, this panel wants to make sure there is an avenue for you to do that anonymously.

Ananias-I see people who do that and they get deported. We need to fix things, that’s why I got into this. I am a member of CASA and I got educated on how much this is going on. Now that I’m legal, I am not afraid to have direct contact with this Committee.

SS: Thanks for coming on. Not sure it was SHPD. We are working hard to make those changes. We are working hard with OLA that if you are undocumented, we still want to help. We want to reach out to you and your community—if this is happening I want to know about this.

Ananias: Good, we would love to talk to you.

J. Banks: Is this happening with women?

Ananias: Yes, especially when they call for help, if it’s a woman and she does not speak English, they hang up on her.

J.Banks: Send us your stories, you can file a complaint through anti-bias task force.

Ananias: People get cheated by their Boss, they don't go to the Police, the last thing they want to do is call the police.

SS: We are working with OLA on employees being taken advantage of. We closed an entire diner because of that. We need more communication with people. They don't have to go through OLA-they can pick up the phone. If there is an officer demonstrating bias, I want to know about that.

MP: I think we need an ongoing dialogue and increasing engagement. But we really need a clear process.

SS: Organize the meeting.

MP: The message has to be clear and it needs to be communicated, you need to work on the process.

JB: We need the same kind of information for all underserved people, Native Americans, African Americans. It's affecting their health now, they need services, food and health care.

NEXT SPEAKER: Cyndi MacNamara: East Quogue CAC-We want to see more police in our neighborhoods. I had an incident several years ago and the first person here was a SHPD officer and it was a comfort to me waiting for the ambulance. If there is a shortage, it needs to be addressed.

JS: One of the persons who spoke at the last listening session is here and chief I don't know if you want to speak about that.

SS: we initiated an investigation and without getting into the specifics, we generated a complaint to be investigated. She wanted to talk to me and with the help of Lisa Voitino we did connect and did some fence mending.

LV: I sat back and let the Chief and Mary Alice speak. The complaint will now go through the process and there will be fence mending with the officer involved and the

damage could be fixed. It was a very good discussion Mary Alice is here and she wants to speak to the Committee.

Mary Alice: I felt the meeting was great but I agree with Minerva, people need to know there is a process. After that encounter with police I told my kids, don't even answer the door to a police officer. The Chief heard me and the other boy who was affected got a chance to be heard. As a social worker, it was a very good outcome. If there is a CRB created, I want to be on it!

Meeting ends 7:30pm, next Committee meeting Feb. 4th 7pm

Meeting No.11, February 4, 2021

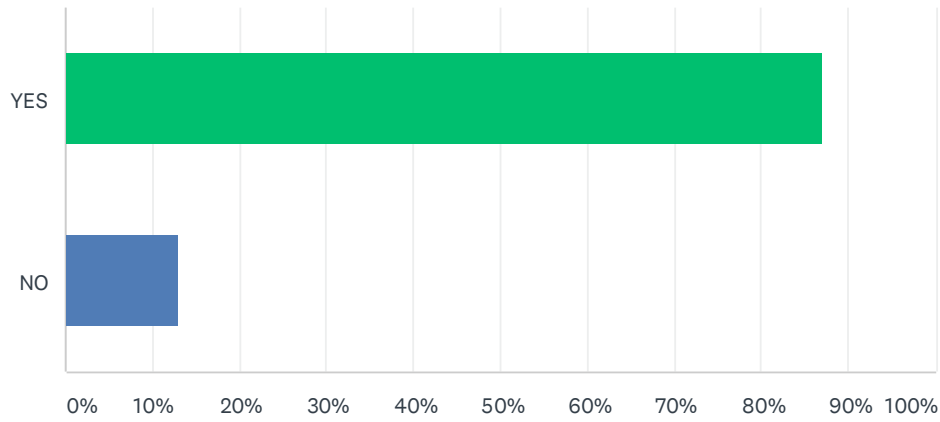
This meeting was mainly spent going over the second survey results and housekeeping in terms of timelines, process etc. There were approximately 3 responses to the survey and results were fairly reflective of previous outreach efforts. There were more questions asked but there wasn't anything in the responses that weren't already in some fashion addressed by the appropriate Recommendations. During a discussion on recent events, Committee member James Banks made a recommendation that our Police Department should do social media checks before hiring any officer. The Chief explained that Suffolk County performs this type of check during their background checks for all officers in the County including our but that he has implemented it himself going deeper with our hiring process. The committee wanted this included as a **recommendation**.

Appendix “D”

Survey #1

Q1 Are you a full time resident in the Town of Southampton?

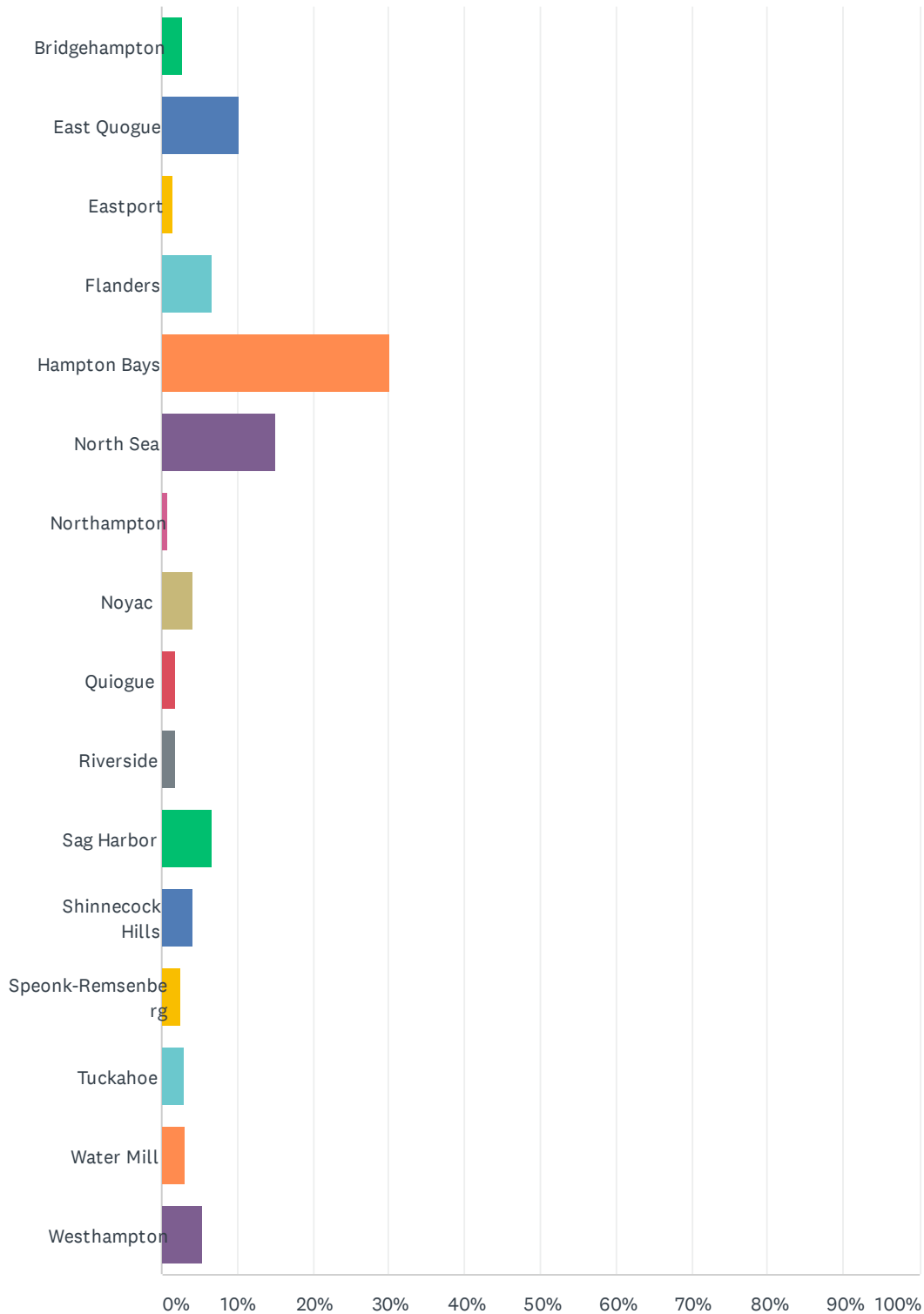
Answered: 407 Skipped: 0



ANSWER CHOICES	RESPONSES	
YES	86.98%	354
NO	13.02%	53
Total Respondents: 407		

Q2 In which hamlet do you reside? (Select ONE)

Answered: 407 Skipped: 0



Community Law Enforcement Review Committee (CLERC)

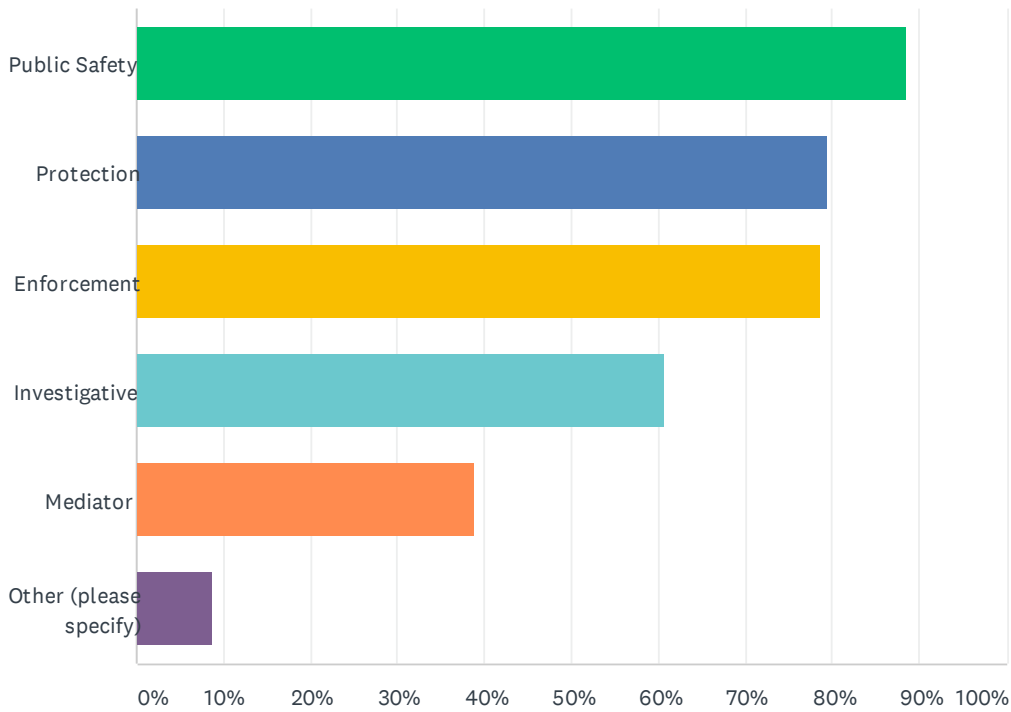
ANSWER CHOICES	RESPONSES	
Bridgehampton	2.70%	11
East Quogue	10.32%	42
Eastport	1.47%	6
Flanders	6.63%	27
Hampton Bays	30.22%	123
North Sea	14.99%	61
Northampton	0.74%	3
Noyac	4.18%	17
Quiogue	1.97%	8
Riverside	1.97%	8
Sag Harbor	6.63%	27
Shinnecock Hills	4.18%	17
Speonk-Remsenberg	2.46%	10
Tuckahoe	2.95%	12
Water Mill	3.19%	13
Westhampton	5.41%	22
Total Respondents: 407		

Q3 My email address: (optional)

Answered: 105 Skipped: 302

Q4 What do you believe is the perception of the principal role(s) of the Southampton Town Police Department? (Check all that apply)

Answered: 406 Skipped: 1



ANSWER CHOICES	RESPONSES	
Public Safety	88.42%	359
Protection	79.56%	323
Enforcement	78.57%	319
Investigative	60.59%	246
Mediator	38.92%	158
Other (please specify)	8.87%	36
Total Respondents: 406		

Q5 What do you believe the role of the police should be, if it is other than what it is perceived to be?

Answered: 167 Skipped: 240

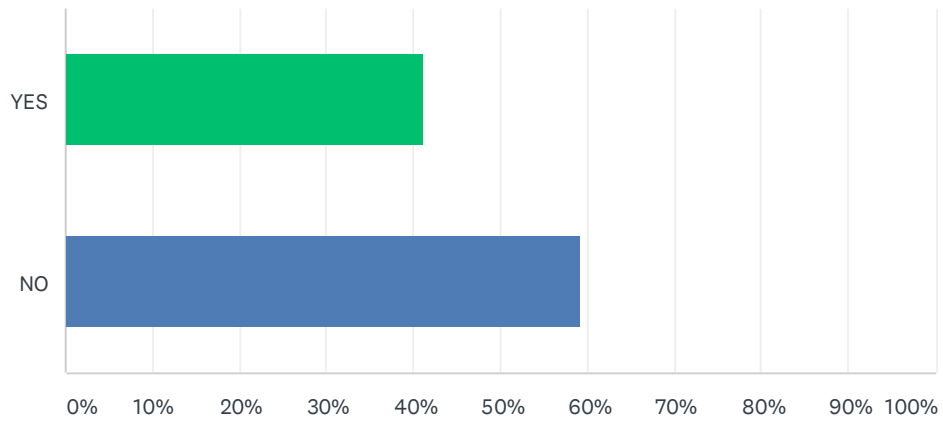
Q6 Please list in order of priority up to five (5) topics pertaining to the Town of Southampton Police-Community relations that are of concern to you (“1” being the highest priority)

Answered: 267 Skipped: 140

ANSWER CHOICES	RESPONSES	
1.	99.63%	266
2.	79.78%	213
3.	62.92%	168
4.	43.82%	117
5.	34.83%	93

Q7 Are you aware of some of the programs currently administered by the Town of Southampton Police Department?

Answered: 395 Skipped: 12



ANSWER CHOICES	RESPONSES	
YES	41.27%	163
NO	59.24%	234
Total Respondents: 395		

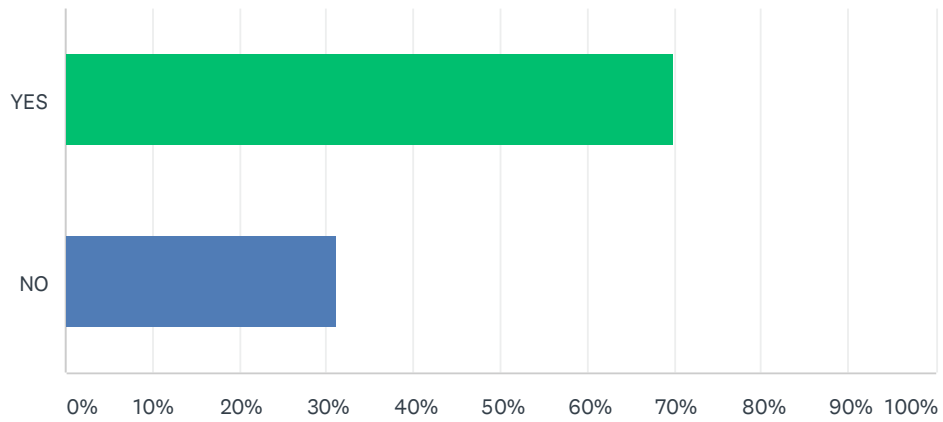
Q8 Are there programs that you would like to see administered by the Town of Southampton Police department?

Answered: 120 Skipped: 287

ANSWER CHOICES	RESPONSES	
1.	99.17%	119
2.	50.83%	61
3.	36.67%	44
4.	17.50%	21
5.	11.67%	14

Q9 Do you think Southampton Town Police should respond to Mental Health calls?

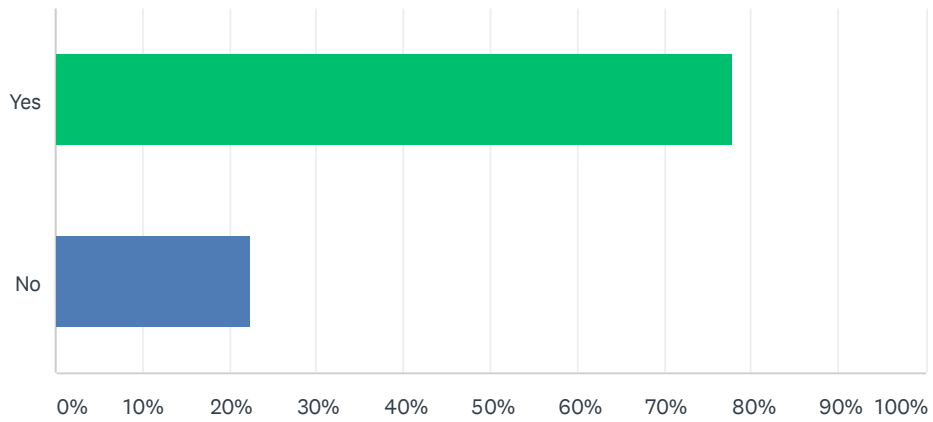
Answered: 403 Skipped: 4



ANSWER CHOICES	RESPONSES	
YES	69.98%	282
NO	31.27%	126
Total Respondents: 403		

Q10 Do you think the Southampton Town Police should respond to Substance Abuse/Overdose calls?

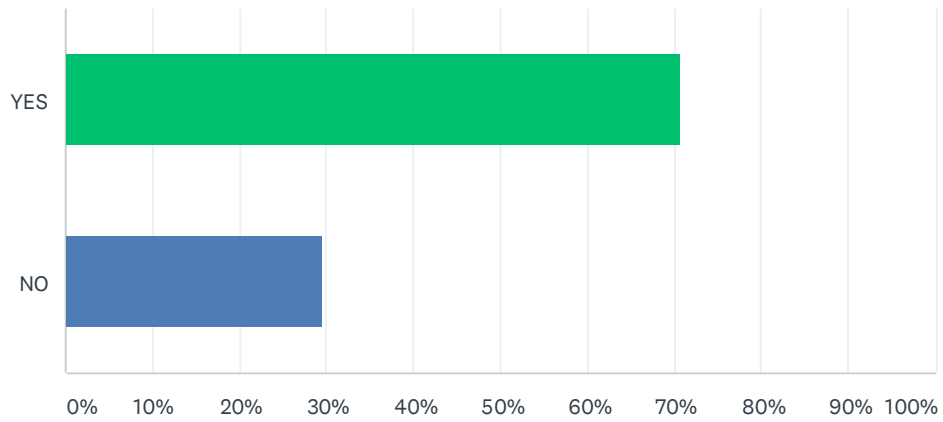
Answered: 403 Skipped: 4



ANSWER CHOICES	RESPONSES	
Yes	77.92%	314
No	22.33%	90
Total Respondents: 403		

Q11 Do you think the Southampton Town Police should respond to calls regarding homelessness?

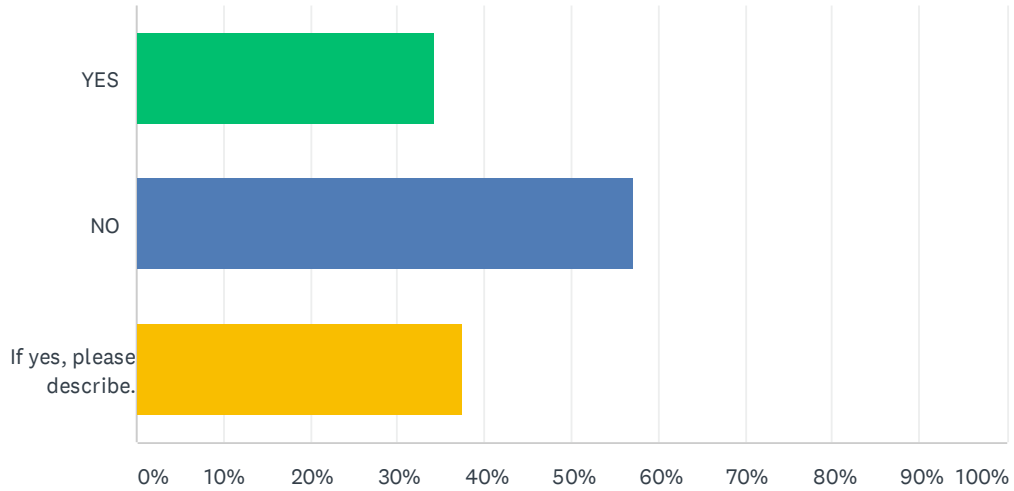
Answered: 399 Skipped: 8



ANSWER CHOICES	RESPONSES	
YES	70.68%	282
NO	29.57%	118
Total Respondents: 399		

Q12 Do you think there are other areas in which the Town residents turn to Southampton Town Police to handle, that may be better addressed by others?

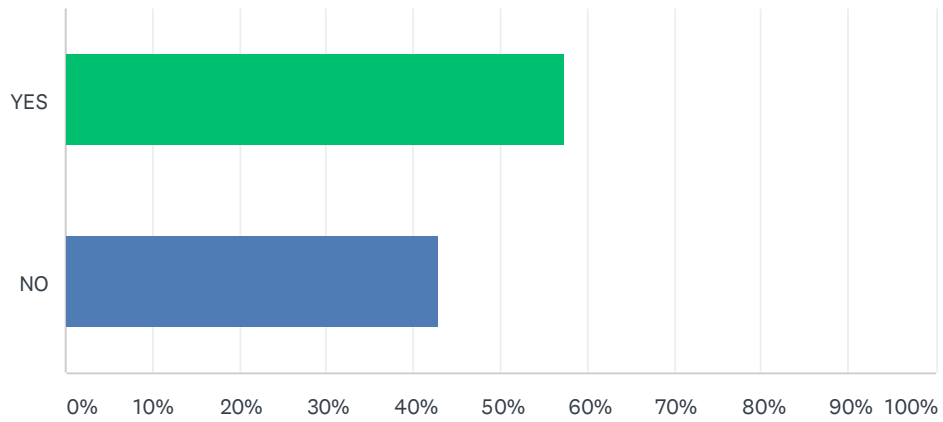
Answered: 361 Skipped: 46



ANSWER CHOICES	RESPONSES	
YES	34.35%	124
NO	57.06%	206
If yes, please describe.	37.40%	135
Total Respondents: 361		

Q13 Do you think Southampton Town Police should have a presence in schools?

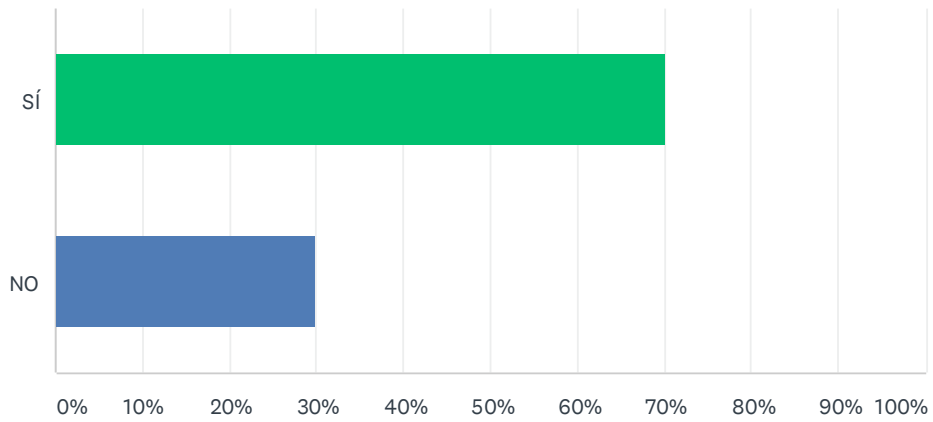
Answered: 399 Skipped: 8



ANSWER CHOICES	RESPONSES	
YES	57.39%	229
NO	42.86%	171
Total Respondents: 399		

Q1 ¿Es usted un residente de tiempo completo en el Ayuntamiento de Southampton?

