

VILLAGE OF NISSEQUOGUE POLICE DEPARTMENT:

Protecting and Partnering
with our Community



*Village of Nissequogue Police Reform and
Reinvention Collaborative Plan*

DRAFT FOR PUBLIC REVIEW

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INTRODUCTION

THE NEW YORK STATE POLICE REFORM AND REINVENTION COLLABORATIVE

The Village of Nissequogue Police Department (“the Nissequogue Police Department”) submits this plan pursuant to Governor Cuomo’s Executive Order No. 203 (hereinafter, “E.O. 203”), the New York State Reform and Reinvention Collaborative. The New York State Reform and Reinvention Collaborative requires each local government in New York State with a police agency to adopt a policing reform plan that will maintain public safety while building mutual trust and respect between the police and the communities they serve. Following the signing of E.O. 203, the State issued guidance (*New York State Police Reform and Reinvention Collaborative: Resources & Guide for Public Officials and Citizens*), which provided a framework, guidance, and resources on the best ideas available on developing a modern police force. In addition to providing guidance, the State’s resource aids with policy review and decision making, while noting each community will have to approach the creation of a plan in a way tailored to its unique experiences and needs.

The plan was developed after a comprehensive review of police deployment, strategies, policies, procedures, and practices and through consultation with community stakeholders. This plan will enable the Nissequogue Police Department to continue its community-oriented policing strategies while working towards continued progress.

In accordance with the mandates of E.O. 203 and the guidance provided by the State relating to the Executive Order, the Village of Nissequogue engaged in a collaborative effort with a selected Reform & Reinvention Task Force and input from the community and other stakeholders. As a result, the department has made modifications to its policies as outlined herein.

This plan reflects the Village of Nissequogue’s and the Nissequogue Police Department’s commitment to serving all the people of the community equally and fairly.

MISSION STATEMENT: NISSEQUOGUE POLICE REFORM & REINVENTION TASK FORCE

The mission of the Nissequogue Police Reform & Reinvention Task Force is to work collaboratively to examine current policies and procedures of the Nissequogue Police Department and receive additional input from the community and stakeholder groups to develop a comprehensive policing plan for the Village that supports safe, effective, and equitable policing.

TASK FORCE

- Chief John Valentine | Village of Nissequogue Police Department
- Mayor Richard B. Smith | Village of Nissequogue
- Chief Chris Knott | Village of Nissequogue Fire Department
- Chief Thomas J. Lohmann | Town of Smithtown Department of Public Safety
- Police Officer Daniel Fandrey | Nissequogue Police Department
- Head of School Virginia Riccardi | The Knox School
- Lindsay T. Crocker, Esq. | Lamb & Barnosky, Village Attorney
- Michelle A. Mahabirsingh, Esq. | Lamb & Barnosky, Village Attorney
- Brendan Ahern, Esq. | Prosecutor Suffolk County District Attorney's Office

The task force used the framework provided by the State's guidance to conduct a comprehensive review of the policies and procedures of the Nissequogue Police Department. A virtual public forum was held to obtain input and insights from the community regarding the department and the development of the plan. The public was also provided the opportunity to submit comments in writing. After the public forum, the task force met to further discuss the preparation of the draft plan.

The draft plan was made available for public comment and the Board of Trustees held a public hearing on February 25, 2021.

The Board of Trustees adopted this plan by resolution at its meeting on March 16, 2021.

E.O. 203 CONSIDERATIONS

The New York State Police Reform and Reinvention Collaborative Guide provides suggested topics for review. As each community is unique, the State's guidance provides the topics below as suggestions, while noting relevancy will be unique to each community and the final topics

drafted within the plan will be based upon the department's comprehensive review and its stakeholder's input.

NYS REFORM AND REINVENTION COLLABORATIVE FRAMEWORK

- Department Staffing and Recruitment
- Officer Training
- Use of Force Policies
- Body Worn Cameras
- Vehicle Stops
- Procedural Justice, Systemic Racial Bias and Racial Justice in Policing
- Implicit Bias Awareness
- Hate Crimes
- De-Escalation Training and Practices
- Law Enforcement Assisted Diversion Programs
- Community-Based Outreach and Conflict Resolution
- Problem-Oriented and Hot Spot Policing
- Focused Deterrence
- Violence Prevention and Reduction Interventions
- Model Policies and Standards
- Complaint Tracking
- Communications and 911
- Mental Health and Homelessness
- Crowd Control
- Supporting Officer Well-Being
- Transparency

THE VILLAGE OF NISSEQUOGUE

AT A GLANCE