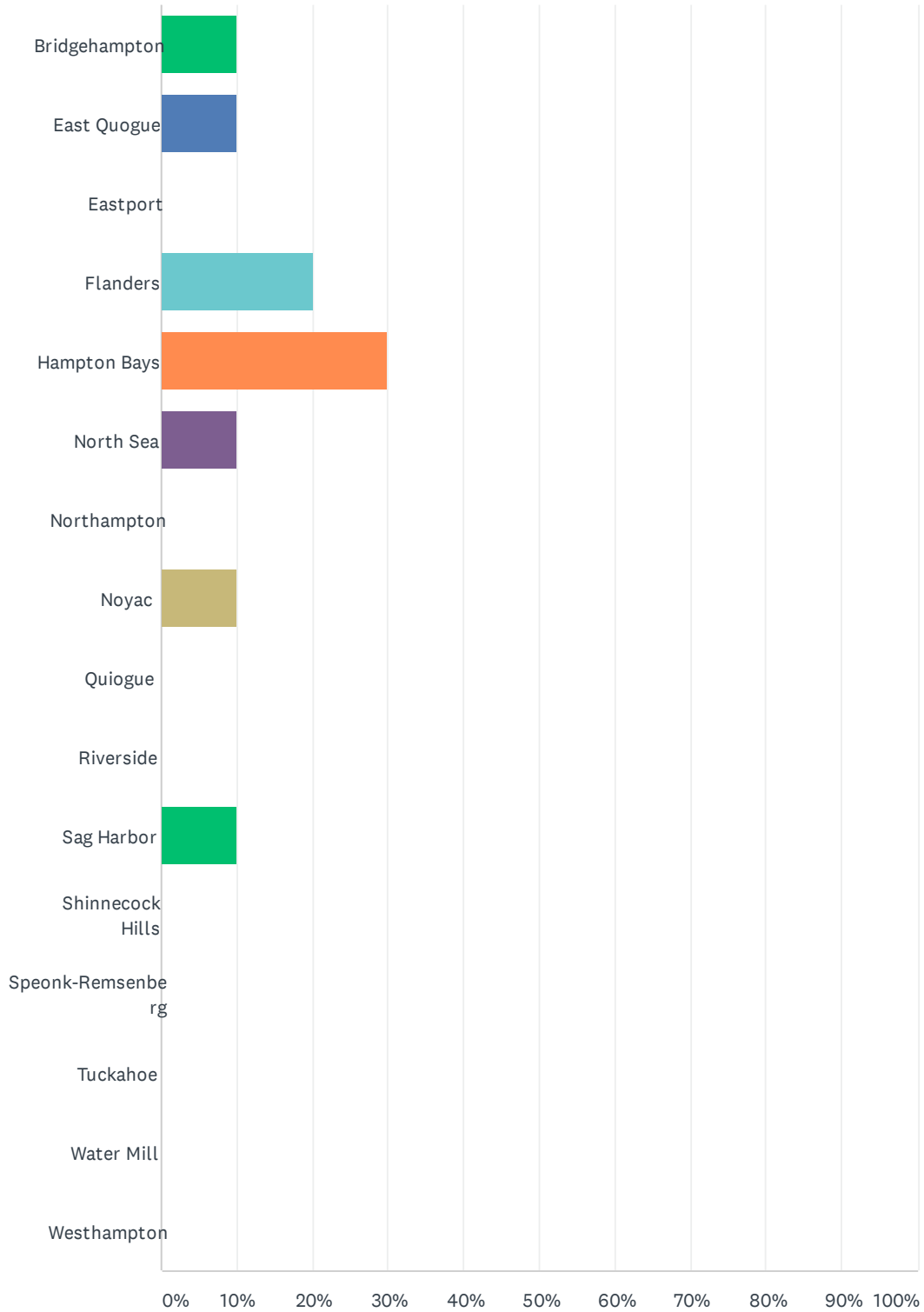
Answered: 10 Skipped: 0



ANSWER CHOICES	RESPONSES	
SÍ	70.00%	7
NO	30.00%	3
Total Respondents: 10		

Q2 ¿En qué caserío reside? (Selecione UNO)

Answered: 10 Skipped: 0



Comité de Revisión de la Aplicación de la Ley (CLERC)

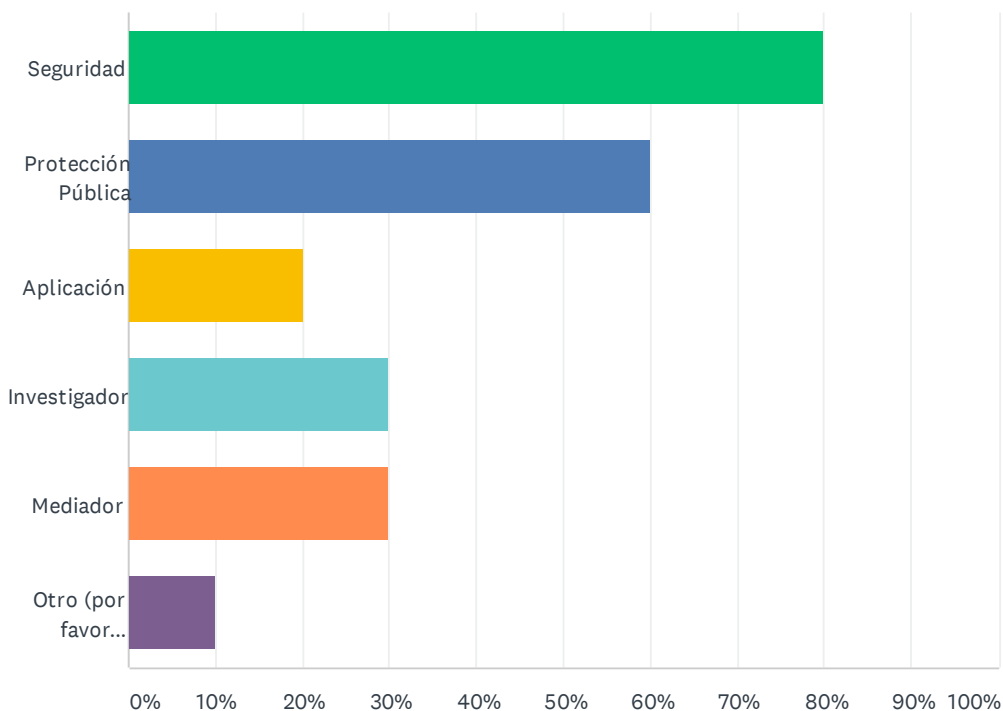
ANSWER CHOICES	RESPONSES	
Bridgehampton	10.00%	1
East Quogue	10.00%	1
Eastport	0.00%	0
Flanders	20.00%	2
Hampton Bays	30.00%	3
North Sea	10.00%	1
Northampton	0.00%	0
Noyac	10.00%	1
Quiogue	0.00%	0
Riverside	0.00%	0
Sag Harbor	10.00%	1
Shinnecock Hills	0.00%	0
Speonk-Remsenberg	0.00%	0
Tuckahoe	0.00%	0
Water Mill	0.00%	0
Westhampton	0.00%	0
Total Respondents: 10		

Q3 Mi dirección de correo electrónico es (opcional)

Answered: 7 Skipped: 3

Q4 ¿Cuál cree que es la percepción del papel principal del Departamento de Policía del Ayuntamiento de Southampton? (Marque todo lo que corresponda)

Answered: 10 Skipped: 0



ANSWER CHOICES	RESPONSES	
Seguridad	80.00%	8
Protección Pública	60.00%	6
Aplicación	20.00%	2
Investigador	30.00%	3
Mediador	30.00%	3
Otro (por favor especifique)	10.00%	1
Total Respondents: 10		

Q5 ¿Cuál cree que debería ser el papel de la policía, si es diferente al que se percibe?

Answered: 3 Skipped: 7

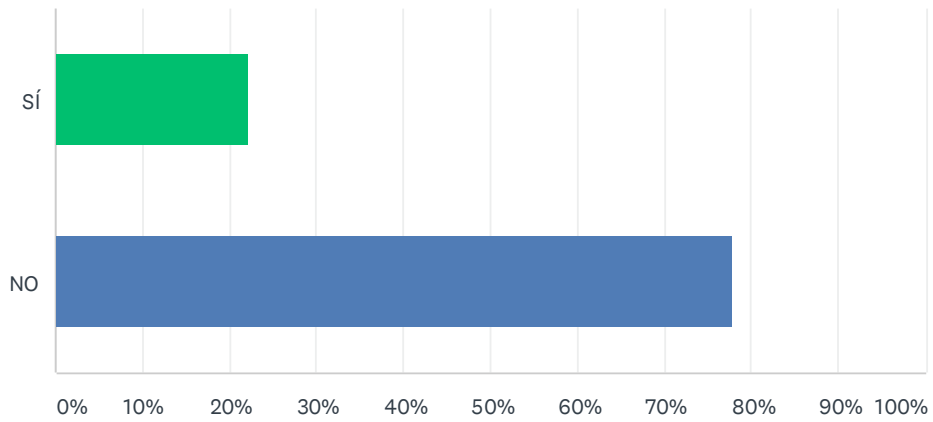
Q6 Enumere en orden de prioridad hasta cinco (5) temas relacionados con las relaciones entre la Policía y la comunidad del Ayuntamiento de Southampton que le preocupan ("1" es la máxima prioridad)

Answered: 5 Skipped: 5

ANSWER CHOICES	RESPONSES	
1.	100.00%	5
2.	80.00%	4
3.	80.00%	4
4.	60.00%	3
5.	60.00%	3

Q7 ¿Conoce algunos de los programas administrados actualmente por el Departamento de Policía? (Seleccione UNO)

Answered: 9 Skipped: 1



ANSWER CHOICES	RESPONSES	
SÍ	22.22%	2
NO	77.78%	7
Total Respondents: 9		

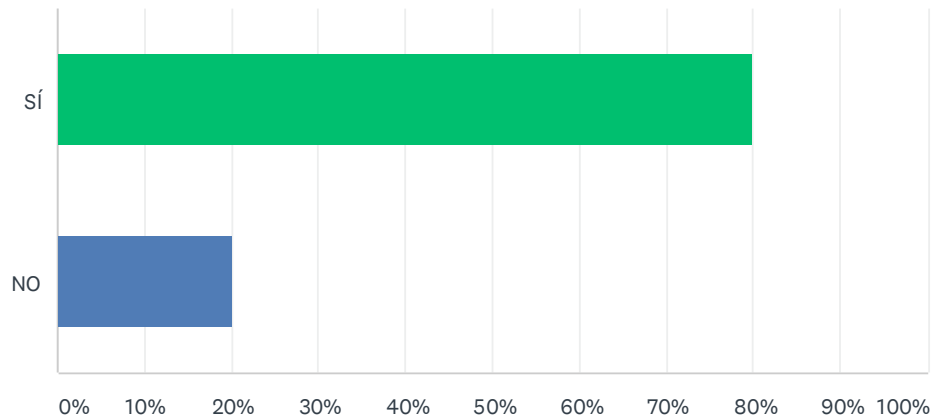
Q8 ¿Hay programas que le gustaría ver administrados por el departamento de policía de la ciudad de Southampton?

Answered: 3 Skipped: 7

ANSWER CHOICES	RESPONSES	
1.	100.00%	3
2.	100.00%	3
3.	66.67%	2
4.	66.67%	2
5.	33.33%	1

Q9 ¿Cree que la Policía del Ayuntamiento de Southampton debería responder a las llamadas de salud mental? (Seleccione UNO)

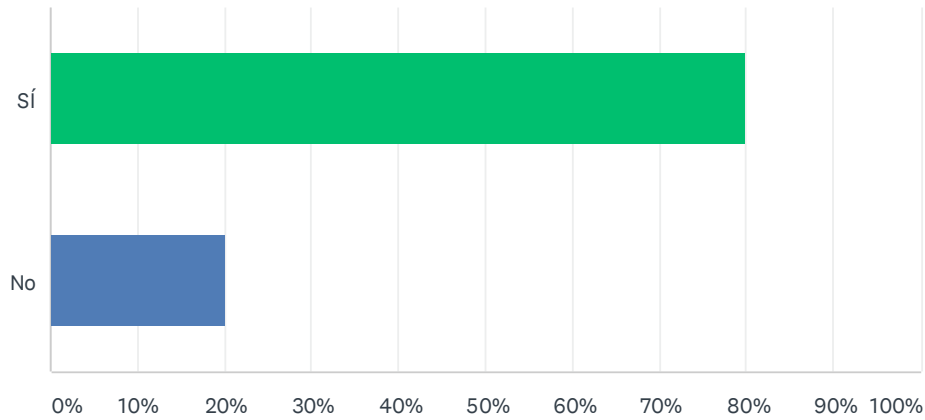
Answered: 10 Skipped: 0



ANSWER CHOICES	RESPONSES	
SÍ	80.00%	8
NO	20.00%	2
Total Respondents: 10		

Q10 ¿Cree que la Policía del Ayuntamiento de Southampton debería responder a las llamadas por abuso de sustancias / sobredosis?
(Seleccione UNO)

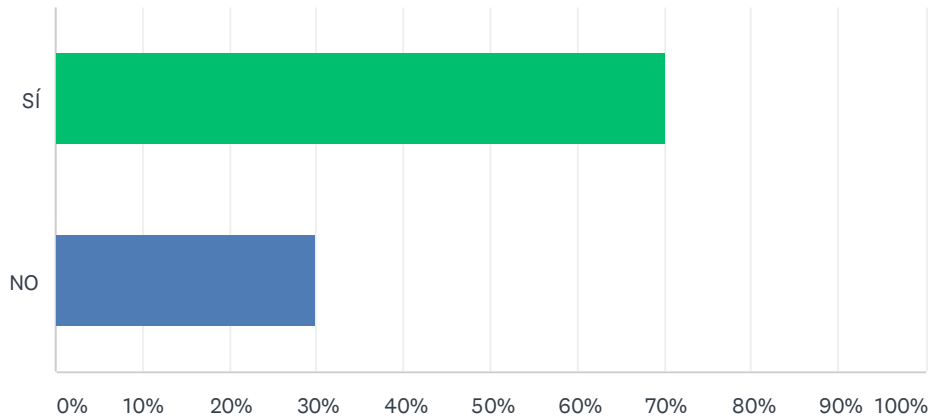
Answered: 10 Skipped: 0



ANSWER CHOICES	RESPONSES	
Sí	80.00%	8
No	20.00%	2
Total Respondents: 10		

**Q11 ¿Cree que la Policía del Ayuntamiento de Southampton debería responder a las llamadas relacionadas con la falta de vivienda?
(Seleccione UNO)**

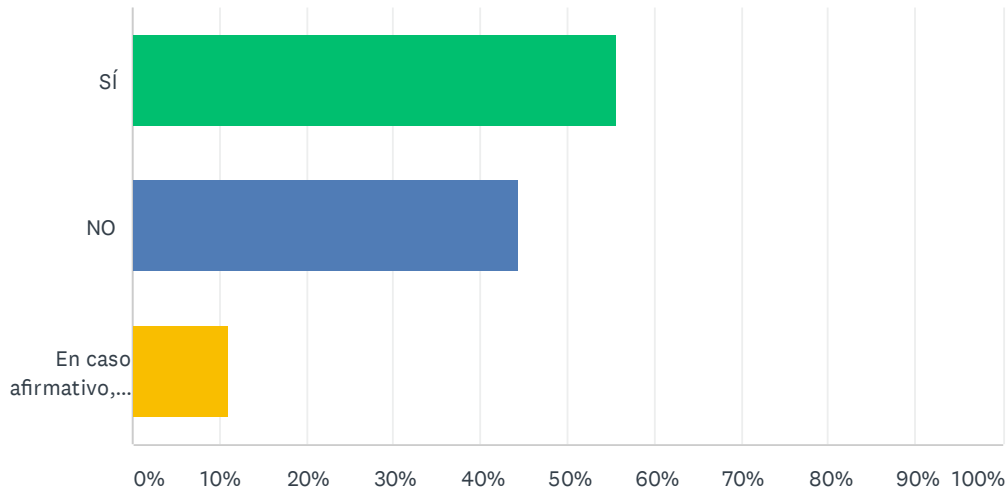
Answered: 10 Skipped: 0



ANSWER CHOICES	RESPONSES	
sí	70.00%	7
NO	30.00%	3
Total Respondents: 10		

Q12 ¿Cree que hay otras áreas en las que los residentes del Ayuntamiento recurren a la policía para que las manejen, que podrían ser mejor abordadas por otros? (Seleccione UNO)

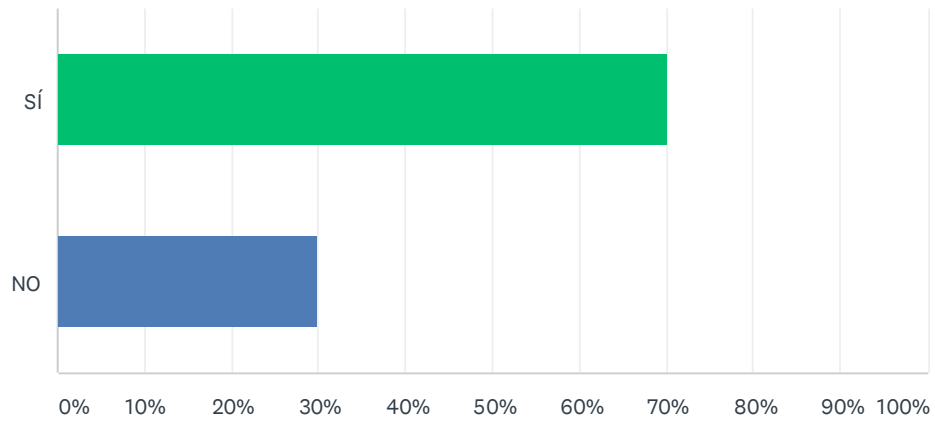
Answered: 9 Skipped: 1



ANSWER CHOICES	RESPONSES	
SÍ	55.56%	5
NO	44.44%	4
En caso afirmativo, describalo.	11.11%	1
Total Respondents: 9		

Q13 ¿Cree que la Policía del Ayuntamiento de Southampton debería tener presencia en las escuelas? (Seleccione UNO)

Answered: 10 Skipped: 0

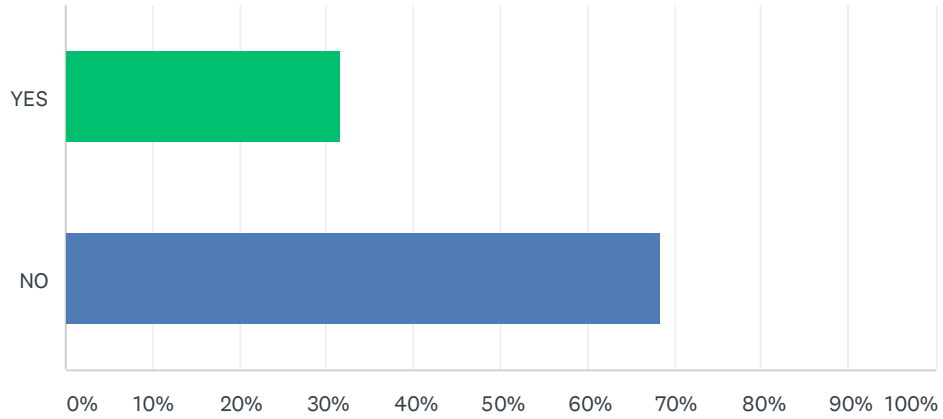


ANSWER CHOICES	RESPONSES	
SÍ	70.00%	7
NO	30.00%	3
Total Respondents: 10		

Survey #2

Q1 Have you recently had contact with the Southampton Town Police Department?

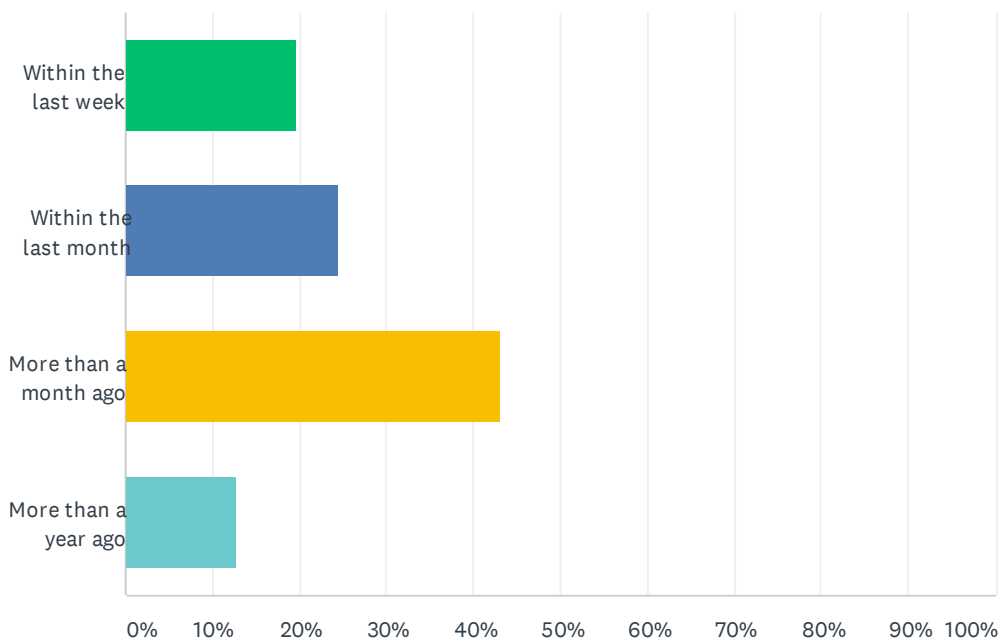
Answered: 373 Skipped: 0



ANSWER CHOICES	RESPONSES	
YES	31.64%	118
NO	68.36%	255
TOTAL		373

Q2 If so, when was your most recent contact with the Southampton Town Police Department?

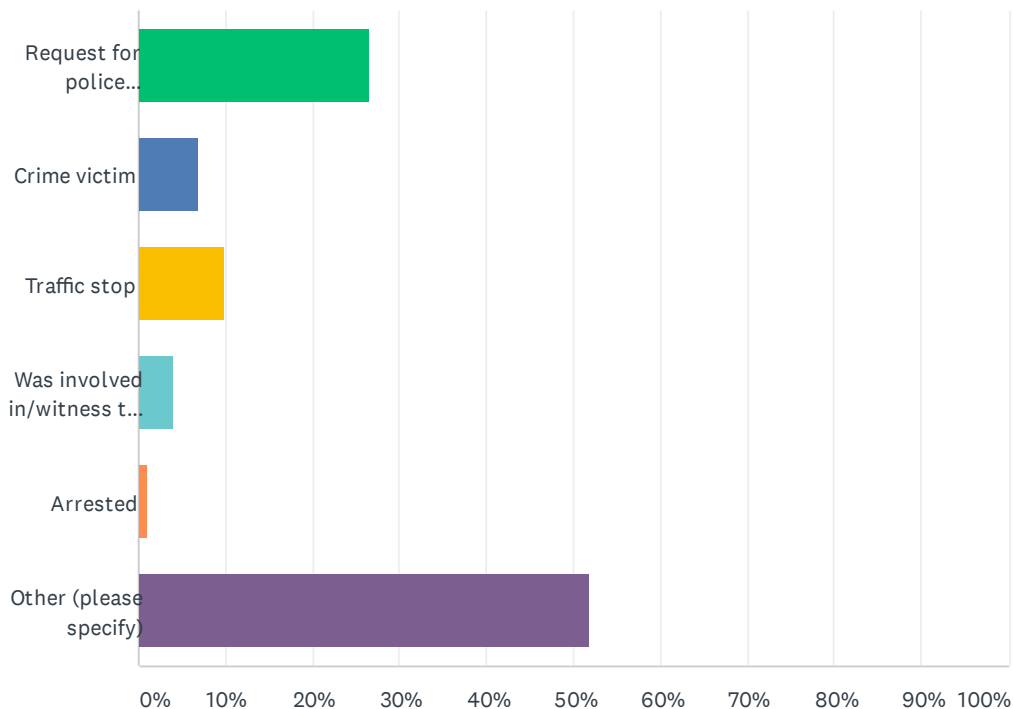
Answered: 102 Skipped: 271



ANSWER CHOICES	RESPONSES	
Within the last week	19.61%	20
Within the last month	24.51%	25
More than a month ago	43.14%	44
More than a year ago	12.75%	13
TOTAL		102

Q3 What was the reason for your most recent contact with the Southampton Town Police Department

Answered: 102 Skipped: 271



ANSWER CHOICES	RESPONSES	
Request for police assistance (auto accident, medical assistance, etc.)	26.47%	27
Crime victim	6.86%	7
Traffic stop	9.80%	10
Was involved in/witness to an incident	3.92%	4
Arrested	0.98%	1
Other (please specify)	51.96%	53
TOTAL		102

Your Opinion Matters - please take this survey. (English)

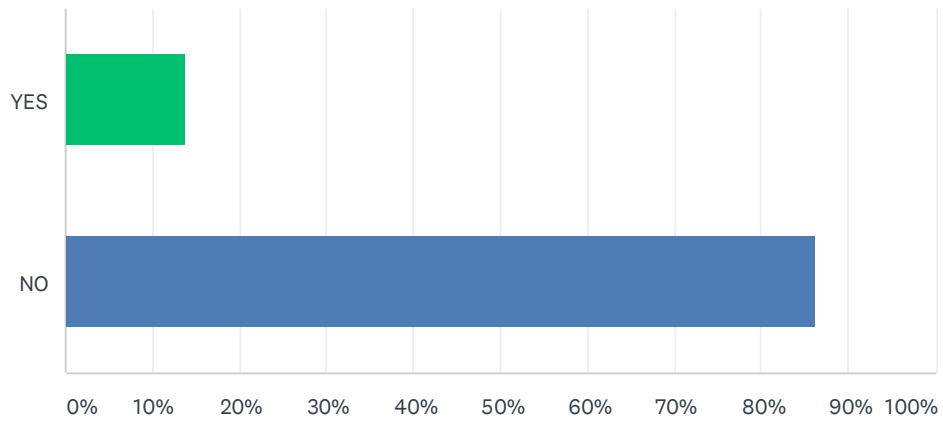
#	OTHER (PLEASE SPECIFY)	DATE
1	witness	1/21/2021 7:39 PM
2	son was arrested	1/21/2021 1:08 PM
3	work	1/21/2021 11:56 AM
4	Noise complaint	1/20/2021 10:52 PM
5	over night parking on my street	1/20/2021 7:47 PM
6	Stray animal	1/20/2021 2:39 PM
7	a fall in the household	1/14/2021 1:21 PM
8	we were in the same retail establishment	1/13/2021 7:10 PM
9	Called in drunk driver	1/13/2021 6:43 PM
10	As a Hampton Bays Fire Department Firefighter	1/13/2021 3:01 PM
11	Noise Disturbance	1/13/2021 10:43 AM
12	Advice for a harassment issue	1/13/2021 10:26 AM
13	Smoke and fire alarm at house	1/13/2021 10:14 AM
14	School Resource Officers are in my school. Also, I have found phones while walking on the beach and I bring them to the station.	1/12/2021 8:08 PM
15	Reported wires down	1/12/2021 6:46 PM
16	Casual	1/12/2021 3:51 PM
17	my address was used in a cat fishing scam	1/12/2021 3:21 PM
18	Report Suspicious Activity at a particular address	1/12/2021 2:40 PM
19	Woman walking on side of road	1/12/2021 2:23 PM
20	info about police program	1/12/2021 11:21 AM
21	someone was driving and garbage was blowing out of the back of their truck	1/12/2021 10:54 AM
22	Notifying PD of a MVA	1/12/2021 10:49 AM
23	Neighborhood disturbance	1/12/2021 10:29 AM
24	rqst advice	1/12/2021 10:04 AM
25	School monitoring	1/12/2021 7:42 AM
26	Medical	1/11/2021 8:31 PM
27	neighbor harassing me	1/11/2021 6:30 PM
28	Parking rules	1/11/2021 5:30 PM
29	Noise and overcrowded apt	1/11/2021 5:24 PM
30	A neighbor was pumping gross fluid into the street	1/11/2021 4:59 PM
31	Civil matter	1/11/2021 4:52 PM
32	Accompanying woman with DV complaint	1/11/2021 4:21 PM
33	neighbor dispute	1/11/2021 3:44 PM
34	Saw two officers & thanked them for doing a difficult job	1/11/2021 3:44 PM
35	Needed directions	1/11/2021 3:23 PM
36	Showed up at my house for no reason	1/11/2021 3:14 PM
37	shots fired oak ave flanders	1/11/2021 3:08 PM

Your Opinion Matters - please take this survey. (English)

38	Work related	1/11/2021 3:05 PM
39	Brought pizzas to say thank you for all the service	1/11/2021 2:50 PM
40	Lost pet	1/11/2021 2:45 PM
41	Suspicious vehicle/subject in my neighborhood and personal conversations	1/11/2021 2:12 PM
42	report a concern	1/11/2021 2:05 PM
43	illegal parking	1/11/2021 2:01 PM
44	Noise complaint	1/11/2021 1:39 PM
45	odd vehicle approached home/door middle of night	1/11/2021 1:38 PM
46	We heard an explosion near our house	1/11/2021 1:30 PM
47	Police dropped off Turkeys and Hams for the holidays, also helped us distribute food!	1/11/2021 1:27 PM
48	Neighbor issue	1/11/2021 1:26 PM
49	dispute	1/11/2021 1:22 PM
50	Unusual noise at my house.	1/11/2021 1:18 PM
51	water front issue	1/11/2021 1:16 PM
52	Explorers	1/11/2021 1:15 PM
53	Question	1/11/2021 12:43 PM

Q4 Do you feel that you have experienced bias in your interaction with the Southampton Town Police Department?

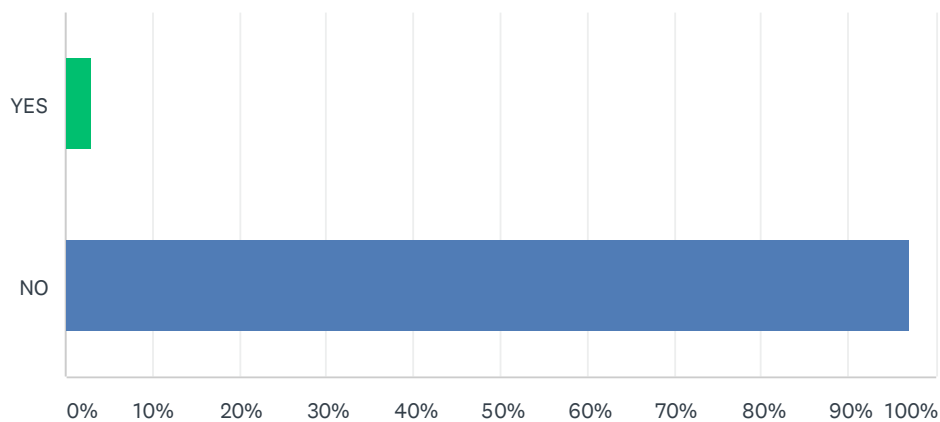
Answered: 102 Skipped: 271



ANSWER CHOICES	RESPONSES	
YES	13.73%	14
NO	86.27%	88
TOTAL		102

Q5 During your most recent contact with the Southampton Town Police Department were you in need of language assistance?

Answered: 102 Skipped: 271



ANSWER CHOICES	RESPONSES	
YES	2.94%	3
NO	97.06%	99
TOTAL		102

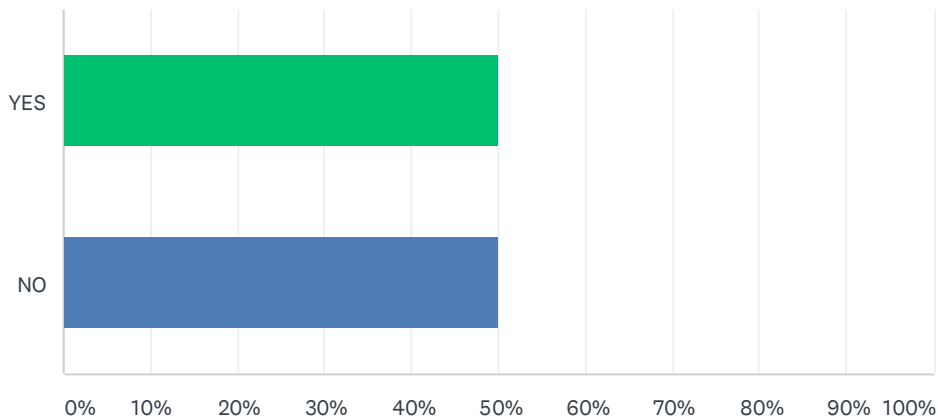
Q6 For what language?

Answered: 2 Skipped: 371

#	RESPONSES	DATE
1	English	1/13/2021 10:43 AM
2	Spanish	1/11/2021 4:25 PM

Q7 Were you satisfied with the language assistance?

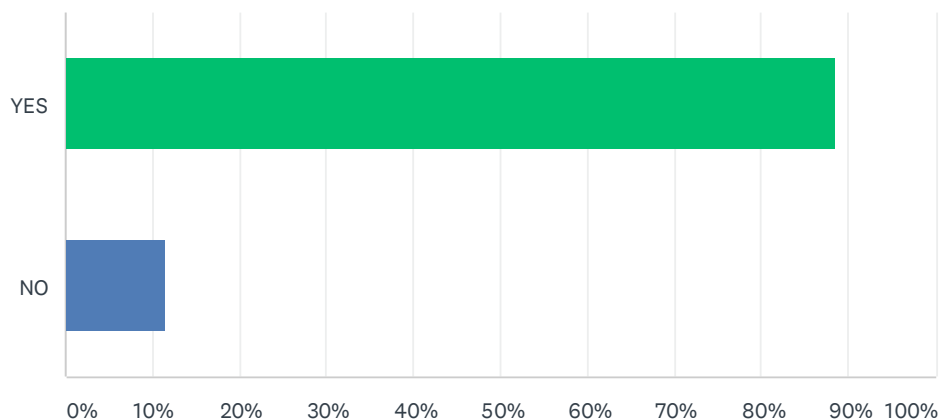
Answered: 2 Skipped: 371



ANSWER CHOICES	RESPONSES	
YES	50.00%	1
NO	50.00%	1
TOTAL		2

Q8 Based on your most recent contact with the Town of Southampton Police Department, do you feel you were treated with respect?

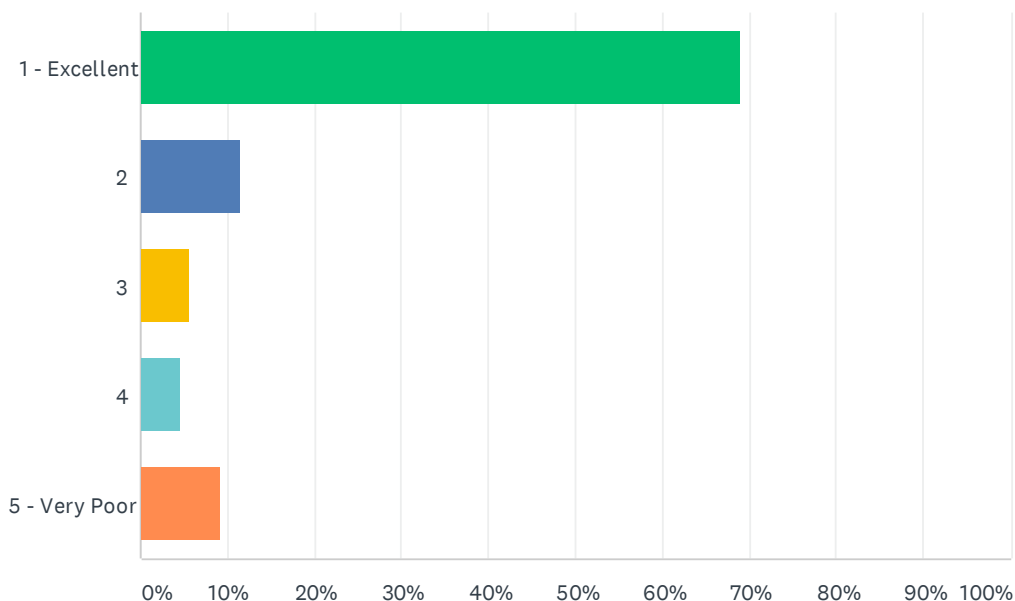
Answered: 87 Skipped: 286



ANSWER CHOICES	RESPONSES	
YES	88.51%	77
NO	11.49%	10
Total Respondents: 87		

Q9 During your most recent contact with the Town of Southampton Police Department, what was your overall level of satisfaction?

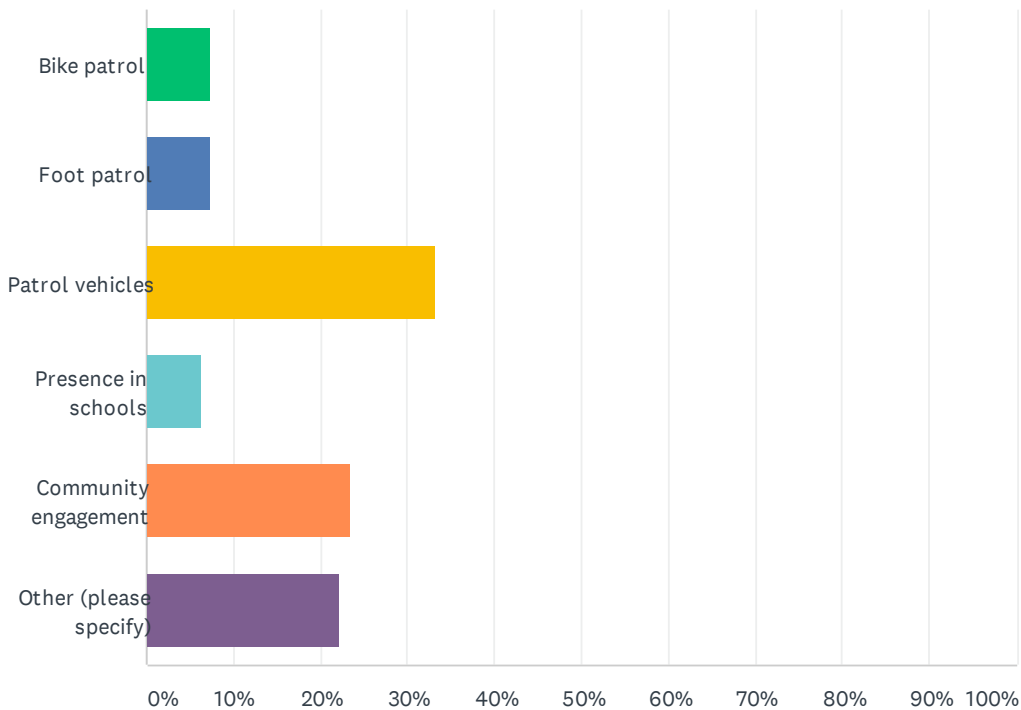
Answered: 87 Skipped: 286



ANSWER CHOICES	RESPONSES	
1 - Excellent	68.97%	60
2	11.49%	10
3	5.75%	5
4	4.60%	4
5 - Very Poor	9.20%	8
TOTAL		87

Q10 What Police Department services would you like to see more of?

Answered: 81 Skipped: 292



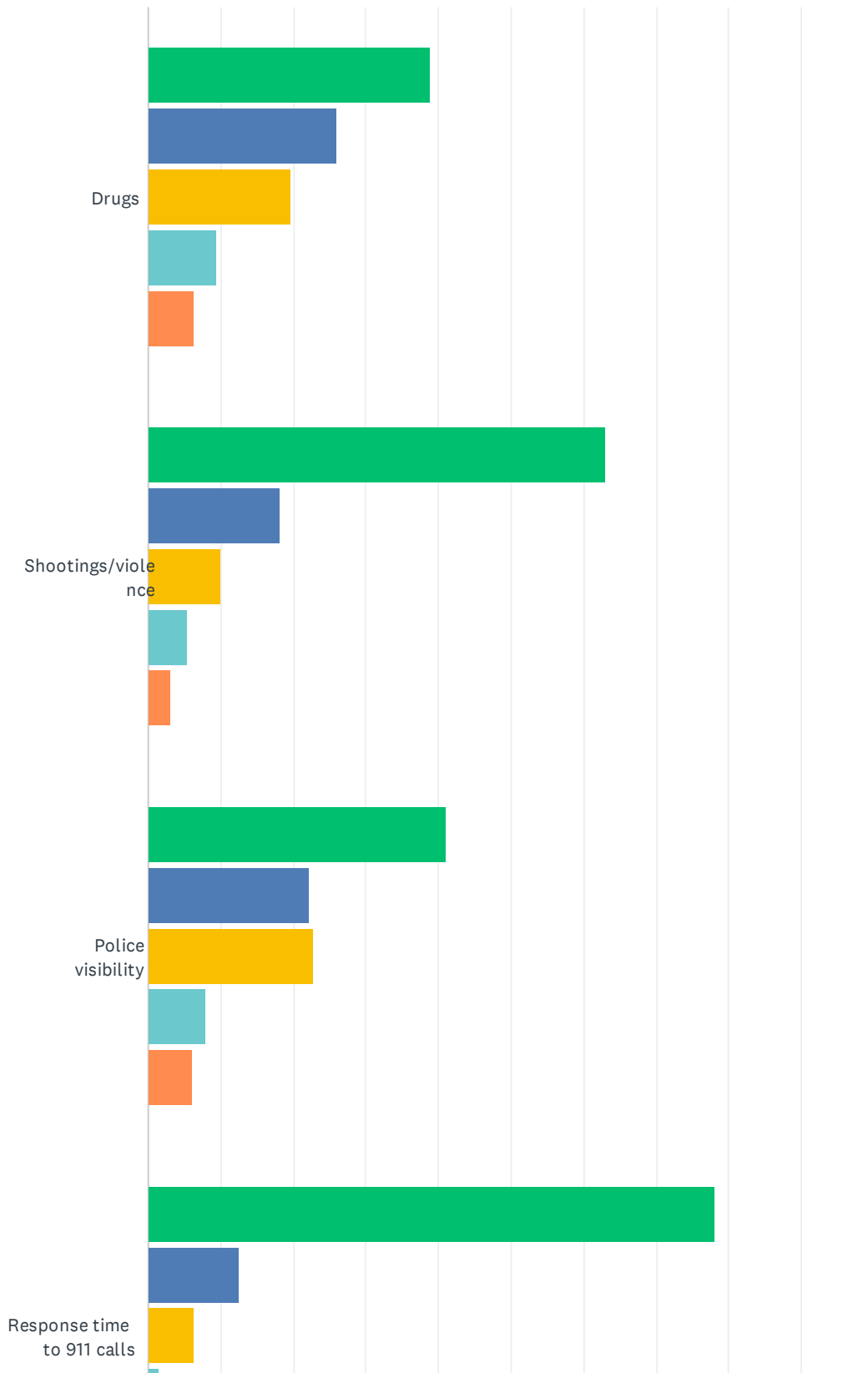
ANSWER CHOICES	RESPONSES
Bike patrol	7.41% 6
Foot patrol	7.41% 6
Patrol vehicles	33.33% 27
Presence in schools	6.17% 5
Community engagement	23.46% 19
Other (please specify)	22.22% 18
TOTAL	81

Your Opinion Matters - please take this survey. (English)

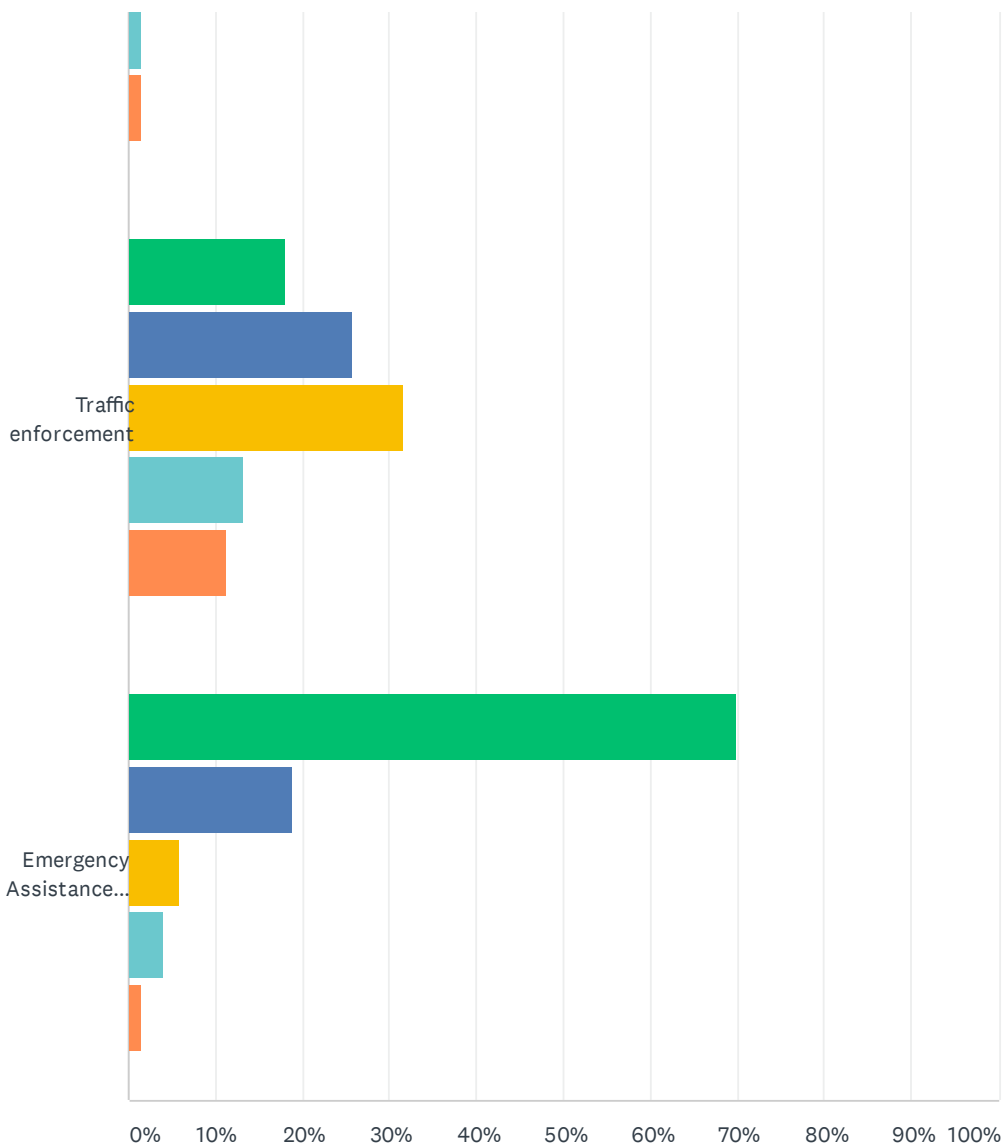
#	OTHER (PLEASE SPECIFY)	DATE
1	none	1/22/2021 1:08 PM
2	conversations with community members on improvements to policies and practices	1/21/2021 1:13 PM
3	K-9 unit. Because the town does not have one we had to wait a long time for one to arrive	1/21/2021 12:12 PM
4	Speed Limit patrolling in Bridgehampton	1/13/2021 10:45 AM
5	Would like to see SH police officers crack down on the local traffic violations. Like blowing stop signs, speeding, etc.	1/13/2021 10:29 AM
6	presence at the town beaches and along Dune Rd	1/12/2021 3:25 PM
7	Domestic violence training	1/12/2021 5:55 AM
8	They do a great job as is!	1/11/2021 8:37 PM
9	All is sufficient at this time	1/11/2021 5:07 PM
10	Efficient language access	1/11/2021 4:25 PM
11	Pull over illegal immigrants with the obvious out of state plates	1/11/2021 2:53 PM
12	taking their job seriously for everyone involved not everyone had interactions like they do all the time and know what to ask and what to do a little compassion and help	1/11/2021 2:38 PM
13	speeding cars on residential streets - used as cut throughs to main roads like Montauk Highway. This is a big problem and very dangerous	1/11/2021 2:09 PM
14	all of the above, not just one choice	1/11/2021 2:06 PM
15	K-9 unit	1/11/2021 1:51 PM
16	K9	1/11/2021 1:40 PM
17	My experience with the police in Southampton is that they are uniformly helpful and respectful.	1/11/2021 1:34 PM
18	its good the way it is	1/11/2021 1:26 PM

Q11 Please rank the police issues that you feel are most important to you: 1 being MOST important - 5 being LEAST important:

Answered: 263 Skipped: 110



Your Opinion Matters - please take this survey. (English)

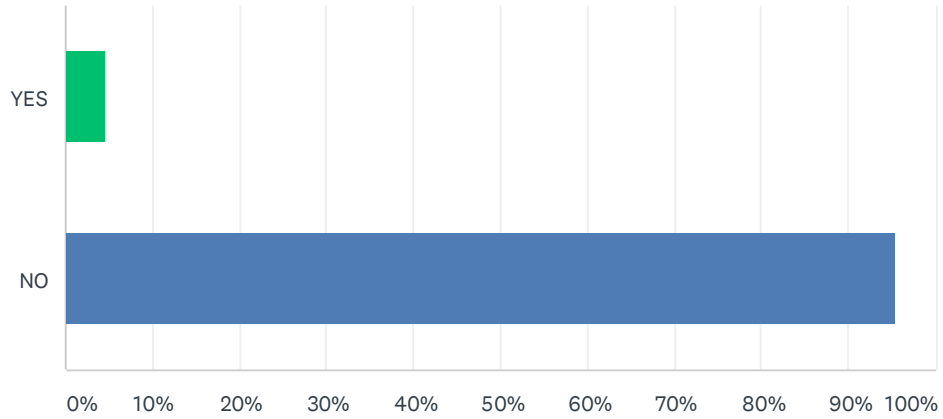


1 - Most Important 2 3 4 5 - Least Important

	1 - MOST IMPORTANT	2	3	4	5 - LEAST IMPORTANT	TOTAL	WEIGHTED AVERAGE
Drugs	38.82% 99	25.88% 66	19.61% 50	9.41% 24	6.27% 16	255	2.18
Shootings/violence	63.04% 162	18.29% 47	10.12% 26	5.45% 14	3.11% 8	257	1.67
Police visibility	40.96% 102	22.09% 55	22.89% 57	8.03% 20	6.02% 15	249	2.16
Response time to 911 calls	78.13% 200	12.50% 32	6.25% 16	1.56% 4	1.56% 4	256	1.36
Traffic enforcement	17.97% 46	25.78% 66	31.64% 81	13.28% 34	11.33% 29	256	2.74
Emergency Assistance Response	69.92% 179	18.75% 48	5.86% 15	3.91% 10	1.56% 4	256	1.48

Q12 Do you feel you have been a victim of racial profiling by the Southampton Town Police Department

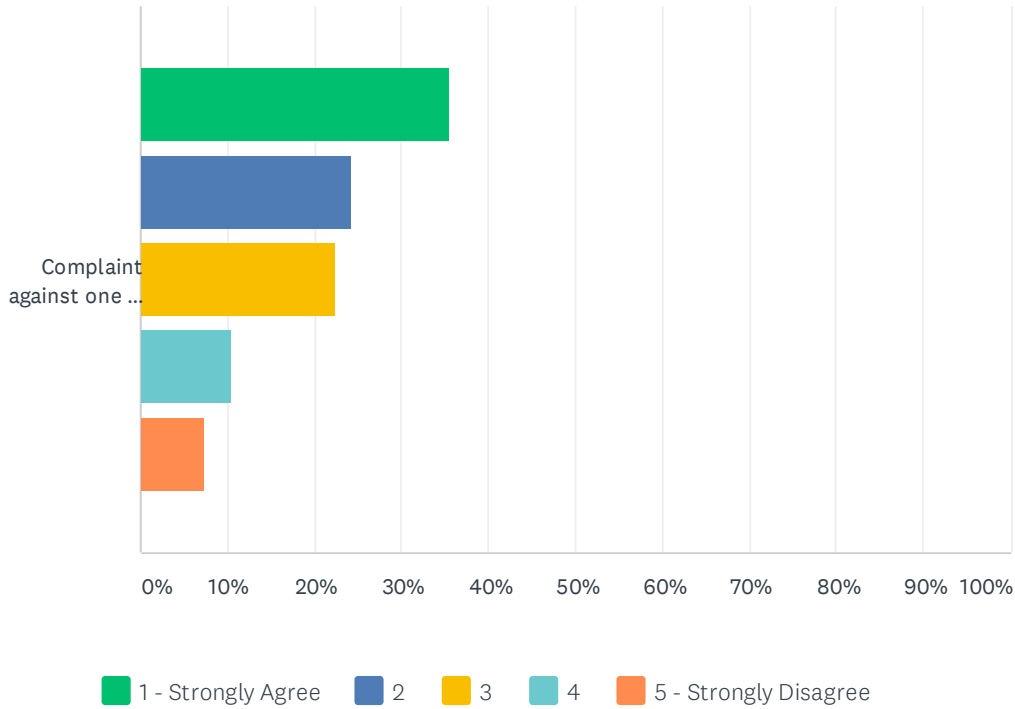
Answered: 263 Skipped: 110



ANSWER CHOICES	RESPONSES	
YES	4.56%	12
NO	95.44%	251
TOTAL		263

Q13 Please answer according to the following statement. I believe that the Southampton Town Police Department will appropriately handle and fully investigate a complaint against one of their own officers for police misconduct: 1 - STRONGLY AGREE - 5 -STRONGLY DISAGREE

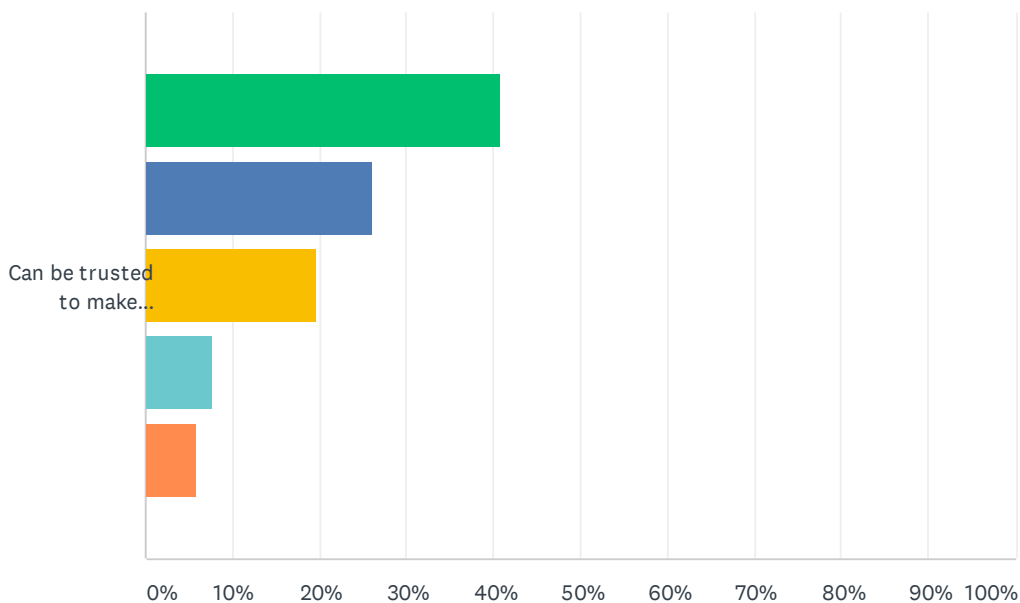
Answered: 259 Skipped: 114



	1 - STRONGLY AGREE	2	3	4	5 - STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
Complaint against one of their own	35.52% 92	24.32% 63	22.39% 58	10.42% 27	7.34% 19	259	2.30

Q14 Please answer according to the following statement. I believe the Southampton Town Police Department can be trusted to make non-biased decisions: 1 - STRONGLY AGREE - 5 -STRONGLY DISAGREE

Answered: 260 Skipped: 113

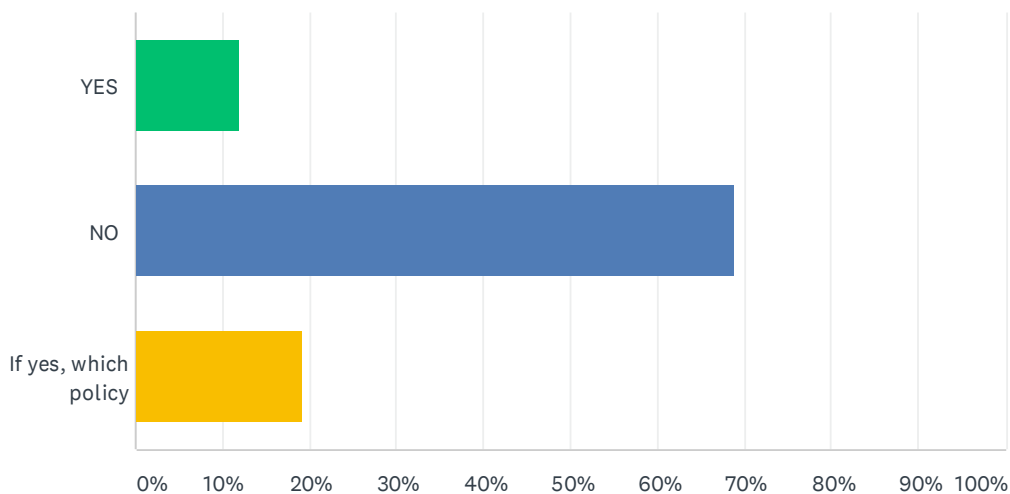


■ 1 - Strongly Agree
 ■ 2
 ■ 3
 ■ 4
 ■ 5 - Strongly Disagree

	1 - STRONGLY AGREE	2	3	4	5 - STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
Can be trusted to make non-biased decisions:	40.77% 106	26.15% 68	19.62% 51	7.69% 20	5.77% 15	260	2.12

Q15 Please answer according to the following statement. I believe there are policies within the Southampton Town Police Department that need to be changed:

Answered: 234 Skipped: 139



ANSWER CHOICES	RESPONSES
YES	11.97% 28
NO	68.80% 161
If yes, which policy	19.23% 45
TOTAL	234

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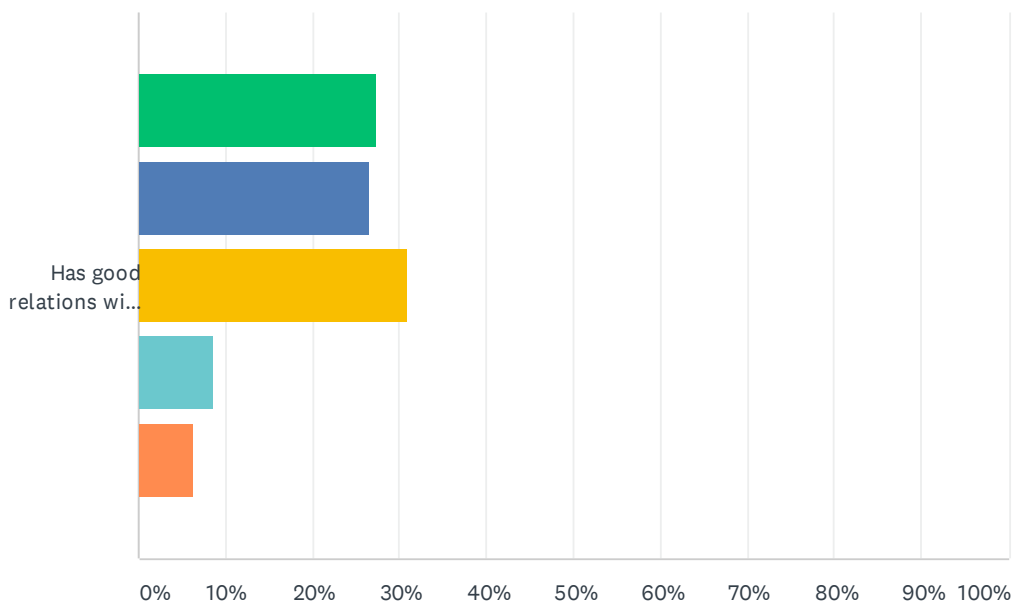
#	IF YES, WHICH POLICY	DATE
1	All of them! Manners, treating people's civilly and with. Dignity and respect how about goodmoring fellow Southampton neighbor! Rather than intimidation! Hands on pistols etc	1/24/2021 11:32 AM
2	Any policy to hold officers accountable for their actions, to help the whole community to feel safe calling them for help and to redistribute the budget to expand response options for different issues.	1/23/2021 2:39 PM
3	Need 40 more patrol cops	1/21/2021 1:50 PM
4	Officer trainings	1/21/2021 1:13 PM
5	I don't know what their policies are but it would be naïve of me to think that change should not be occurring I'm just not sure what level	1/21/2021 12:12 PM
6	less union influence	1/20/2021 7:55 PM
7	Sexual herrasment cases	1/19/2021 8:39 PM
8	More presence in East Quogue	1/19/2021 3:11 PM
9	I'm not familiar with policies - Not applicable	1/16/2021 4:52 PM
10	MORE PATROL CARS	1/15/2021 6:37 PM
11	don't know	1/14/2021 1:25 PM
12	racial profiling of motorists. DWB	1/13/2021 7:14 PM
13	There are always policiey that need to be reviewed and changed.	1/13/2021 10:29 AM
14	I am not informed enough to have an opinion on policy	1/13/2021 9:39 AM
15	I dont feel qualified to answer this question	1/12/2021 8:42 PM
16	This question is very difficult to answer without more understanding about the policies	1/12/2021 12:46 PM
17	A review of all policies	1/12/2021 12:32 PM
18	More transparent	1/12/2021 12:29 PM
19	As in any job holding employees accountable for inapropriate behavior	1/12/2021 12:17 PM
20	Racial biasing	1/12/2021 11:42 AM
21	There should be an answer category that says I don't know the policies w	1/12/2021 10:36 AM
22	Enforcement of governors edicts	1/12/2021 10:32 AM
23	I don't know. Need more choices	1/12/2021 9:47 AM
24	Drugs, Gangs, Assaults	1/12/2021 7:04 AM
25	More domestic violence training for officers	1/12/2021 5:55 AM
26	Trafic	1/12/2021 12:26 AM
27	taking advantage of immigrants, black people and homosexuals in their custody	1/12/2021 12:12 AM
28	How would I know. This is a Ridiculous question	1/11/2021 8:37 PM
29	Investigate Illegal immigrants and housing over crowding	1/11/2021 4:53 PM
30	Collaboration with ICE	1/11/2021 4:25 PM
31	Don't know policies so unable to respond	1/11/2021 3:47 PM
32	Hiring friends & family - nepotism.	1/11/2021 3:17 PM
33	do the job you took the oath to do everyday dont need to say anymore.	1/11/2021 3:17 PM
34	DK	1/11/2021 3:06 PM
35	Don't know the policy can't answer	1/11/2021 3:02 PM

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36	every policy needs updating no matter where anyone works. constant revision and educaiton	1/11/2021 2:58 PM
37	Not sure but most could probably use an update	1/11/2021 2:53 PM
38	paperwork needs to be done asap not weeks or month later	1/11/2021 2:38 PM
39	Handling of "suspected" illegal immigrants, unnessary traffic stops	1/11/2021 2:01 PM
40	Dishonesty in overtime charges.	1/11/2021 1:54 PM
41	I'm not sufficiently familiar with the policies to say, but there want a "don't know" option.	1/11/2021 1:50 PM
42	Be less aggresive	1/11/2021 1:46 PM
43	Racial biased against brown and black people	1/11/2021 1:39 PM
44	not familiar with policies	1/11/2021 1:22 PM
45	Stop selling little police badges and bumper stickers for donations to the Southampton PBA.	1/11/2021 1:19 PM

Q16 Please answer according to the following statement. I believe the Southampton Town Police Department has good relations with minority communities: 1 - STRONGLY AGREE - 5 -STRONGLY DISAGREE

Answered: 255 Skipped: 118

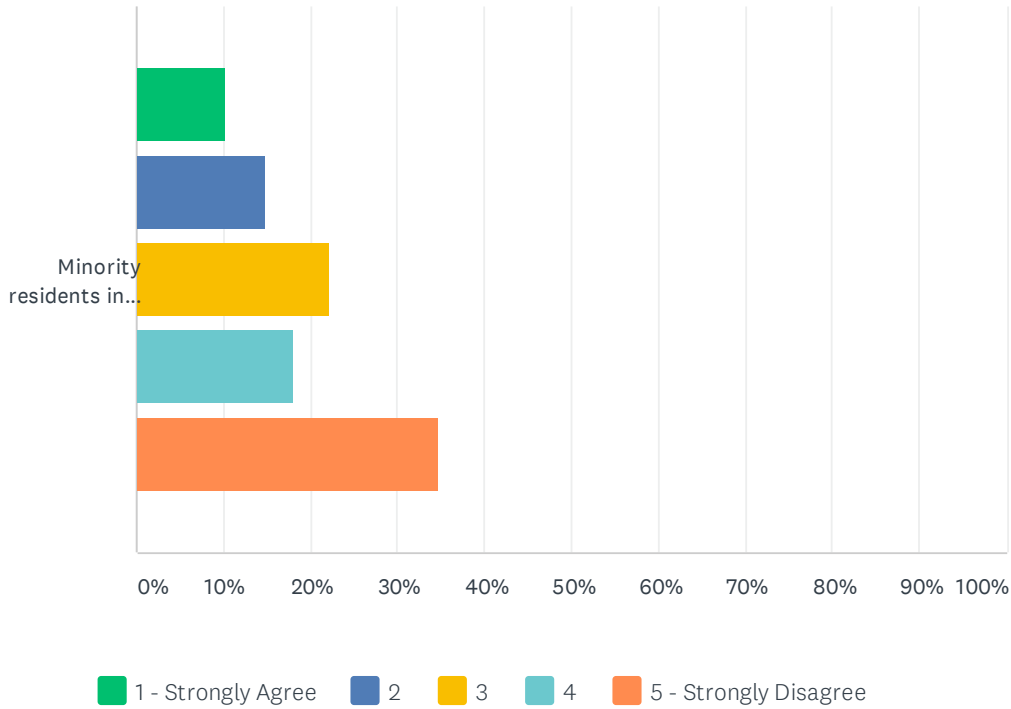


■ 1 - Strongly Agree
 ■ 2
 ■ 3
 ■ 4
 ■ 5 - Strongly Disagree

	1 - STRONGLY AGREE	2	3	4	5 - STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
Has good relations with minority communities:	27.45%	26.67%	30.98%	8.63%	6.27%	255	2.40
	70	68	79	22	16		

Q17 Please answer according to the following statement. I believe that minority residents in my hamlet are treated differently than other residents when dealing with the police: 1 - STRONGLY AGREE - 5 -STRONGLY DISAGREE

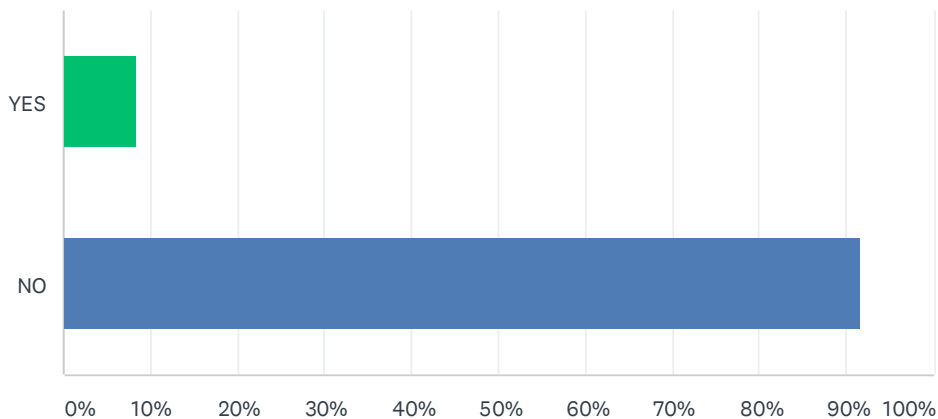
Answered: 256 Skipped: 117



	1 - STRONGLY AGREE	2	3	4	5 - STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
Minority residents in my hamlet are treated differently	10.16% 26	14.84% 38	22.27% 57	17.97% 46	34.77% 89	256	3.52

Q18 Recently, have you, or any member of your family, felt the need to complain about any aspect of police services rendered by the Southampton Town Police Department?

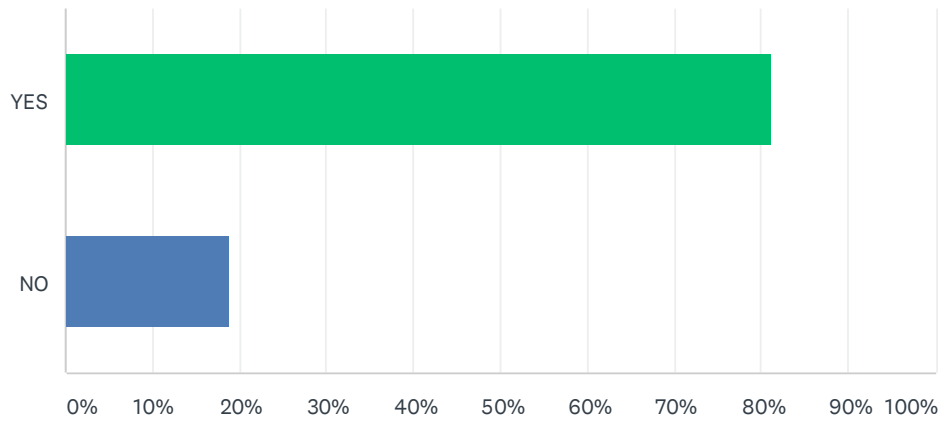
Answered: 260 Skipped: 113



ANSWER CHOICES	RESPONSES	
YES	8.46%	22
NO	91.54%	238
TOTAL		260

Q19 If needed, would you be comfortable filing a formal complaint with the Southampton Town Police Department?

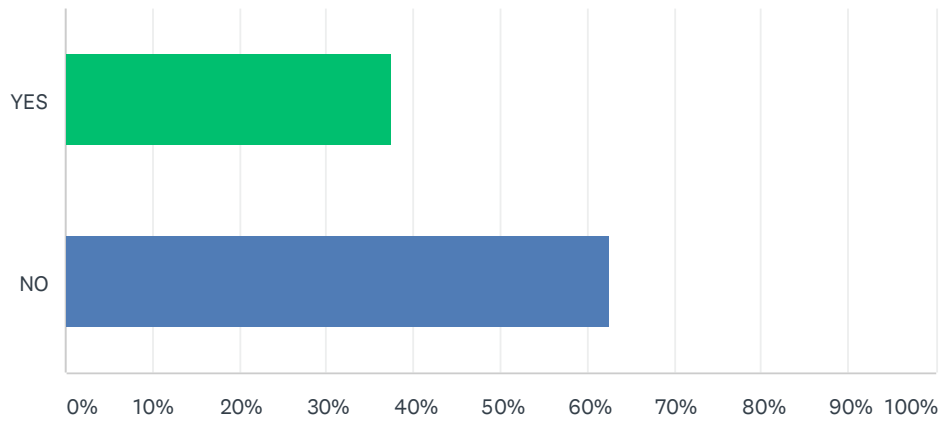
Answered: 254 Skipped: 119



ANSWER CHOICES	RESPONSES	
YES	81.10%	206
NO	18.90%	48
TOTAL		254

Q20 Do you know how to file a formal complaint with the Southampton Town Police Department?

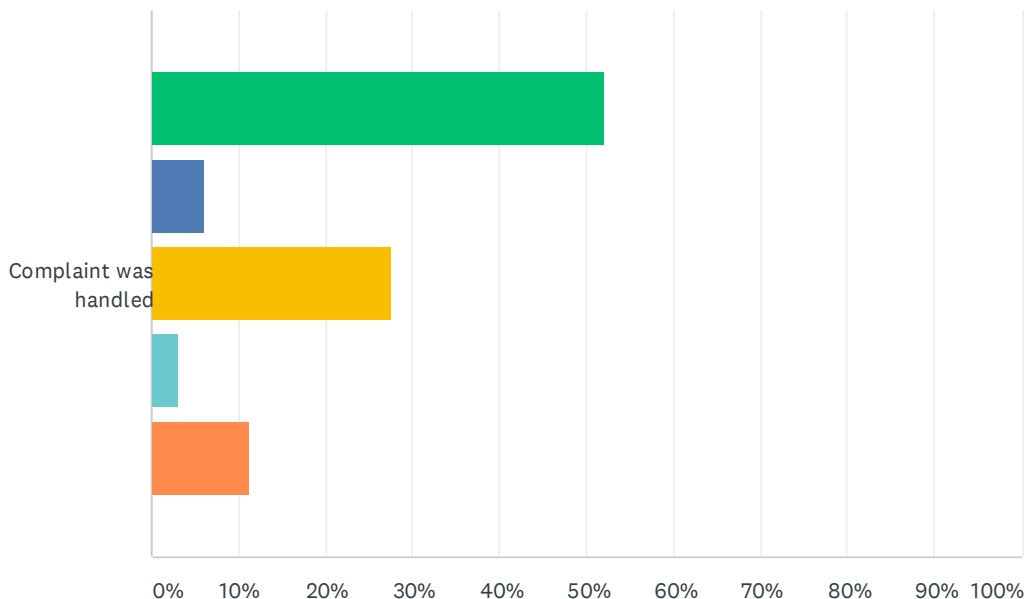
Answered: 257 Skipped: 116



ANSWER CHOICES	RESPONSES	
YES	37.35%	96
NO	62.65%	161
TOTAL		257

Q21 Were you satisfied with the manner in which your complaint was handled?

Answered: 98 Skipped: 275

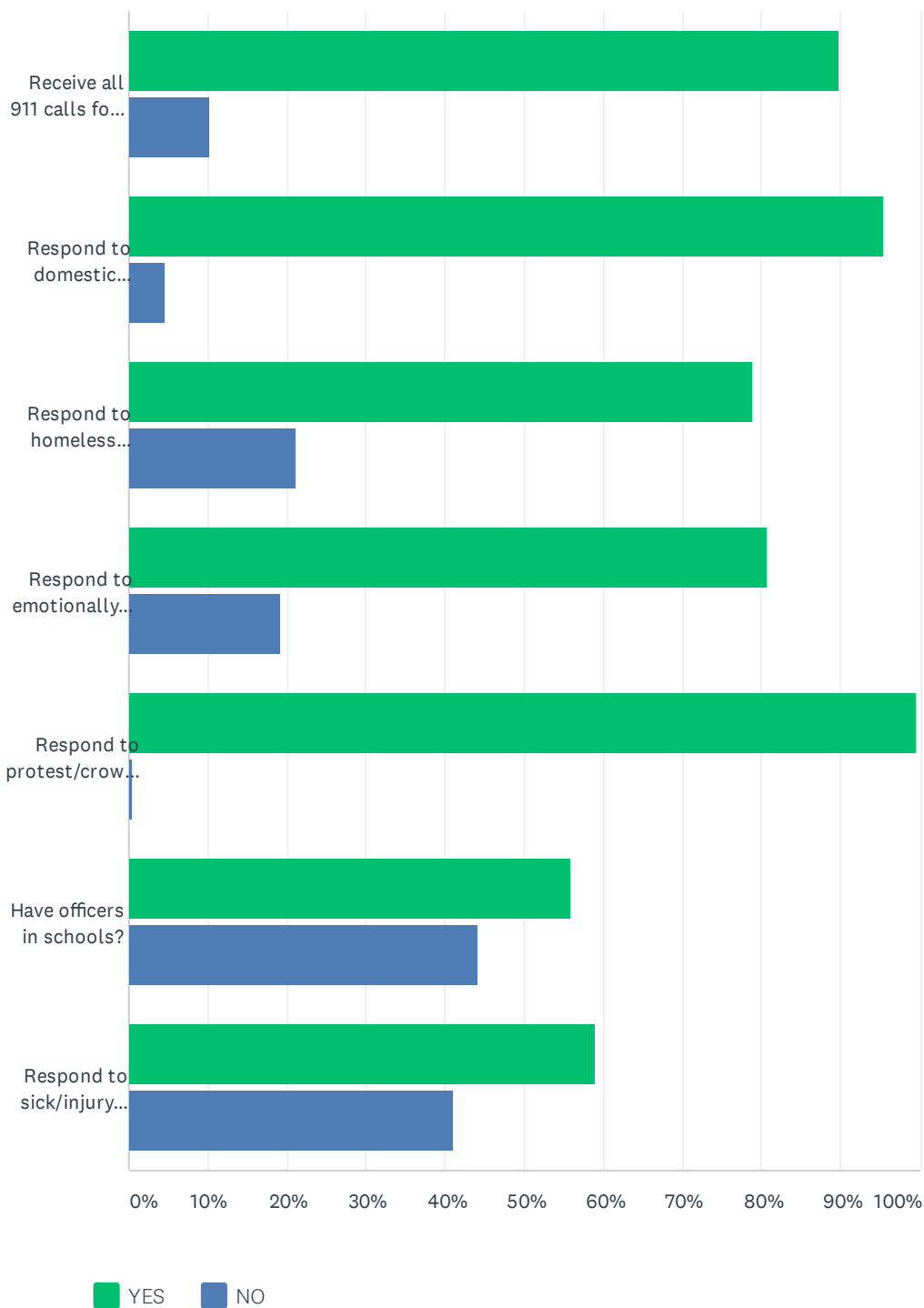


■ 1 - Satisfied
 ■ 2
 ■ 3
 ■ 4
 ■ 5 - Unsatisfied

	1 - SATISFIED	2	3	4	5 - UNSATISFIED	TOTAL	WEIGHTED AVERAGE
Complaint was handled	52.04%	6.12%	27.55%	3.06%	11.22%	98	2.15
	51	6	27	3	11		

Q22 Do you feel the Southampton Town Police Department should provide the following services? (Select all that Apply)

Answered: 261 Skipped: 112

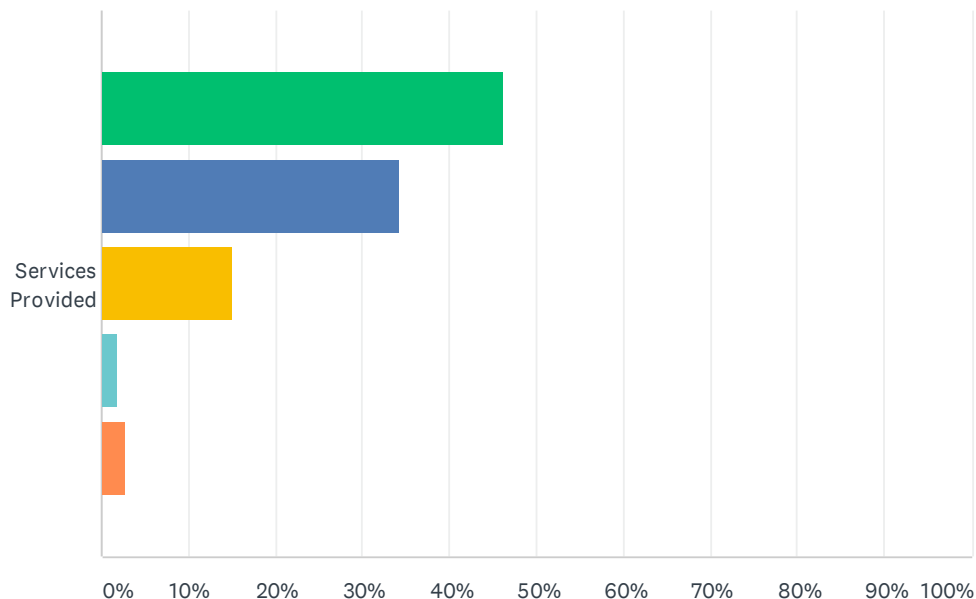


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	YES	NO	TOTAL	WEIGHTED AVERAGE
Receive all 911 calls for assistance?	89.76% 228	10.24% 26	254	1.10
Respond to domestic incidents?	95.35% 246	4.65% 12	258	1.05
Respond to homeless incidents?	78.85% 205	21.15% 55	260	1.21
Respond to emotionally disturbed person incidents?	80.77% 210	19.23% 50	260	1.19
Respond to protest/crowd control incidents?	99.61% 258	0.39% 1	259	1.00
Have officers in schools?	55.81% 144	44.19% 114	258	1.44
Respond to sick/injury calls?	58.98% 151	41.02% 105	256	1.41

Q23 Overall, how would you rate the services the Southampton Town Police Department provides

Answered: 260 Skipped: 113

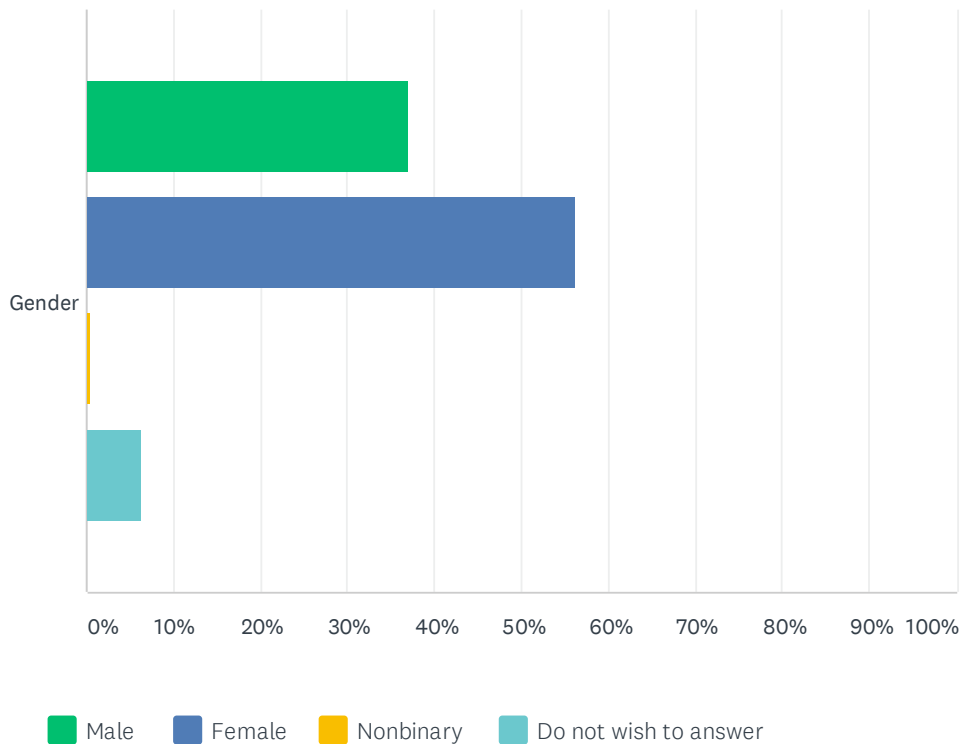


■ 1 - Excellent
 ■ 2
 ■ 3
 ■ 4
 ■ 5 - Very poor

	1 - EXCELLENT	2	3	4	5 - VERY POOR	TOTAL	WEIGHTED AVERAGE
Services Provided	46.15%	34.23%	15.00%	1.92%	2.69%	260	1.81
	120	89	39	5	7		

Q24 OPTIONAL: What is your gender?

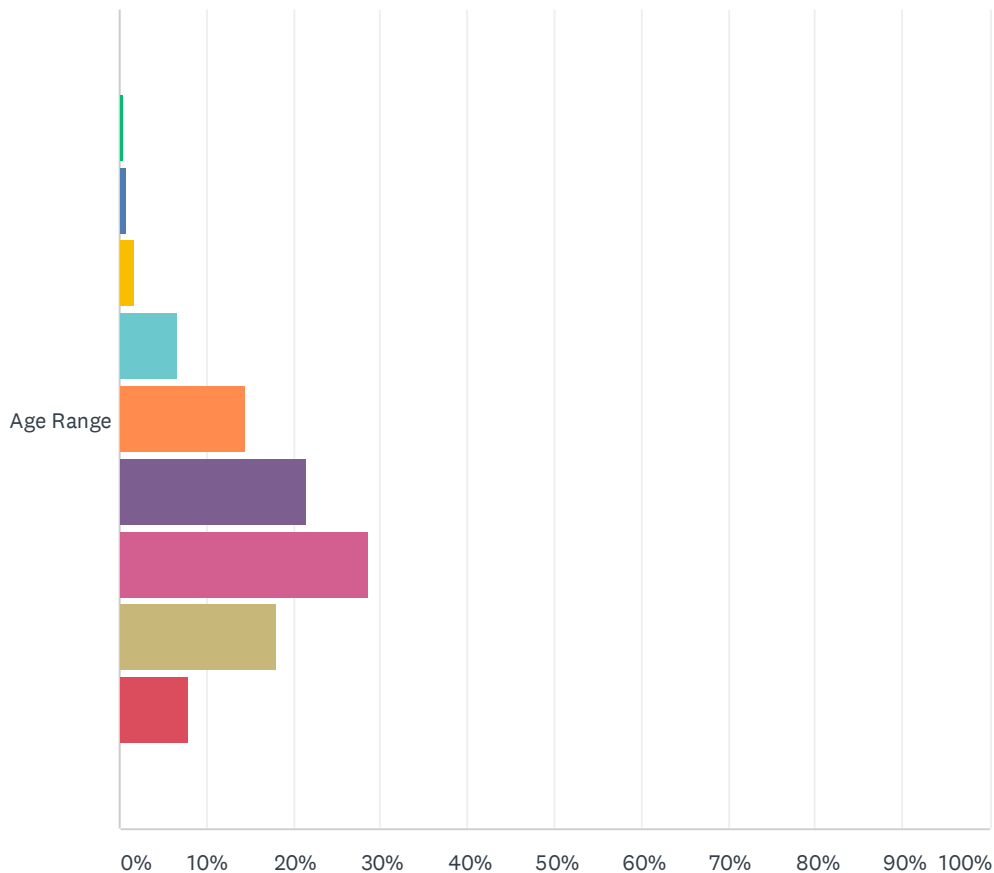
Answered: 251 Skipped: 122



	MALE	FEMALE	NONBINARY	DO NOT WISH TO ANSWER	TOTAL	WEIGHTED AVERAGE
Gender	37.05% 93	56.18% 141	0.40% 1	6.37% 16	251	1.76

Q25 OPTIONAL: Which range below reflects your age?

Answered: 251 Skipped: 122

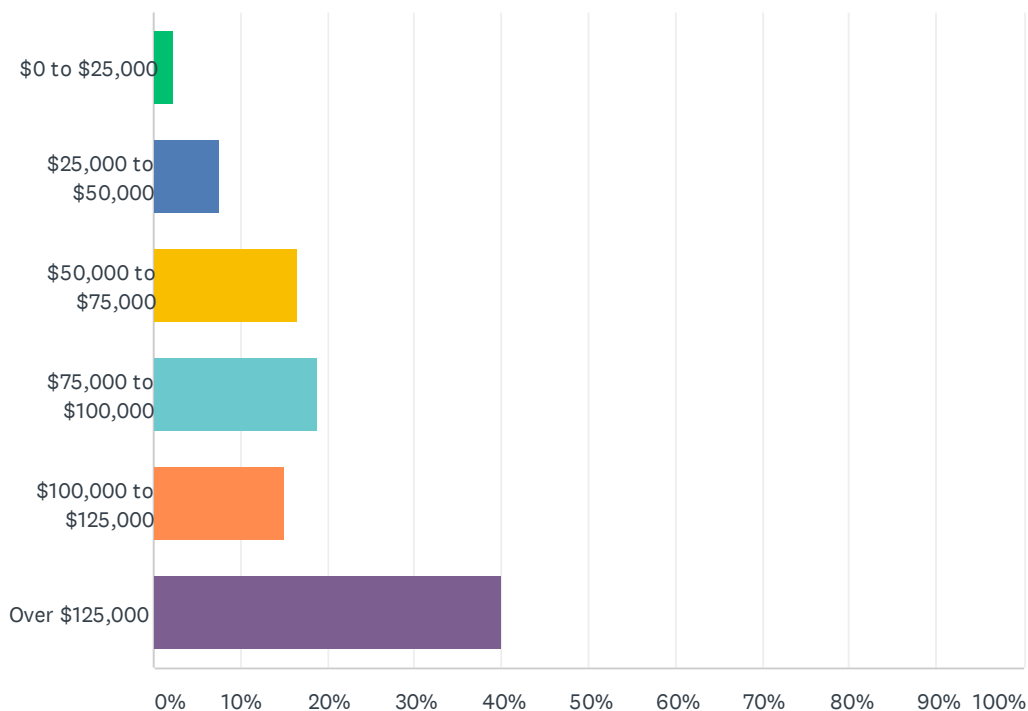


■ Under 15 years old
 ■ 15-19
 ■ 20-29
 ■ 30-39
 ■ 40-49
 ■ 50-59
 ■ 60-69
 ■ 70 or older
 ■ Do not wish to answer

	UNDER 15 YEARS OLD	15-19	20-29	30-39	40-49	50-59	60-69	70 OR OLDER	DO NOT WISH TO ANSWER	TOTAL	WEIGHTED AVERAGE
Age Range	0.40%	0.80%	1.59%	6.77%	14.34%	21.51%	28.69%	17.93%	7.97%	251	6.51
	1	2	4	17	36	54	72	45	20		

Q26 OPTIONAL: What range below best describes your annual household income?

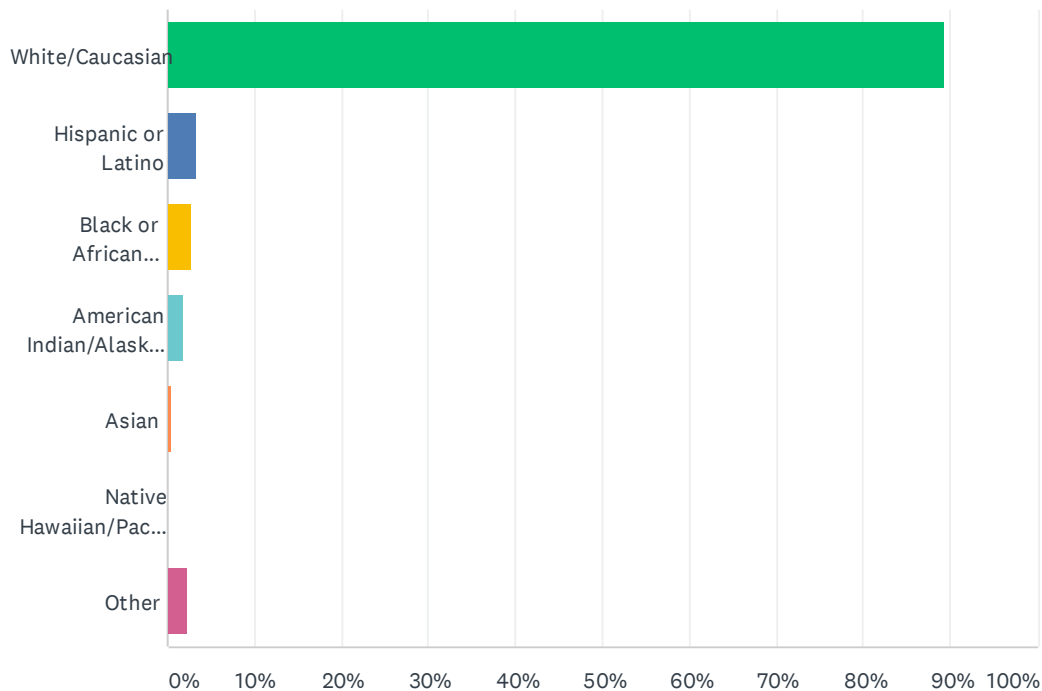
Answered: 213 Skipped: 160



ANSWER CHOICES	RESPONSES	
\$0 to \$25,000	2.35%	5
\$25,000 to \$50,000	7.51%	16
\$50,000 to \$75,000	16.43%	35
\$75,000 to \$100,000	18.78%	40
\$100,000 to \$125,000	15.02%	32
Over \$125,000	39.91%	85
TOTAL		213

Q27 OPTIONAL: What race/ethnicity best describes you?

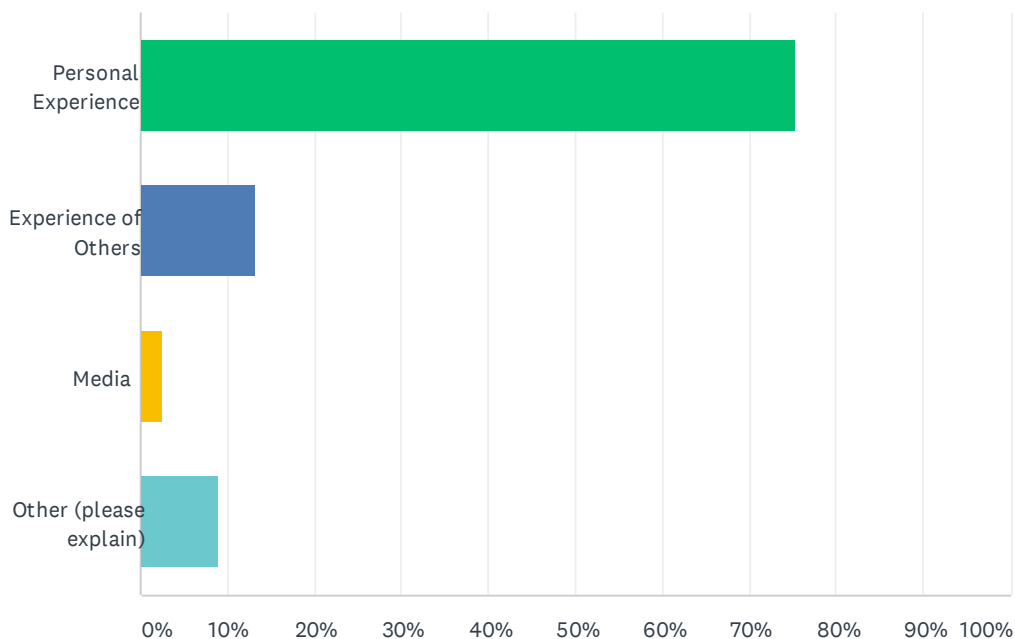
Answered: 215 Skipped: 158



ANSWER CHOICES	RESPONSES	
White/Caucasian	89.30%	192
Hispanic or Latino	3.26%	7
Black or African American	2.79%	6
American Indian/Alaskan Native	1.86%	4
Asian	0.47%	1
Native Hawaiian/Pacific Islander	0.00%	0
Other	2.33%	5
TOTAL		215

Q28 OPTIONAL: What are your opinions about the Southampton Police Department based on?

Answered: 243 Skipped: 130



ANSWER CHOICES	RESPONSES	
Personal Experience	75.31%	183
Experience of Others	13.17%	32
Media	2.47%	6
Other (please explain)	9.05%	22
TOTAL		243

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#	OTHER (PLEASE EXPLAIN)	DATE
1	A combination of statements that have been published by the police department, issues that have gone unchecked regarding police brutality and the knee-jerk reaction so many officers and families have had to post "blue lives matter" in response to "black lives matter" as it served only to prove the point of the protestors.	1/23/2021 2:39 PM
2	all three - personal, media, experiences of others	1/22/2021 1:08 PM
3	I don't have much knowledge about sh police, but I know police in general, I have been in law enforcement	1/13/2021 7:26 PM
4	all of the above	1/13/2021 7:14 PM
5	Resident	1/13/2021 11:01 AM
6	all three	1/13/2021 9:39 AM
7	Personal observation	1/12/2021 3:00 PM
8	You need to offer 2 buttons, both personal AND experience of others	1/12/2021 12:46 PM
9	Observation	1/12/2021 12:29 PM
10	personal experience AND reports from close friends	1/12/2021 12:12 AM
11	BOTH PERSONAL AND EXPERIENCE OF OTHERS, FOR FOUR DECADES	1/11/2021 6:06 PM
12	personal / others /media.	1/11/2021 4:25 PM
13	I have had no experience and it was very difficult to answer many questions in this poorly designed survey for that reason. Most of the items are not binary yes or no responses and there was NO recognition of the complexity of many of these issues. The quality of this survey doesn't incline one to feel good about the quality of any reforms or changes to local policing. Hope you might do a better survey in the near future.	1/11/2021 3:52 PM
14	all of the above	1/11/2021 3:45 PM
15	just open your eyes.no police state or town are enforcing the law on the road or any where else the way it was done before 20to 30 year ago	1/11/2021 3:17 PM
16	Visual observation	1/11/2021 3:02 PM
17	as an RN in a local hospital	1/11/2021 2:58 PM
18	Observation	1/11/2021 1:45 PM
19	As a minor, I have little personal experience with the police myself. That is why my responses to most questions were neutral.	1/11/2021 1:31 PM
20	My own personal experience when called to my home and how they responded to an ethnic person that I witnessed. I feel I was treated better because I am white.	1/11/2021 1:23 PM
21	Police elsewhere, including personal, others and media	1/11/2021 1:22 PM
22	family member is a Sergeant	1/11/2021 1:19 PM

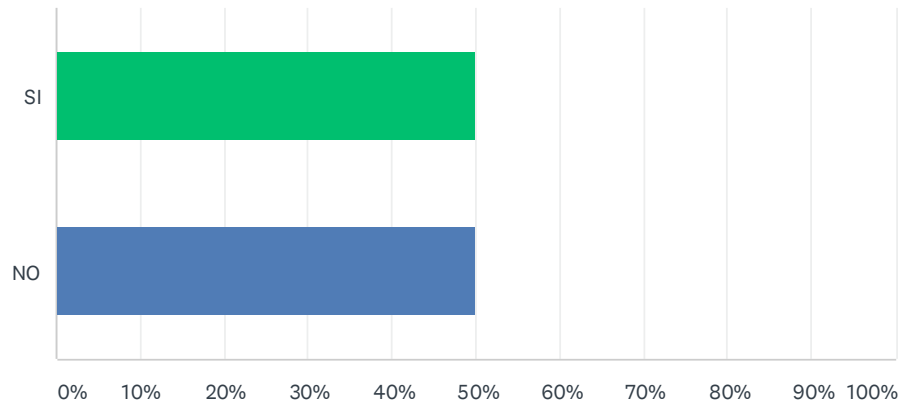
Q29 OPTIONAL: May we contact you regarding this survey? If yes, please enter name and contact info below. If no leave blank.

Answered: 55 Skipped: 318

ANSWER CHOICES	RESPONSES	
Name:	100.00%	55
Address:	94.55%	52
City/Town:	98.18%	54
State:	96.36%	53
Zip Code:	96.36%	53
Email Address:	94.55%	52
Phone Number:	89.09%	49

Q1 ¿Ha tenido contacto recientemente con el Departamento de Policía de Southampton Town?

Answered: 4 Skipped: 0



ANSWER CHOICES	RESPONSES	
SI	50.00%	2
NO	50.00%	2
TOTAL		4

Q2 Si es así, ¿Cuándo fue su contacto más reciente con el Departamento de Policía?

Answered: 0 Skipped: 4

 No matching responses.

ANSWER CHOICES	RESPONSES
Dentro de la última semana	0.00% 0
Dentro del último mes	0.00% 0
Hace mas de un mes	0.00% 0
Hace mas de un año	0.00% 0
TOTAL	0

Q3 ¿Cuál fue el motivo de su contacto más reciente con el Departamento de Policía?

Answered: 0 Skipped: 4

 No matching responses.

ANSWER CHOICES	RESPONSES	
Solicitud de asistencia policial (accidente automovilístico, asistencia médica, etc.)	0.00%	0
Víctima del crimen	0.00%	0
Parada de tráfico	0.00%	0
Estuvo involucrado o fue testigo de un incidente	0.00%	0
Detenido	0.00%	0
Otro (por favor especifica)	0.00%	0
TOTAL		0

Q4 ¿Siente que ha experimentado prejuicios en su interacción con el Departamento de Policía?

Answered: 0 Skipped: 4

 No matching responses.

ANSWER CHOICES	RESPONSES
SI	0.00% 0
NO	0.00% 0
TOTAL	0

Q5 ¿Durante su contacto más reciente con el Departamento de Policía, necesitaba ayuda con el idioma?

Answered: 0 Skipped: 4

 No matching responses.

ANSWER CHOICES	RESPONSES
SI	0.00% 0
NO	0.00% 0
TOTAL	0

Q6 ¿Para qué idioma?

Answered: 0 Skipped: 4

Q7 ¿Quedó satisfecho con la asistencia con el idioma?

Answered: 0 Skipped: 4

 No matching responses.

ANSWER CHOICES	RESPONSES	
SI	0.00%	0
NO	0.00%	0
TOTAL		0

Q8 ¿Según su contacto más reciente con el Departamento de Policía, siente que lo trataron con respeto?

Answered: 0 Skipped: 4

 No matching responses.

ANSWER CHOICES	RESPONSES
SI	0.00% 0
NO	0.00% 0
Total Respondents: 0	

Q9 ¿Durante su contacto más reciente con el Departamento de Policía, cuál fue su nivel general de satisfacción?

Answered: 0 Skipped: 4

 No matching responses.

ANSWER CHOICES	RESPONSES
1 - EXCELENTE	0.00% 0
2	0.00% 0
3	0.00% 0
4	0.00% 0
5 - MUY POBRE	0.00% 0
TOTAL	0

Q10 ¿De qué servicios del Departamento de Policía le gustaría ver más?

Answered: 0 Skipped: 4

 No matching responses.

ANSWER CHOICES	RESPONSES	
Patrulla en bicicleta	0.00%	0
Patrulla a pie	0.00%	0
Vehículos de patrulla	0.00%	0
Presencia en las escuelas	0.00%	0
Mayor participación con la comunidad	0.00%	0
Otro (por favor especifica)	0.00%	0
TOTAL		0

Q11 Por favor, clasifique los asuntos policiales que considere más importantes para usted (siendo 1 el más importante y 5 el menos importante):

Answered: 0 Skipped: 4

 No matching responses.

	1 - LO MÁS IMPORTANTE	2	3	4	5 - MENOS IMPORTANTE	TOTAL	WEIGHTED AVERAGE
Drogas	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	0.00
Tiroteos / Violencia	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	0.00
Visibilidad policial	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	0.00
Tiempo de respuesta a las llamadas al 911	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	0.00
Control de tráfico	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	0.00
Respuesta de asistencia de emergencia	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	0.00

Q12 ¿Siente que ha sido víctima de discriminación racial por parte del Departamento de Policía?

Answered: 0 Skipped: 4

 No matching responses.

ANSWER CHOICES	RESPONSES
SI	0.00% 0
NO	0.00% 0
TOTAL	0

Q13 Por favor, responda a la siguiente declaración: “Creo que el Departamento de Policía de Southampton Town manejará e investigará a fondo una queja contra uno de sus propios oficiales por mala conducta policial.”

Answered: 0 Skipped: 4

 No matching responses.

	1 - TOTALMENTE DE ACUERDO	2	3	4	5 - TOTALMENTE EN DESACUERDO	TOTAL	WEIGHTED AVERAGE
Queja contra uno de los suyos	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	0.00

Q14 Por favor, responda a la siguiente declaración: “Creo que se puede confiar en el Departamento de Policía para tomar decisiones imparciales.”

Answered: 0 Skipped: 4

 No matching responses.

	1 - TOTALMENTE DE ACUERDO	2	3	4	5 - TOTALMENTE EN DESACUERDO	TOTAL	WEIGHTED AVERAGE
Se puede confiar en que tomará decisiones imparciales:	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	0.00

Q15 Por favor, responda a la siguiente declaración: “Creo que hay políticas dentro del Departamento de Policía que deben cambiarse.”

Answered: 0 Skipped: 4

 No matching responses.

ANSWER CHOICES	RESPONSES	
SI	0.00%	0
NO	0.00%	0
Si es así, qué políticas?	0.00%	0
TOTAL		0

Q16 Por favor, responda a la siguiente declaración: “Creo que el Departamento de Policía tiene buenas relaciones con las comunidades minoritarias.”

Answered: 0 Skipped: 4

 No matching responses.

	1 - TOTALMENTE DE ACUERDO	2	3	4	5- TOTALMENTE EN DESACUERDO	TOTAL	WEIGHTED AVERAGE
Tiene buenas relaciones con las comunidades minoritarias:	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	0.00

Q17 Por favor, responda a la siguiente declaración: “Creo que los residentes de minorías en mi aldea son tratados de manera diferente a otros residentes cuando se trata de la policía.”

Answered: 0 Skipped: 4

⚠ No matching responses.

	1- TOTALMENTE DE ACUERDO	2	3	4	5 - TOTALMENTE EN DESACUERDO	TOTAL	WEIGHTED AVERAGE
Los residentes minoritarios en mi aldea reciben un trato diferente	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	0.00

Q18 Recientemente ha sentido usted, o algún miembro de su familia, la necesidad de quejarse de algún aspecto de los servicios policiales prestados por el Departamento de Policía en Southampton?

Answered: 0 Skipped: 4

 No matching responses.

ANSWER CHOICES	RESPONSES	
SI	0.00%	0
NO	0.00%	0
TOTAL		0

Q19 Si fuera necesario se sentiría cómodo presentando una queja formal ante el Departamento de Policía en Southampton?

Answered: 0 Skipped: 4

 No matching responses.

ANSWER CHOICES	RESPONSES
SI	0.00% 0
NO	0.00% 0
TOTAL	0

Q20 ¿Sabe cómo presentar una queja formal ante el Departamento de Policía de Southampton Town?

Answered: 0 Skipped: 4

 No matching responses.

ANSWER CHOICES	RESPONSES
SI	0.00% 0
NO	0.00% 0
TOTAL	0

Q21 ¿Quedó satisfecho con la forma en que se tramitó su queja?

Answered: 0 Skipped: 4

 No matching responses.

	1 - SATISFECHO	2	3	4	5 - NO SATISFECHO	TOTAL	WEIGHTED AVERAGE
La queja fue manejada	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	0.00

Q22 ¿Cree que el Departamento de Policía debería proporcionar los siguientes servicios? (Seleccione todas las que correspondan)

Answered: 0 Skipped: 4

 No matching responses.

	SI	NO	TOTAL	WEIGHTED AVERAGE
¿Recibe todas las llamadas al 911 para solicitar asistencia?	0.00% 0	0.00% 0	0	0.00
¿Responder a incidentes domésticos?	0.00% 0	0.00% 0	0	0.00
¿Responder a incidentes de personas sin hogar?	0.00% 0	0.00% 0	0	0.00
¿Responder a incidentes de personas con trastornos emocionales?	0.00% 0	0.00% 0	0	0.00
¿Responder a incidentes de protesta / control de multitudes?	0.00% 0	0.00% 0	0	0.00
¿Se asignan oficiales en las escuelas?	0.00% 0	0.00% 0	0	0.00
¿Responder a las llamadas por enfermedad o lesión?	0.00% 0	0.00% 0	0	0.00

Q23 En general, cómo calificaría los servicios que brinda el Departamento de Policía de Southampton Town?

Answered: 0 Skipped: 4

 No matching responses.

	1 - EXCELENTE	2	3	4	5 - MUY POBRE	TOTAL	WEIGHTED AVERAGE
Servicios prestados	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	0.00

Q24 OPCIONAL: ¿Cuál es su género?

Answered: 0 Skipped: 4

 No matching responses.

	VARÓN	HEMBRA	NO BINARIO	NO QUIERO CONTESTAR	TOTAL	WEIGHTED AVERAGE
Género	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	0.00

Su opinión es importante: responde esta encuesta. (Español)

Q25 OPCIONAL: ¿Qué rango refleja su edad?

Answered: 0 Skipped: 4

 No matching responses.

	MENORES DE 15 AÑOS	15 A 19	20 AL 29	30 HASTA 39	40 HASTA 49	50 HASTA 59	60 HASTA 69	70 AÑOS O MÁS	NO QUIERO CONTESTAR	TOTAL	WEIGHTEI AVERAGE
Rango de edad	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	0.00

Q26 OPCIONAL: ¿Qué rango describe mejor su ingreso familiar anual?

Answered: 0 Skipped: 4

 No matching responses.

ANSWER CHOICES	RESPONSES	
\$0 a \$25,000	0.00%	0
\$25,000 a \$50,000	0.00%	0
\$50,000 a \$75,000	0.00%	0
\$75,000 a \$100,000	0.00%	0
\$100,000 a \$125,000	0.00%	0
Más de \$ 125,000	0.00%	0
TOTAL		0

Q27 OPCIONAL: ¿Qué raza / etnia lo describe mejor?

Answered: 0 Skipped: 4

 No matching responses.

ANSWER CHOICES	RESPONSES	
Blanco / Caucásico	0.00%	0
Hispano o Latino	0.00%	0
Negro o Afroamericano	0.00%	0
Indio Americano / Nativo de Alaska	0.00%	0
Asiático	0.00%	0
Nativo de Hawái / de las islas del Pacífico	0.00%	0
Otro	0.00%	0
TOTAL		0

Q28 OPCIONAL: ¿En qué se basan sus opiniones de la Policía de Southampton Town?

Answered: 0 Skipped: 4

 No matching responses.

ANSWER CHOICES	RESPONSES
Experiencia personal	0.00% 0
Experiencia de otros	0.00% 0
Medios de comunicación	0.00% 0
Otro (por favor especifica)	0.00% 0
TOTAL	0

Q29 OPCIONAL: ¿Podemos comunicarnos con usted con respecto a esta encuesta? En caso afirmativo, por favor, ingrese su nombre e información de contacto a continuación. Si no, déjelo en blanco.

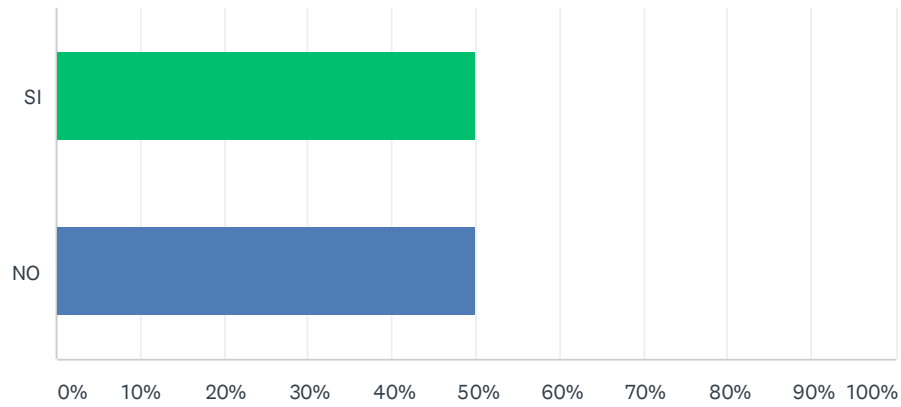
Answered: 0 Skipped: 4

ANSWER CHOICES	RESPONSES	
Nombre y Apellido	0.00%	0
Address:	0.00%	0
Ciudad / Pueblo	0.00%	0
Estado	0.00%	0
ZIP / Código Postal	0.00%	0
Dirección de Correo Electrónico	0.00%	0
Número de Teléfono	0.00%	0

Survey #2

Q1 ¿Ha tenido contacto recientemente con el Departamento de Policía de Southampton Town?

Answered: 4 Skipped: 0



ANSWER CHOICES	RESPONSES	
SI	50.00%	2
NO	50.00%	2
TOTAL		4

Q2 Si es así, ¿Cuándo fue su contacto más reciente con el Departamento de Policía?

Answered: 0 Skipped: 4

 No matching responses.

ANSWER CHOICES	RESPONSES
Dentro de la última semana	0.00% 0
Dentro del último mes	0.00% 0
Hace mas de un mes	0.00% 0
Hace mas de un año	0.00% 0
TOTAL	0

Q3 ¿Cuál fue el motivo de su contacto más reciente con el Departamento de Policía?

Answered: 0 Skipped: 4

 No matching responses.

ANSWER CHOICES	RESPONSES	
Solicitud de asistencia policial (accidente automovilístico, asistencia médica, etc.)	0.00%	0
Víctima del crimen	0.00%	0
Parada de tráfico	0.00%	0
Estuvo involucrado o fue testigo de un incidente	0.00%	0
Detenido	0.00%	0
Otro (por favor especifica)	0.00%	0
TOTAL		0

Q4 ¿Siente que ha experimentado prejuicios en su interacción con el Departamento de Policía?

Answered: 0 Skipped: 4

 No matching responses.

ANSWER CHOICES	RESPONSES
SI	0.00% 0
NO	0.00% 0
TOTAL	0

Q5 ¿Durante su contacto más reciente con el Departamento de Policía, necesitaba ayuda con el idioma?

Answered: 0 Skipped: 4

 No matching responses.

ANSWER CHOICES	RESPONSES
SI	0.00% 0
NO	0.00% 0
TOTAL	0

Su opinión es importante: responda esta encuesta. (Español)

Q6 ¿Para qué idioma?

Answered: 0 Skipped: 4

Q7 ¿Quedó satisfecho con la asistencia con el idioma?

Answered: 0 Skipped: 4

 No matching responses.

ANSWER CHOICES	RESPONSES	
SI	0.00%	0
NO	0.00%	0
TOTAL		0

Q8 ¿Según su contacto más reciente con el Departamento de Policía, siente que lo trataron con respeto?

Answered: 0 Skipped: 4

 No matching responses.

ANSWER CHOICES	RESPONSES
SI	0.00% 0
NO	0.00% 0
Total Respondents: 0	

Q9 ¿Durante su contacto más reciente con el Departamento de Policía, cuál fue su nivel general de satisfacción?

Answered: 0 Skipped: 4

 No matching responses.

ANSWER CHOICES	RESPONSES
1 - EXCELENTE	0.00% 0
2	0.00% 0
3	0.00% 0
4	0.00% 0
5 - MUY POBRE	0.00% 0
TOTAL	0

Q10 ¿De qué servicios del Departamento de Policía le gustaría ver más?

Answered: 0 Skipped: 4

 No matching responses.

ANSWER CHOICES	RESPONSES	
Patrulla en bicicleta	0.00%	0
Patrulla a pie	0.00%	0
Vehículos de patrulla	0.00%	0
Presencia en las escuelas	0.00%	0
Mayor participación con la comunidad	0.00%	0
Otro (por favor especifica)	0.00%	0
TOTAL		0

Q11 Por favor, clasifique los asuntos policiales que considere más importantes para usted (siendo 1 el más importante y 5 el menos importante):

Answered: 0 Skipped: 4

⚠ No matching responses.

	1 - LO MÁS IMPORTANTE	2	3	4	5 - MENOS IMPORTANTE	TOTAL	WEIGHTED AVERAGE
Drogas	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	0.00
Tiroteos / Violencia	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	0.00
Visibilidad policial	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	0.00
Tiempo de respuesta a las llamadas al 911	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	0.00
Control de tráfico	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	0.00
Respuesta de asistencia de emergencia	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	0.00

Q12 ¿Siente que ha sido víctima de discriminación racial por parte del Departamento de Policía?

Answered: 0 Skipped: 4

 No matching responses.

ANSWER CHOICES	RESPONSES
SI	0.00% 0
NO	0.00% 0
TOTAL	0

Q13 Por favor, responda a la siguiente declaración: “Creo que el Departamento de Policía de Southampton Town manejará e investigará a fondo una queja contra uno de sus propios oficiales por mala conducta policial.”

Answered: 0 Skipped: 4

 No matching responses.

	1 - TOTALMENTE DE ACUERDO	2	3	4	5 - TOTALMENTE EN DESACUERDO	TOTAL	WEIGHTED AVERAGE
Queja contra uno de los suyos	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	0.00

Q14 Por favor, responda a la siguiente declaración: "Creo que se puede confiar en el Departamento de Policía para tomar decisiones imparciales."

Answered: 0 Skipped: 4

 No matching responses.

	1 - TOTALMENTE DE ACUERDO	2	3	4	5 - TOTALMENTE EN DESACUERDO	TOTAL	WEIGHTED AVERAGE
Se puede confiar en que tomará decisiones imparciales:	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	0.00

Q15 Por favor, responda a la siguiente declaración: “Creo que hay políticas dentro del Departamento de Policía que deben cambiarse.”

Answered: 0 Skipped: 4

 No matching responses.

ANSWER CHOICES	RESPONSES	
SI	0.00%	0
NO	0.00%	0
Si es así, qué políticas?	0.00%	0
TOTAL		0

Q16 Por favor, responda a la siguiente declaración: “Creo que el Departamento de Policía tiene buenas relaciones con las comunidades minoritarias.”

Answered: 0 Skipped: 4

 No matching responses.

	1 - TOTALMENTE DE ACUERDO	2	3	4	5- TOTALMENTE EN DESACUERDO	TOTAL	WEIGHTED AVERAGE
Tiene buenas relaciones con las comunidades minoritarias:	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	0.00

Q17 Por favor, responda a la siguiente declaración: “Creo que los residentes de minorías en mi aldea son tratados de manera diferente a otros residentes cuando se trata de la policía.”

Answered: 0 Skipped: 4

⚠ No matching responses.

	1- TOTALMENTE DE ACUERDO	2	3	4	5 - TOTALMENTE EN DESACUERDO	TOTAL	WEIGHTED AVERAGE
Los residentes minoritarios en mi aldea reciben un trato diferente	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	0.00

Q18 Recientemente ha sentido usted, o algún miembro de su familia, la necesidad de quejarse de algún aspecto de los servicios policiales prestados por el Departamento de Policía en Southampton?

Answered: 0 Skipped: 4

 No matching responses.

ANSWER CHOICES	RESPONSES	
SI	0.00%	0
NO	0.00%	0
TOTAL		0

Q19 Si fuera necesario se sentiría cómodo presentando una queja formal ante el Departamento de Policía en Southampton?

Answered: 0 Skipped: 4

 No matching responses.

ANSWER CHOICES	RESPONSES
SI	0.00% 0
NO	0.00% 0
TOTAL	0

Q20 ¿Sabe cómo presentar una queja formal ante el Departamento de Policía de Southampton Town?

Answered: 0 Skipped: 4

 No matching responses.

ANSWER CHOICES	RESPONSES	
SI	0.00%	0
NO	0.00%	0
TOTAL		0

Q21 ¿Quedó satisfecho con la forma en que se tramitó su queja?

Answered: 0 Skipped: 4

 No matching responses.

	1 - SATISFECHO	2	3	4	5 - NO SATISFECHO	TOTAL	WEIGHTED AVERAGE
La queja fue manejada	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	0.00

Q22 ¿Cree que el Departamento de Policía debería proporcionar los siguientes servicios? (Seleccione todas las que correspondan)

Answered: 0 Skipped: 4

 No matching responses.

	SI	NO	TOTAL	WEIGHTED AVERAGE
¿Recibe todas las llamadas al 911 para solicitar asistencia?	0.00% 0	0.00% 0	0	0.00
¿Responder a incidentes domésticos?	0.00% 0	0.00% 0	0	0.00
¿Responder a incidentes de personas sin hogar?	0.00% 0	0.00% 0	0	0.00
¿Responder a incidentes de personas con trastornos emocionales?	0.00% 0	0.00% 0	0	0.00
¿Responder a incidentes de protesta / control de multitudes?	0.00% 0	0.00% 0	0	0.00
¿Se asignan oficiales en las escuelas?	0.00% 0	0.00% 0	0	0.00
¿Responder a las llamadas por enfermedad o lesión?	0.00% 0	0.00% 0	0	0.00

Q23 En general, cómo calificaría los servicios que brinda el Departamento de Policía de Southampton Town?

Answered: 0 Skipped: 4

 No matching responses.

	1 - EXCELENTE	2	3	4	5 - MUY POBRE	TOTAL	WEIGHTED AVERAGE
Servicios prestados	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	0.00

Q24 OPCIONAL: ¿Cuál es su género?

Answered: 0 Skipped: 4

 No matching responses.

	VARÓN	HEMBRA	NO BINARIO	NO QUIERO CONTESTAR	TOTAL	WEIGHTED AVERAGE
Género	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	0.00

Su opinión es importante: responde esta encuesta. (Español)

Q25 OPCIONAL: ¿Qué rango refleja su edad?

Answered: 0 Skipped: 4

 No matching responses.

	MENORES DE 15 AÑOS	15 A 19	20 AL 29	30 HASTA 39	40 HASTA 49	50 HASTA 59	60 HASTA 69	70 AÑOS O MÁS	NO QUIERO CONTESTAR	TOTAL	WEIGHTED AVERAGE
Rango de edad	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	0.00

Q26 OPCIONAL: ¿Qué rango describe mejor su ingreso familiar anual?

Answered: 0 Skipped: 4

 No matching responses.

ANSWER CHOICES	RESPONSES	
\$0 a \$25,000	0.00%	0
\$25,000 a \$50,000	0.00%	0
\$50,000 a \$75,000	0.00%	0
\$75,000 a \$100,000	0.00%	0
\$100,000 a \$125,000	0.00%	0
Más de \$ 125,000	0.00%	0
TOTAL		0

Q27 OPCIONAL: ¿Qué raza / etnia lo describe mejor?

Answered: 0 Skipped: 4

 No matching responses.

ANSWER CHOICES	RESPONSES	
Blanco / Caucásico	0.00%	0
Hispano o Latino	0.00%	0
Negro o Afroamericano	0.00%	0
Indio Americano / Nativo de Alaska	0.00%	0
Asiático	0.00%	0
Nativo de Hawái / de las islas del Pacífico	0.00%	0
Otro	0.00%	0
TOTAL		0

Q28 OPCIONAL: ¿En qué se basan sus opiniones de la Policía de Southampton Town?

Answered: 0 Skipped: 4

 No matching responses.

ANSWER CHOICES	RESPONSES
Experiencia personal	0.00% 0
Experiencia de otros	0.00% 0
Medios de comunicación	0.00% 0
Otro (por favor especifica)	0.00% 0
TOTAL	0

Q29 OPCIONAL: ¿Podemos comunicarnos con usted con respecto a esta encuesta? En caso afirmativo, por favor, ingrese su nombre e información de contacto a continuación. Si no, déjelo en blanco.

Answered: 0 Skipped: 4

ANSWER CHOICES	RESPONSES	
Nombre y Apellido	0.00%	0
Address:	0.00%	0
Ciudad / Pueblo	0.00%	0
Estado	0.00%	0
ZIP / Código Postal	0.00%	0
Dirección de Correo Electrónico	0.00%	0
Número de Teléfono	0.00%	0

Appendix “E”

Analysis of Current PD Programs

	Potential Effectiveness			
	Community Outreach	Conflict Resolution	Trust & Transparency	Community Goals
Projects, Programs & Initiatives				
COMMUNITY ENGAGEMENT				
Civilian Academy	✓		✓	✓
Anti-Bias Task Force	✓	✓		✓
Media Relations	✓		✓	✓
National Night Out	✓			✓
Police Explorer Program	✓			✓
Civic Meetings Participation	✓	✓	✓	✓
Shop with a Cop	✓		✓	✓
Coffee with a Cop	✓	✓	✓	✓
Child Safety Seat Program	✓			✓
Special Victims Services	✓			✓
School Resource Officer	✓	✓		✓
Media Relation	✓		✓	✓
CRIME AND SUBSTANCE ABUSE				
Drug and Gang Abatement Program	✓			✓
Youth Court	✓	✓		✓
D A R E*	✓	✓	✓	✓
Opioid and Substance Abuse Programs	✓		✓	✓

Analysis of Current PD Programs

	Potential Effectiveness			
	<u>Community Outreach</u>	<u>Conflict Resolution</u>	<u>Trust & Transparency</u>	<u>Community Goals</u>
PROBLEM SOLVING				
POP and SRO Programs	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Domestic Violence Outreach	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Homeless Outreach	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Project Lifesaver	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
INTERNAL PROGRAMS OF PUBLIC SERVICE				
Demilitarize Appearance	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
GPS in PD Vehicles	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Dash Cam and Body Cam Pilot Program	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Department Wellness Program	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Smartphone in Sector Cars	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Unmanned Aircraft	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

SUBMIT

Appendix “F”

Chief Presentation #1

Southampton Town Police 2020 Department Profile

SERVING WITH PRIDE, HONOR, RESPECT, FAIRNESS AND PROFESSIONAL EXCELLENCE



Mission

- ▶ The Southampton Town Police Department predicates its mission and purpose on the **sanctity of life and the value of community partnership and service**. Working with the community, it is our goal to provide the highest level of police service and public safety through dedicated efforts and innovative programs. With a focus on human dignity and quality of life, it is our aim to; provide aid to those in need, bring to justice those who violate the law, and insure that the Town of Southampton is a safe place to live, visit, conduct business and enjoy.



Vision

- ▶ As a New York State law enforcement accredited agency, the Southampton Town Police Department is a recognized leader of police professionalism on Long Island. We are committed to maintaining a state-of-the-art model of community based policing as we continue to grow. **This goal is realized through the establishment of department policies and priorities that increase membership skills, leadership abilities, and community trust and confidence while maximizing community participation in developing solutions to identified problems.**



Core Values

- ▶ The members of the Southampton Town Police Department are dedicated to professional law enforcement. Community service is at the heart of our daily operations, goals and objectives. Unbiased attitudes and actions are employed in every aspect of service, with respect for human dignity and individual rights. Without prejudice, we proudly serve and protect all members of society encouraging community input and partnership at every opportunity. We operate with transparent honesty, priding ourselves in serving with the highest moral and legal standards. Accountability and responsibility are supported through current rules, policies, procedures, and recurrent training, utilizing current technologies and equipment for the safety of our members and the public.

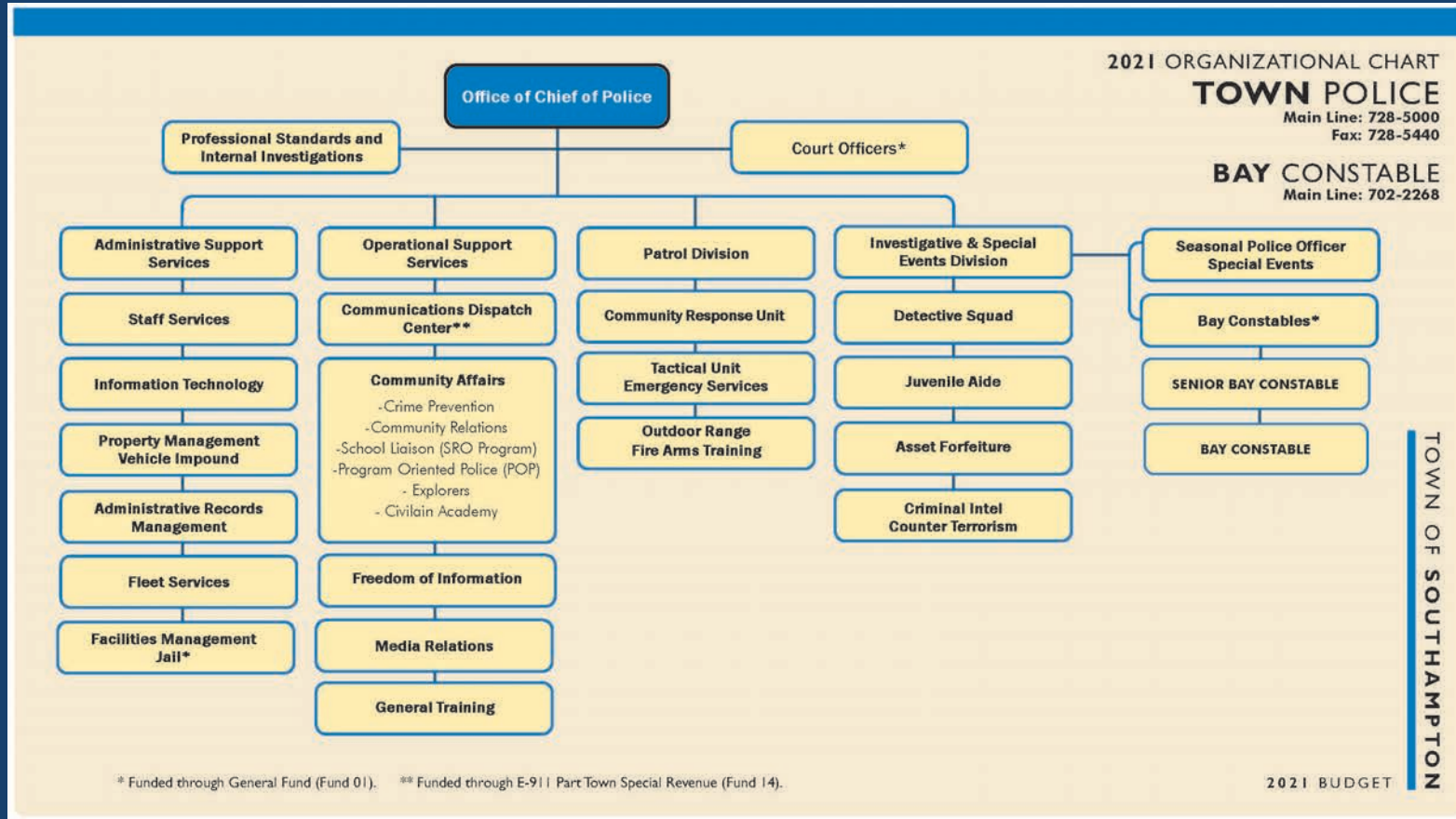


Areas of Responsibility

- ▶ We serve a diverse population:
 - ▶ Year-round estimated: 60,000 *
 - ▶ Summer seasonal estimated: 120,000-240,000*
 - STPD Officers per capita: Range 1:600 - 1:2400
 - SCPD estimated 1:638
 - NCPD estimated 1:556
 - Recent migration from NYC and other Up-Island locations makes population estimation difficult but clearly demonstrates significant increases expected to remain
- ▶ School Districts: 7
- ▶ Land Area: 140 sq mi
- ▶ Waterfront: Over 100 miles of linear coastal shore line



Organizational Chart



Personnel Breakdown P.O.

- ▶ Full Time Sworn: 99
 - ▶ Male: 86
 - ▶ Female: 13
 - ▶ White: 91
 - ▶ Black: 5 (2 Native American)
 - ▶ Latino: 3

- ▶ Seasonal Sworn: 16
 - ▶ Male 13
 - ▶ Female 3
 - ▶ White 14
 - ▶ Black 0
 - ▶ Latino 2

- ▶ note: Over the last three years, we hired 2 black full time officers, one latino full timer officer and 2 latino seasonal officers. Additionally, we added 5 full time and 3 part time female officers to our ranks.



Personnel Breakdown (other)

- ▶ Court Officers: 3
- ▶ Bay Constables: 6
 - ▶ Part time: 2
- ▶ Dispatchers: 22
- ▶ Clerical and IT: 11
- ▶ Traffic Safety Officers: 2
 - ▶ Part time: 21
- ▶ School Crossing Guards: 11



Foreign Language Capabilities

- ▶ Multi-lingual officers: 7
 - ▶ Spanish: 5
 - ▶ State Certified interpreter: 4
 - ▶ Polish: 1
 - ▶ Ukrainian: 1
- ▶ Language line is available to all officers via in car cell phones as well as dedicated phone lines in headquarters.



Patrol Division Staffing

- ▶ Lieutenant: 1
 - ▶ Field/Desk Sergeants: 10
 - ▶ CRU Sergeants: 2
 - ▶ Field Officers: 55
- ▶ Patrol Sectors:
 - ▶ Memorial Day – Labor day: 8
 - ▶ Labor Day – Memorial Day: 7
 - ▶ CRU: 2-4 (daily)



Patrol Specialty Units

- ▶ CRU (Community Response Unit)
- ▶ ESU (Emergency Services Unit)
- ▶ Dive Team
- ▶ UAS (Unmanned Aerial Systems)
- ▶ CTU (Counter Terrorism Unit)



Detective Division Staffing

- ▶ Detective Lieutenant: 1
 - ▶ Detective Sergeant: 1
 - ▶ Detectives: 10

Note: the Detective Division investigates approx 1200 cases per year.



Detective Specialty Units

- ▶ Crisis Negotiation Team
- ▶ Juvenile Aid Service
- ▶ Crime Scene and Property Management
- ▶ East End Drug Task Force
- ▶ Secret Service Task Force (Electronic Forensics Unit)
- ▶ U.S. Marshall Task Force
- ▶ Federal Drug and Gang Task Force
- ▶ Long Island Intelligence Center



Community Affairs Staffing

- ▶ Lieutenant: 1
 - ▶ Police Officers: 2
 - ▶ Clerical: 2



Community Projects/Programs

- ▶ Civilian Academy
- ▶ Police Explorer Program
- ▶ D.A.R.E
- ▶ Youth Court
- ▶ Anti-Bias Task Force
- ▶ Homeless Outreach
- ▶ Media Relations
- ▶ School Resource Officer
- ▶ Domestic Violence Outreach
- ▶ CAC Meetings
- ▶ Problem Oriented Policing Program
- ▶ National Night Out
- ▶ Shop with a Cop
- ▶ Coffee with a Cop
- ▶ Child Safety Seat Program
- ▶ Project Lifesaver



Annual Training

- ▶ Department required (exceeds NYS standards):
 - ▶ 16 hours of classroom training
 - ▶ 8 hours of tactical training
 - ▶ 8 hours of firearm training
 - ▶ 1-2 hours night fire
 - ▶ 8 hours video training
- ▶ Additional Training
 - ▶ Thousands of person hours of training associated with specialized units
 - ▶ Examples:
 - FBI National Academy, assorted DCJS, and NYS Police investigative courses
 - 96 hours of ESU training annually per member that includes de-escalation considerations, minimal force tactics, first-aid/life-saving tactics



Dispatch 911 Data

- ▶ Annual Calls to 911 Center
 - ▶ Average Annual Calls for last two years: 132,175
 - ▶ Daily Average: 362
 - ▶ Average Calls for last two years Jan – Sept 8: 94,902
 - ▶ Daily Average 378
 - ▶ Calls for 2020 Jan – Sept 8: 95,738
 - ▶ Daily Average: 382



Dispatched Calls For Service

AIDED CASES/MENTAL SUBJECTS/DOA	7490
ALARM BURG/MEDICAL PUBLIC SERVICE	4774
FIRES/ALARM	3202
ACCIDENTS	2854
ABANDONED 911 CALL	2182
DISTURBANCES: DISORD PERSON/GROUP/FIGHT	1792
TRAFFIC: HAZARD/SPEEDING/ATV	1742
SUSP INCIDENT: VEH/PERSON/ACTIVITY	1698
ORD OFFENSES:NOISE/LITTER	1527
BURGLARIES, LARCENIES & ROBBERIES	1173

DOMESTICS	1020
ANIMAL COMPLAINT	793
MARINE INCIDENT	326
ADMIN: WARRANTS	301
CRIMINAL MISCHIEF	287
ARREST/WARRANT ACTIVITY	252
UTILITIES: GAS/WIRES/WATER	242
SEX OFFENSE	162
MISS PERSONS: ADULT/JUV	90
ASSAULTS	49
DRUG POSSESS/SELL	28

Total: 32,812

Daily: 90



Major Crime Comparisons

	2016	2017	2018	2019	2016-2019
	1/1/16 - 12/31/16	1/1/17 - 12/31/17	1/1/18 - 12/31/18	1/1/19 - 12/31/19	% Change
Murder	0	0	1	0	100%
Rape	11	7	9	6	-45%
Sex Crimes	20	21	10	16	-20%
Robbery	7	11	9	6	-14%
Assault Felony	21	27	15	11	-48%
Burglary Residence	135	77	46	31	-77%
Burglary Other	35	9	13	14	-60%
Stolen Vehicles	31	31	26	20	-35%
Grand Larceny	219	224	192	180	-18%
Total Major Crimes	479	407	321	284	-41%

	2019	2020	2019-2020	
	1/1/2019 - 8/26/2019	1/1/2020 - 8/26/2020	% Change	
Murder	0	1	100%	100.00%
Rape	4	2	-50%	-50.00%
Sex Crimes	8	6	-25%	-25.00%
Robbery	3	5	67%	66.67%
Assault Felony	8	13	63%	62.50%
Burglary Residence	20	22	10%	10.00%
Burglary Other	9	8	-11%	-11.11%
Stolen Vehicles	10	24	140%	140.00%
Grand Larceny	124	150	21%	20.97%
Total Major Crimes	186	233	25%	25.27%
Agg. Identity Theft	22	11	-50%	-50.00%
Hates Crimes	0	1	100%	100.00%



Initiatives 2017 – Present

- ▶ Intro of “Intelligence Led Policing” Model
- ▶ Intro of IAPro, complaint internal investigations management system
- ▶ Establishment of Counter Terrorist Unit
- ▶ Global Position System (GPS) Tracking for all Department Vehicles
- ▶ Uniform Conformity (De-militarized appearance) and purchase program
- ▶ Detention surveillance system
- ▶ Unmanned Aircraft Systems (UAS)
- ▶ Facilities upgrade
- ▶ Introduction of Smartphone to Sector Cars



Initiatives 2017 – Present

- ▶ Drug Trafficking and Gang Abatement Program
- ▶ Opioid and other substance addiction rehabilitation (TOS Addiction Task Force)
- ▶ POP and SRO programs
- ▶ Increased Civic Association Meetings
- ▶ Reinstatement of Civilian Police Academy
- ▶ Increased Liaison with Hispanic community
- ▶ School Active Shooter Program
- ▶ Expanded Police Explorer program
- ▶ Annual National Night Out participation
- ▶ Department “Wellness Program”



Initiatives 2017 – Present (active)

- ▶ Comprehensive policy and procedure review (Lexipol)
 - ▶ Emphasis on use of Force, Citizen Complaints, Internal Investigations and disciplinary procedures
- ▶ Pilot Bodycam/Dashcam program (WatchGuard)
- ▶ Daily PERF (Police Executive Research Forum) Review
- ▶ Critical Points surveillance system (with LPR capabilities)
- ▶ Scenario based training with emphasis on de-escalation
- ▶ Intro “Smart 911”
- ▶ Intro new ticket tracking program
- ▶ Expanded use of Youth Court concept



Complaints

- ▶ Citizen Complaints

- ▶ 2018 Complaints: 5
- ▶ 2019 Complaints: 11
- ▶ 2020 Complaints (YTD): 6

- ▶ Internal Complaints

- ▶ 2018 Complaints: 30
- ▶ 2019 Complaints: 28
- ▶ 2020 Complaints (YTD): 6



2020 Budget

- ▶ Total Budget: \$14,540,484
 - ▶ Salaries: \$12,449,018
 - ▶ Equipment: \$1,064,892
 - ▶ Includes vehicles
 - ▶ Other Expenditures: \$1,026,574
 - ▶ Includes: contracts, gasoline, electric, fuel oil, repairs, printing, publications, travel, uniforms, supplies, and training



Chief Presentation #2

Community Based Programs and Initiatives

Community Engagement

Each of the following community based programs foster and enhance Community/Police communications. They offer opportunity to discuss and identify public safety issues, and invite feedback, such that we are working together, establishing goals, resolving conflict where it exists and assessing the operations of the Police Department. This valued engagement provides transparency and establishes community/police trust.

The Civilian Academy

The Civilian Academy is a 16-week program open to the public. It provides an extensive hands-on experience exploring police training, policies, procedures and operations. It promotes open discussion regarding current national community policing issues, laws that regulate policing, best practices and many of the challenges police face. Throughout the program, attendees are encouraged to ask questions and voice their opinions. Feedback from the community is assessed and utilized to improve police operations. Community/police relations are enhanced as attendees come to better understand police operations, policies/procedures and motives and police better understand community concerns. Exit surveys and continued association with the Police Department indicate significant value and long-term benefits.

Civic Meeting Participation

Regular attendance at Citizen Advisory Committee (CAC) and other civic/community meetings provide continual opportunities for focused exploration of community issues on a micro level. Through this interaction, input and mutual planning, direct action can be taken to address a variety of local issues.

Media Relations

Media relations are an important part of policing. Working with numerous media outlets, we disseminate valuable public safety information to our communities on a daily basis. Among public safety concerns routinely addressed are; criminal activity, hazardous conditions, wanted and missing person's information. Prompt and accurate transference of this information is our goal. We are currently working on a new technology to enhance and expedite the information flow. In addition to working with all press agencies in our region, the STPD public information office has established its own social media platform to include; accounts Facebook, Instagram, and Twitter accounts. Through these venues, the Department is able to provide real-time information to the public and receive valuable information back from the community.

Anti-Bias Task Force

We are fortunate to hold a seat on the Town Anti-Bias Committee and attend all meetings. These meetings provide opportunity to be part of general discussions concerning inequality, and bias while providing direct feedback regarding policing operations and tactics that might suggest prejudice or bias action. Participation in these discussions has and continues to provide valuable insight that can and is acted on.

Coffee with a cop

This program provides a relaxed opportunity for community members to sit with their “beat cop” and discuss a variety of issues. This program purposefully has an absence of police supervisory staff that promotes direct dialog between the “beat cop” and his/her community. Feedback from both participating officers and community has been extremely positive.

Police Explorer Program

This youth based on-going program is affiliated with the Boy Scouts of America program. It is offered to youngsters ages 11-19. It provides an introduction to the Police Department and is geared to break down barriers that may exist between the youth of our communities and the Police Department. The program is designed to build character, responsibility, community service and good decision-making. The program also has a nexus to the Town Youth Program and assists the Police Department with charitable fund drives, public notifications of criminal activity, and several of our community outreach programs. It has proven to establish long lasting relationships and receives high praise from attendees and the parents of attendees.

National Night Out

National Night Out is a national program designed to unite communities and police in the fight against crime and detrimental public safety conditions within communities. It further serves as a vehicle to bridge community segregation and unite communities behind community defined public safety goals and objectives.

Shop with a Cop

This program is designed to assist disadvantaged school-aged children with the acquisition of some basic needs. Families in need are offered an opportunity to shop for school supplies and holiday presents that they might not be able to afford. The program is underwritten by private donations (mostly from the PBA) and assistance by retail stores (Target and K-Mart). The organized shopping spree, utilizing the Police Explorers as mentors to the children is frequently subsidized directly by officers overseeing the event.

Child Safety Seat Program

Statistics show that a significant number of child safety seats are incorrectly installed contributing to child injuries that might be avoided if the seat was properly installed. This program offers safety seat education and physical installation of child safety seats in accordance with the National Highway Transportation Administration. Specially trained and certified officers instruct parents on the proper use and installation of the seats, and physically install seats upon request. Since the inception of the program, over 100 seats have been donated to families in need.

Student Resource Officer (SRO) Program

The SRO program is coordinated with several participating school districts within the Township. It offers a variety of educational programs to students aimed at individual and community safety. Many of the programs are designed to reduce negative encounters with police by establishing understanding and trust.

An important element of the program is to assist school administrators in identifying students of concern who seem to be troubled or heading the wrong way. Once a student of concern is identified, specially trained SRO's, school personnel, and other social workers join together to mentor and monitor the student, offering guidance both in and out of school.

This program offers various diversion and restorative options when minor criminal acts occur with a student or between students and can serve as a gateway to youth court.

The feedback from are local participating schools is extremely positive.
Note: this program is not designed to provide security from an active shooter, it is designed to identify the potential active shooter and work to avoid the acting out. I am happy to elaborate at our next meeting.

Special Victims Services

When investigating allegations of crimes against "Special Victims" (typically, sex crimes but also can include crimes against the elderly, hate crimes and more) our Detective Division coordinates with several social services to provide support and advocacy for the victim during the investigative and prosecutorial process. The S.A.N.E. and V.I.B.S. programs for example, offer specialized exams and medical services to assist victims of sexual assault and additional information to assist with; compensation, accompaniment through the law enforcement and judicial process, medical flow-ups, counseling, legal representation. Our Detectives stay closely involved with special victims and their families and have received awards for their investigative and personal outreach efforts.

Crime and Substance Abuse

Youth Court

This program is a diversion type program designed to offer an alternative to the traditional justice system. As a diversion program, it provides opportunity to remediate minor offenses through agreed upon restorative action and community service instead of official introduction into the criminal justice system and resultant punishment. The process is monitored by the police department but is administered entirely by selected youth from the Town Youth Services Department with whom we partner throughout this endeavor. The process is valuable from both an educational and corrective action standpoint. Follow-ups indicate very few recidivist acts on the part of offenders.

Opioid and substance abuse program

Recognizing a significant up-tick in opioid addiction and overdose deaths, the Police Department joined the Town Opioid Addiction Committee in 2017 and continues to play a lead role. Working with the committee, significant changes have been in the way we respond to and investigate overdose situations. Some examples are; the promotion and application of the “Good Samaritan Law,” changes in police investigative strategies, enhanced use of narcan, police/community awareness seminars, and the introduction of a “Bridge” from first responding to an overdose to support services. Through these initiatives and more, the committee has contributed to significant declines in overdose occurrences and deaths.

DARE Program

The DARE program, recently modified and now operating on an evidence based model been adapted by several of our school districts and is endorsed by our Department. It is cooperatively administered by specially trained faculty and trained police officers. The program is designed to address substance abuse, and decision-making. The focus of the program now goes beyond drug use and addresses how to manage moments in a young person’s life when they are faced with important, sometimes life defining decisions concerning the use of drugs, gang involvement, sexual activity, peer pressure etc.

Drug and Gang Abatement Program

Incorporated into our efforts to curtail substance abuse, we have changed the way we investigate overdose cases, become more active in the East End Drug Task Force, re-introduced narcotics trafficking intervention on our own and coordinated with other agencies such as the DEA and FBI to interrupt drug trafficking flowing to our area from western communities.

Problem Solving

Homeless Outreach

Homeless individuals and camps may be found in several areas within the Township. In cooperation with several County agencies, we reach-out to homeless people assisting them with food, medical needs, shelter and safety. During cold months, we routinely visit all known locations and provide assistance to shelters and removal to psychiatric facilities if a person is placing themselves in life threatening conditions. It is not unusual to find our officers buying lunch or coffee for a homeless person while discussing resources and programs that can help them.

Domestic Violence Outreach

Domestic disturbances are often recurring situations that can lead to violence. Recognizing the potential for danger and injury, each case is carefully reviewed and where warranted, follow-up assistance is offered through a variety of programs and services designed to assist a victim (i.e. victims advocate program, family counseling, and protective housing). Our visits include child safety evaluations and the introduction of Child Protectives Services and the Children's Advocacy Center (CAC) where appropriate.

Problem Oriented Policing (POP)

The POP program consists of Officers specially trained and assigned to address ongoing conditions that cause or promote criminal and unsafe conditions. Working with a variety of municipal and private agencies, POP officers strive to change or reduce conditions leading to criminal activity or threatening public safety. This program is very successful and offers a diversion from traditional policing by reducing crime before it happens. While several officers are specially trained in these utilization of these methods all officers are trained to identify conditions that can be served by the process.

Project Lifesaver

This program is designed to identify a person at high risk of disoriented wandering and inability to return home. It provides for the creation of a "profile" within our computer aided dispatch system (CAD) that can include contact numbers, anticipated destination, cell phone numbers and other information that can be used to track and trace a person who has gone missing. In certain high risk and frequently recurring cases, we coordinate with the Suffolk County Sheriff's Office and initiate the issuance and use of tracking devices.

Internal Programs of Public Interest

Demilitarization

Attentive to feedback suggesting many people find military style police uniforms intimidating and counterintuitive to the concept that police are present to help the public, the Department opted to adjust its everyday uniform from a permitted military style (body armor worn as an outer garment) to a more traditional uniform with body armor worn under the uniform. Recognizing the need to address potential threats such as active shooter offices still have immediate access to enhanced body armor, and weapons stored in each patrol sector vehicle. Exceptions are authorized to address special event, mass gatherings that pose a significant potential for terrorist disruption.

The Unmanned Aircraft Systems Program (UAS)

The UAS program and other robotics recently introduced to the Department provide state of the art assistance with locating missing persons, persons in distress in the water, large crowd/special event management, and offers reduced risk to officers and subjects when dealing with emotionally disturbed persons, barricaded persons and hostage situations.

Department Wellness Program

Even prior to recent events which have served to profoundly and traumatically effect many of those engaged in the law enforcement community, in recognition of the stresses related to police work in general, the department developed a comprehensive wellness program headed by an FBI trained coordinator to offer coordinated support to officers experiencing post-traumatic stress disorder, family crisis, substance abuse, peer issues, food disorders and many more conditions that can negatively influence sound police judgment and action. This program has now become of even greater value as we continue to address current challenges.

GPS

The Department recently installed GPS devices in all sector cars enabling Desk Officers to better coordinate the activities of all cars in the field to meet changing needs and to provide prompt location of a car that may not respond to radio communications. It has also serves to provide and instill a feeling of trust in the community, as accountability and transparency are associated with this initiative.

Smartphones in Sector Cars (Language Line Enhancement)

The installation of hand held smart phones in all sector cars allows for car-to-car communication of details that are sensitive in nature and not suitable for radio transmission that may be intercepted. Additionally, it provides officers with the ability to instantly access language lines for immediate enhanced communication in the field. Further, it provides ability to photograph and audibly record witnesses, evidence and items of interest.

This program is supported and partially funded by “OLA of Eastern Long Island” representing the Latino Community and concerns for immediate and accurate communication between those who are not proficient with the English language and the Police Department.

Dash Cam and Body Cam Pilot Program

Recognizing a strong desire expressed by several community members, in particular the Anti-Bias committee, for our field officers to be able to record their actions; the Department has begun a pilot dashboard and body camera program. The pilot program will begin with one designated vehicle and traffic enforcement car equipped with a dashboard and body camera. The equipment is supplied free of charge as a demo by Motorola.

The pilot program will be used to examine the quality of the recording equipment, ease of use by the user, the efficiency of audio and visual storage and retrieval, and volume of material created. The pilot will also assist us in estimating costs to expand the program to all sector car usage. The pilot is expected to run through the end of this year.

Appendix “G”

Community Listening Forums - DVD

Appendix “H”



**SOUTHAMPTON TOWN POLICE DEPARTMENT
TOWN of SOUTHAMPTON**

Steven Skrynecki
Chief of Police

NUMBER: 2019-04
ISSUE DATE: 3-8-19

Department Orders

TO: All Personnel

FROM: Chief Steven E. Skrynecki

SUBJECT: **Professional Standards**
Internal Investigations and Discipline Process

DATE: March 8, 2019

The following Policy and procedures regarding Professional Standards will be effective immediately and will supersede any previous directives regarding this subject matter.

Policy:

Setting professional standards and maintaining those standards is vital to a police department's public credibility and community trust. To that end, it is necessary for a police department to provide a comprehensive reporting and internal investigative program that ensures those standards are met at all times. Reporting of conduct inconsistent with professional standards must be streamlined and without fear of reprisal. Equally important, a police department must have a clear standardized comprehensive program that provides for thorough investigation of the aforementioned conduct coupled with a clear standardized and fair disciplinary process designed to correct conduct inconsistent with professional standards. These concepts are recognized requirements for certification as a NYS Accredited Police Department.

It has been, and continues to be the policy of this department to thoroughly and promptly investigate all reports of conduct inconsistent with our professional standards. That includes but is not limited to; violations of department rules and regulations and acts of criminality by any member of the department whether on or off duty. Internal investigations have been and will continue to be overseen by the Chief of Police.

Programs/Systems:

The department has introduced three systems/programs to assist with our mission to clearly identify and maintain our Professional Standards. The following systems/programs will be utilized as of the effective date of this order and will supersede any and all previous systems/programs that address similar subject matter.



Accredited by:
New York State Law Enforcement Accreditation Program



Lexipol Policy Program

The Lexipol Policy database will be utilized to centrally house all department policies and procedures and will be a recognized source of guidelines for professional standards. In addition, and while the Lexipol Policy data base is developed, all department directives that have not been superseded by and do not conflict with policies and procedures contained in the Lexipol data base, will also serve as Professional Standards guidelines.

Blue Team/IAPro

The IAPro Professional Standards Management System will be utilized to document all reports/complaints of conduct inconsistent with department professional standards. This includes reports originating from both internal and external sources. The IAPro system will contain information regarding the source and description of the reported acts, the associated investigation, investigative findings/disposition and related disciplinary measures should they be imposed. This system will be utilized to manage individual cases and to provide analysis of trends for broad based departmental use.

An exception to the use of this system will be supervisory observed conduct of such a minor nature that immediate and direct verbal correction is suitable.

Internal Investigations and Disciplinary Review Board (DRB)

To ensure investigations of reports of conduct inconsistent with department professional standards are standardized, complete and thorough, and to standardize corrective action without prejudice or bias where corrective action is required, a Disciplinary Review Board (DRB) will hereby be established. The DRB will consist of One (1) Captain and four (4) Lieutenants. The Captain will preside over the DRB and at least two (2) Lieutenants will be present for case reviews. The DRB will review all cases of conduct inconsistent with professional standards that cause the investigator to recommend Departmental Charges. Conduct inconsistent with professional standards that is of such a minor nature that it can be addressed via direct verbal or written counsel will not be referred to the DRB. The DRB will invite any member subject to investigation to appear before the Board to offer any information the subject of the investigation feels would assist the board with their case evaluation. Members of the department subject to an investigation will be given 14 days prior notice of the DRB meeting date and time, unless for good cause, the DRB schedules a meeting on shorter notice in which case as much notice as is practical will be provided. Members wishing to appear before the DRB will provide notice to the DRB no later than 3 days prior to the Board meeting of their intent to appear and may appear with labor union representation. Upon review of a case before the DRB and after hearing from the subject of the investigation, if the subject elects to appear, the DRB will make a recommendation to the Chief of Police.

The recommendations are as follows:

- 1. Dismiss departmental charges entirely,*
- 2. Reduce departmental charges to verbal counsel,*
- 3. Reduce departmental charges to letter of counsel,*
- 4. Continue departmental charges with a recommended penalty not exceeding more than 40 hours per charge,*
- 5. Advance departmental charges to "Charges and Specifications" (this recommendation will not contain a recommendation for penalty).*

Procedure:

Reporting

When a report is received by any member of the department of conduct inconsistent with department professional standards a supervisor will be promptly notified and a case number from the IAPro "Blue team will be assigned." The initiating supervisor will insure that all necessary details are recorded in "Blue team" to allow for a comprehensive review and assignment for follow-up investigation. The next sequential "Blue team/IAPro number will be assigned to the case. The Blue team will be forwarded to the Captain for his review and investigative assignment.

Investigative Assignment

The Captain will review the report of conduct inconsistent with professional standards for accuracy and content and will assign the case to the commander of the division overseeing the conduct (for example; Patrol Division, Detective Division, Administrative Operations Division, Administrative Support Division). The Division Commander will review the incident report and assign the investigation to a supervisor above the rank of the involved individual(s).

Note: In the event facts and circumstances of the case warrant it, the investigation may be otherwise assigned with authority of the Chief of Police.

Further note: If the Captain learns or suspects a member of the force is or has been involved in criminal activity within our jurisdiction, he will immediately notify the Chief who will review the details of the activity with the Suffolk County District Attorney's Office and create an investigative plan specific to the case. If the Captain learns or suspects a member is or has been involved in criminal activity outside of our jurisdiction he will ensure that the law enforcement agency with jurisdiction responsibility and authority is notified of the details.

Investigation (administrative - non criminal in nature)

A comprehensive investigation will be conducted by the assigned investigation supervisor in all cases that will include but not be limited to:

- 1. Interviews of civilian complainant/witness*
 - a. Civilian complainant/witness interviews will be conducted by the assigned investigating supervisor. Signed written statements will be taken whenever possible and will be made part of the investigative case.
Note: This applies to witnesses that may either support or contradict a complaint.*
- 2. Interviews of departmental members not subject of the investigation*
 - a. Departmental witnesses, other than a subject of an investigation, will be identified and informed of such prior to being interviewed and may be directed to offer, in writing, a "to from subject letter" describing their knowledge of and/or participation in an incident under investigation.
Note: This applies to witnesses that may either support or contradict a complaint*
 - b. Any written material will be made part of the Blue Team investigation associated with the case.*

3. *Video Tape Canvass*
 - a. *A canvass for video surveillance tape relevant to an incident will be undertaken. Any video related to the incident that either supports or contradicts a complaint will be properly collected, documented, and secured in Blue Team.*
4. *Physical Evidence Search*
 - a. *A canvass for physical evidence relevant to an incident will be undertaken.*
 - b. *Any physical evidence related to the incident that either supports or contradicts a complaint will be properly collected, documented, and secured.*
 - c. *Requests for crime lab analysis of physical evidence will be forwarded to the Captain who will decide how and by whom the evidence will be managed.*
5. *Data collection records search*
 - a. *A data collection records search will be conducted including, but not limited; departmental computer records, departmental phone records, radio transmissions, GPS systems check.*
 - b. *With consent or subpoena, personal phone records may be examined.*
 - c. *Data that is related to the incident that either supports or contradicts a complaint will be properly collected, documented, and secured.*
 - d. *Requests for crime lab analysis of data collection records will be forwarded to the Captain who will decide how and by whom the records will be managed.*
 - e. *Requests for subpoena and or other instruments of the court to obtain data collection records will be forwarded to and managed by the Captain.*
6. *Interviews of departmental members subject of an investigation*
 - a. *Administrative interviews of members, subject of an investigation, will be conducted in the presence of the member's labor union representative if the member requests representation. Prior to the interview, the member will be advised, in writing, that they are the subject of an investigation and may be accompanied by a union representative. Reasonable time will be afforded to accommodate union representation.*
 - b. *Interviews of members, subject of an investigation that is expected to result in Departmental Charges will be audio recorded.*
 - c. *Statements taken from members subject of investigation will be taken in the form of a "to from subject letter" describing their knowledge of and/or participation in an incident under investigation.*
 - d. *All written and recorded material will be made part the Blue Team investigation associated with the case.*

Findings

Investigative findings are as follows:

Substantiated

Evidence supports the report of conduct occurred and was inconsistent with departmental professional standards.

Unsubstantiated

Evidence does not corroborate reported action that would constitute conduct inconsistent with departmental professional standards.

Exonerated

While evidence demonstrates a reported act occurred, the investigation reveals the action was within department guidelines, policies, procedures and rules of conduct.

Undetermined

Investigative efforts have been exhausted and there is insufficient evidence to classify an investigation in any of the above categories.

Recommendations

The Investigating Supervisor will conclude his/her investigation indicating one of the above findings and will forward the investigation to their Division Commander.

The Division Commander will review the case, and if in agreement with a finding other than substantiated, will close the case with his/her signature, file the original in the IAPro system and forward a copy of the finding report to the subject of the investigation.

In cases where the finding is substantiated one of the following recommendations will be made and the case will be forwarded via the Division Commander to the Captain for review.

- 1. Recommend Letter of Counsel,*
- 2. Recommend Departmental Administrative discipline.*

Cases that are reviewed by the Captain and retain the recommendation for discipline will be forwarded to the Disciplinary Review Board.

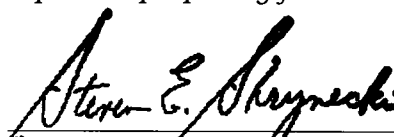
Disciplinary Review Board (DRB) review and recommendation to Chief of Police

The DRB will review each case referred for Departmental Charges for completeness and accuracy and will provide the subject of the investigation the opportunity to appear before the DRB to offer any information that might assist the DRB with a recommendation to the Chief of Police.

Following a review and opportunity by the subject to appear before the DRB, the DRB will make a recommendation to the Chief of Police for discipline as articulated above.

Discipline without Charges and Specifications will not exceed more than 40 hours per charge and if accepted by the subject will be administered without charges and specifications.

Discipline with Charges and Specifications will occur when a subject rejects an offer to settle at or below 40 hours per charge or in cases where the DRB feels a more severe penalty should be implemented up to and including possible discontinued employment. In such cases, legal consult will occur prior to preparing formal Charges and Specifications.



Chief of Police

Appendix “I”

Use of Force

300.1 PURPOSE AND SCOPE

This policy provides guidelines on the reasonable use of force. While there is no way to specify the exact amount or type of reasonable force to be applied in any situation, every member of this department is expected to use these guidelines to make such decisions in a professional, impartial, and reasonable manner (Executive Law § 840).

In addition to those methods, techniques, and tools set forth below, the guidelines for the reasonable application of force contained in this policy shall apply to all policies addressing the potential use of force, including but not limited to the Control Devices and Conducted Energy Device policies.

300.1.1 DEFINITIONS

Definitions related to this policy include:

Critical Decision-Making Model - a guide for officers that is anchored by the ideals of ethics, values, proportionality, and the sanctity of human life. Everything in the model flows from that principled core and assists police officers in assessing situations and considering options.

Deadly force - Force reasonably anticipated and intended to create a substantial likelihood of causing death or very serious injury. This includes force that, under the circumstances, is readily capable of causing death or serious physical injury (Executive Law § 840).

Feasible - Reasonably capable of being done or carried out under the circumstances to successfully achieve the arrest or lawful objective without increasing risk to the officer or another person.

Force - The application of physical techniques or tactics, chemical agents, or weapons to another person. It is not a use of force when a person allows him/herself to be searched, escorted, handcuffed, or restrained.

Imminent - Ready to take place; impending. Note that imminent does not mean immediate or instantaneous.

Totality of the circumstances - All facts and circumstances known to the officer at the time, taken as a whole, including the conduct of the officer and the subject leading up to the use of force.

300.2 OVERVIEW

The use of force by law enforcement personnel is a matter of critical concern, both to the public and to the law enforcement community. Officers are involved on a daily basis in numerous and varied interactions and, when warranted, may use reasonable force in carrying out their duties.

Officers must have an understanding of, and true appreciation for, their authority and limitations. This is especially true with respect to overcoming resistance while engaged in the performance of law enforcement duties.

Southampton Town Police Department

Law Enforcement Services Manual

Use of Force

The Southampton Town Police Department recognizes and respects the value of all human life and dignity without prejudice to anyone. Vesting officers with the authority to use reasonable force and to protect the public welfare requires monitoring, evaluation, and a careful balancing of all interests.

300.2.1 DUTY TO INTERCEDE AND REPORT

Any officer present and observing another law enforcement officer or a member using force, or apparently on the verge of using force, that is clearly beyond that which is objectively reasonable under the circumstances shall, when in a position to do so, intercede to prevent the use of unreasonable force.

Any officer who observes another law enforcement officer or a member use force that is potentially beyond that which is objectively reasonable under the circumstances shall report these observations to a supervisor as soon as feasible.

300.2.2 PERSPECTIVE

When observing or reporting force used by a law enforcement officer, each officer should take into account the totality of the circumstances and the possibility that other law enforcement officers may have additional information regarding the threat posed by the subject.

300.3 USE OF FORCE

Officers shall use only that amount of force that reasonably appears necessary given the facts and circumstances perceived by the officer at the time of the event to accomplish a legitimate law enforcement purpose.

The reasonableness of force will be judged from the perspective of a reasonable officer on the scene at the time of the incident. Any evaluation of reasonableness must allow for the fact that officers are often forced to make split-second decisions about the amount of force that reasonably appears necessary in a particular situation, with limited information and in circumstances that are tense, uncertain and rapidly evolving.

Given that no policy can realistically predict every possible situation an officer might encounter, officers are entrusted to use well-reasoned discretion in determining the appropriate use of force in each incident.

It is also recognized that circumstances may arise in which officers reasonably believe that it would be impractical or ineffective to use any of the tools, weapons or methods provided by this department. Officers may find it more effective or reasonable to improvise their response to rapidly unfolding conditions that they are confronting. In such circumstances, the use of any improvised device or method must nonetheless be reasonable and utilized only to the degree that reasonably appears necessary to accomplish a legitimate law enforcement purpose.

While the ultimate objective of every law enforcement encounter is to avoid or minimize injury, nothing in this policy requires an officer to retreat or be exposed to possible physical injury before applying reasonable force.

Southampton Town Police Department

Law Enforcement Services Manual

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300.3.1 ALTERNATIVE TACTICS - DE-ESCALATION

When circumstances reasonably permit, officers should use non-violent strategies and techniques to decrease the intensity of a situation, improve decision-making, improve communication, reduce the need for force, and increase voluntary compliance (e.g., summoning additional resources, formulating a plan, attempting verbal persuasion, tactical repositioning).

300.3.2 CRITICAL DECISION MAKING MODEL (CDM)

When feasible, officers should refer to their training regarding the Critical Decision Making Model when considering de-escalation strategies and tactics.

[See attachment: Critical Decision-Making Model Graphic](#)

300.3.3 USE OF FORCE TO EFFECT AN ARREST

A police officer or a peace officer may use reasonable physical force to effect an arrest, prevent escape of a person from custody, or in defense of self or others from imminent physical force (Penal Law § 35.30).

Force shall not be used by an officer to (Executive Law § 840):

- (a) Extract an item from the anus or vagina of a subject without a warrant, except where exigent circumstances are present.
- (b) Coerce a confession from a subject in custody.
- (c) Obtain blood, saliva, urine, or other bodily fluid or cells from an individual for scientific testing in lieu of a court order where required.

300.3.4 FACTORS USED TO DETERMINE THE REASONABLENESS OF FORCE

When determining whether to apply force and evaluating whether an officer has used reasonable force, a number of factors should be taken into consideration, as time and circumstances permit. These factors include but are not limited to:

- (a) Immediacy and severity of the threat to officers or others.
- (b) The conduct of the individual being confronted, as reasonably perceived by the officer at the time.
- (c) Officer/subject factors (e.g., age, size, relative strength, skill level, injuries sustained, level of exhaustion or fatigue, the number of officers available vs. subjects).
- (d) The effects of suspected drug or alcohol use.
- (e) The individual's mental state or capacity.
- (f) The individual's ability to understand and comply with officer commands.
- (g) Proximity of weapons or dangerous improvised devices.
- (h) The degree to which the individual has been effectively restrained and his/her ability to resist despite being restrained.
- (i) The availability of other reasonable and feasible options and their possible effectiveness.

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- (j) Seriousness of the suspected offense or reason for contact with the individual.
- (k) Training and experience of the officer.
- (l) Potential for injury to officers, suspects, and others.
- (m) Whether the individual appears to be resisting, attempting to evade arrest by flight, or is attacking the officer.
- (n) The risk and reasonably foreseeable consequences of escape.
- (o) The apparent need for immediate control of the individual or a prompt resolution of the situation.
- (p) Whether the conduct of the individual being confronted no longer reasonably appears to pose an imminent threat to the officer or others.
- (q) Prior contacts with the individual or awareness of any propensity for violence.
- (r) Any other exigent circumstances.

300.3.5 PHYSICAL COMPLIANCE/MANIPULATION TECHNIQUES

Physical compliance/manipulation techniques may be effective in controlling a physically or actively resisting individual. Officers may only apply those physical compliance/manipulation techniques for which they have successfully completed department-approved training. Officers utilizing any physical compliance/manipulation technique should consider:

- (a) The degree to which the application of the technique may be controlled given the level of resistance.
- (b) Whether the individual can comply with the direction or orders of the officer.
- (c) Whether the individual has been given sufficient opportunity to comply.

The application of any physical compliance/manipulation technique shall be discontinued once the officer determines that compliance has been achieved.

300.3.6 STATE RESTRICTIONS ON THE USE OF OTHER RESTRAINTS

Any application of pressure to the throat, windpipe, neck, or blocking the mouth or nose of a person in a manner that may hinder breathing or reduce intake of air is prohibited unless deadly physical force is authorized (Exec. Law § 840).

This application is subject to the same guidelines and requirements as a carotid control hold.

300.3.7 USE OF FORCE TO SEIZE EVIDENCE

In general, officers may use reasonable force to lawfully seize evidence and to prevent the destruction of evidence. However, officers are discouraged from using force solely to prevent a person from swallowing evidence or contraband. In the instance when force is used, officers should not intentionally use any technique that restricts blood flow to the head, restricts respiration, or which creates a reasonable likelihood that blood flow to the head or respiration would be restricted. Officers are encouraged to use techniques and methods taught by the Southampton Town Police Department for this specific purpose.

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300.3.8 CAROTID CONTROL HOLD

A carotid control hold is a technique designed to control an individual by temporarily restricting blood flow through the application of pressure to the side of the neck and, unlike a chokehold, does not restrict the airway. The proper application of the carotid control hold may be effective in restraining a violent or combative individual. However, due to the potential for injury, the use of the carotid control hold is limited to those circumstances where deadly force is authorized and is subject to the following [\(Penal Law 121.13\)](#) ÷:

- (a) At all times during the application of the carotid control hold, the response of the individual should be monitored. The carotid control hold should be discontinued when circumstances indicate that the application no longer reasonably appears necessary.
- (b) Any individual who has had the carotid control hold applied, regardless of whether he/she was rendered unconscious, shall be promptly examined by paramedics or other qualified medical personnel and should be monitored until such examination occurs.
- (c) The officer shall inform any person receiving custody, or any person placed in a position of providing care, that the individual has been subjected to the carotid control hold and whether the individual lost consciousness as a result.
- (d) Any officer attempting or applying the carotid control hold shall promptly notify a supervisor of the use or attempted use of such hold.
- (e) The use or attempted use of the carotid control hold shall be thoroughly documented by the officer in any related reports.

300.4 DEADLY FORCE APPLICATIONS

When reasonable, the officer shall, prior to the use of deadly force, make efforts to identify him/herself as a peace officer and to warn that deadly force may be used, unless the officer has objectively reasonable grounds to believe the person is aware of those facts.

Use of deadly force is justified in the following circumstances involving imminent threat or imminent risk:

- (a) An officer may use deadly force to protect him/herself or others from what he/she reasonably believes is an imminent threat of death or serious bodily injury.
- (b) An officer may use deadly force to stop a fleeing subject when the officer has probable cause to believe that the individual has committed, or intends to commit, a felony involving the infliction or threatened infliction of serious bodily injury or death, and the officer reasonably believes that there is an imminent risk of serious bodily injury or death to any other person if the individual is not immediately apprehended. Under such circumstances, a verbal warning should precede the use of deadly force, where feasible.

Imminent does not mean immediate or instantaneous. An imminent danger may exist even if the suspect is not at that very moment pointing a weapon at someone. For example, an imminent danger may exist if an officer reasonably believes that the individual has a weapon or is attempting to access one and intends to use it against the officer or another person. An imminent danger may

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also exist if the individual is capable of causing serious bodily injury or death without a weapon, and the officer believes the individual intends to do so.

300.4.1 MOVING VEHICLES

Shots fired at or from a moving vehicle involve additional considerations and risks, are rarely effective and are generally prohibited.

Officers are trained to, when feasible, take reasonable steps to move out of the path of an approaching vehicle instead of discharging their firearm at the vehicle or any of its occupants.

An officer should only discharge a firearm at a moving vehicle or its occupants when the officer reasonably believes there are no other reasonable means available to avert the imminent threat of serious bodily injury or death by the vehicle (e.g., use of the vehicle as a terrorist weapon), or if deadly force other than the vehicle is directed at the officer or others.

Except in an effort to thwart a terrorist attack, officers should not shoot at any part of a vehicle in an attempt to disable the vehicle.

300.5 REPORTING THE USE OF FORCE

Any use of force by a member of this department shall be documented promptly, completely, and accurately in an appropriate report, depending on the nature of the incident. The officer should articulate the factors perceived and why he/she believed the use of force was reasonable under the circumstances.

To collect data for purposes of training, resource allocation, analysis, and related purposes, the Department may require the completion of additional report forms, as specified in department policy, procedure, or law (Executive Law § 840).

See the Report Preparation Policy for additional circumstances that may require documentation.

300.5.1 NOTIFICATIONS TO SUPERVISORS

Whenever feasible, supervisors respond to volatile incidents and those anticipated to become violent to reduce the potential for accelerated or unnecessary force. When a supervisor is not on site, supervisory notification shall be made as soon as practicable following the application of force in any of the following circumstances:

- (a) The application caused a visible injury.
- (b) The application would lead a reasonable officer to conclude that the individual may have experienced more than momentary discomfort.
- (c) The individual subjected to the force complained of injury or continuing pain.
- (d) The individual indicates intent to pursue litigation.
- (e) Any application of the conducted energy device or control device.
- (f) Any application of a restraint device other than handcuffs, shackles, or belly chains.
- (g) The individual subjected to the force was rendered unconscious.

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- (h) An individual was struck or kicked.
- (i) An individual alleges unreasonable force was used or that any of the above has occurred.

300.6 MEDICAL CONSIDERATIONS

Once it is reasonably safe to do so, medical assistance shall be obtained for any person who exhibits signs of physical distress, has sustained visible injury, expresses a complaint of injury or continuing pain, or was rendered unconscious. Any individual exhibiting signs of physical distress after an encounter should be continuously monitored until he/she can be medically assessed. Individuals should not be placed on their stomachs for an extended period, as this could impair their ability to breathe.

Based upon the officer's initial assessment of the nature and extent of the individual's injuries, medical assistance may consist of examination by an emergency medical services provider or medical personnel at a hospital or jail. If any such individual refuses medical attention, such a refusal shall be fully documented in related reports and, whenever practicable, should be witnessed by another officer and/or medical personnel. If a recording is made of the contact or an interview with the individual, any refusal should be included in the recording, if possible.

The on-scene supervisor or, if the on-scene supervisor is not available, the primary handling officer shall ensure that any person providing medical care or receiving custody of a person following any use of force is informed that the person was subjected to force. This notification shall include a description of the force used and any other circumstances the officer reasonably believes would be potential safety or medical risks to the subject (e.g., prolonged struggle, extreme agitation, impaired respiration).

Individuals who exhibit extreme agitation, violent irrational behavior accompanied by profuse sweating, extraordinary strength beyond their physical characteristics, and imperviousness to pain (sometimes called "excited delirium"), or who require a protracted physical encounter with multiple officers to be brought under control, may be at an increased risk of sudden death. Calls involving these persons should be considered medical emergencies. Officers who reasonably suspect a medical emergency should request medical assistance as soon as practicable and have medical personnel stage away.

See the Medical Aid and Response Policy for additional guidelines.

300.6.1 ADDITIONAL STATE REQUIREMENTS

An officer should take steps to obtain medical attention for a person who reasonably appears to be mentally ill and is behaving in a manner that is likely to result in serious harm to the person or to others.

Officers should document requests for medical or mental health treatment as well as efforts to arrange for such treatment.

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300.7 SUPERVISOR RESPONSIBILITIES

A supervisor should respond to a reported application of force resulting in visible injury, if reasonably available. When a supervisor is able to respond to an incident in which there has been a reported application of force, the supervisor is expected to (Executive Law § 840):

- (a) Obtain the basic facts from the involved officers. Absent an allegation of misconduct or excessive force, this will be considered a routine contact in the normal course of duties.
- (b) Ensure that any injured parties are examined and treated.
- (c) When possible, separately obtain a recorded interview with the individual upon whom force was applied. If this interview is conducted without the individual having voluntarily waived his/her *Miranda* rights, the following shall apply:
 1. The content of the interview should not be summarized or included in any related criminal charges.
 2. The fact that a recorded interview was conducted should be documented in a property or other report.
 3. The recording of the interview should be distinctly marked for retention until all potential for civil litigation has expired.
- (d) Once any initial medical assessment has been completed or first aid has been rendered, ensure that photographs have been taken of any areas involving visible injury or complaint of pain, as well as overall photographs of uninjured areas.
 1. These photographs should be retained until all potential for civil litigation has expired.
- (e) Identify any witnesses not already included in related reports, including any officers present at the incident.
- (f) Review and approve all related reports.
 1. Supervisors should require that officers who engaged in the use of force submit the appropriate report.
- (g) Determine if there is any indication that the individual may pursue civil litigation.
 1. If there is an indication of potential civil litigation, the supervisor should complete and route a notification of a potential claim through the appropriate channels.
- (h) Evaluate the circumstances surrounding the incident and initiate an administrative investigation if there is a question of policy noncompliance or if for any reason further investigation may be appropriate.
 1. Disciplinary actions will be consistent with any applicable disciplinary guidelines and collective bargaining agreements.

In the event that a supervisor is unable to respond to the scene of an incident involving the reported application of force, the supervisor is still expected to complete as many of the above items as circumstances permit.

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300.7.1 DUTY OFFICER RESPONSIBILITIES

The Duty Officer shall review each use of force by any personnel within his/her command to ensure compliance with this policy and to address any training issues.

300.7.2 ADDITIONAL DUTY OFFICER RESPONSIBILITIES

The Duty Officer should ensure that the Records Supervisor is provided with enough information to meet the use of force reporting requirements for the DCJS (Executive Law § 837-t; 9 NYCRR 6058.3). See the Records Section Policy for additional guidelines.

300.8 TRAINING

Officers will receive periodic training on this policy and demonstrate their knowledge and understanding.

Subject to available resources, officers should receive periodic training on:

- (a) Guidelines regarding vulnerable populations, including but not limited to children, elderly, pregnant persons, and individuals with physical, mental, or intellectual disabilities.
- (b) De-escalation tactics, including alternatives to force.
- (c) Applications of use of force and conflict strategies as required by the state Use of Force Model Policy (Executive Law § 840).

300.9 POLICY AVAILABILITY

This policy shall be readily available to the public upon request and shall be posted on the department website (Executive Law § 840).

300.10 USE OF FORCE ANALYSIS

At least annually, the Patrol Commanding Officer should prepare an analysis report on use of force incidents. The report should be submitted to the Chief of Police. The report should not contain the names of officers, suspects, or case numbers, and should include:

- (a) The identification of any trends in the use of force by members.
- (b) Training needs recommendations.
- (c) Equipment needs recommendations.
- (d) Policy revision recommendations.

Attachments

Critical Decision-Making Model Graphic.pdf

Critical Decision-Making Model



Adapted from the UK National Decision Model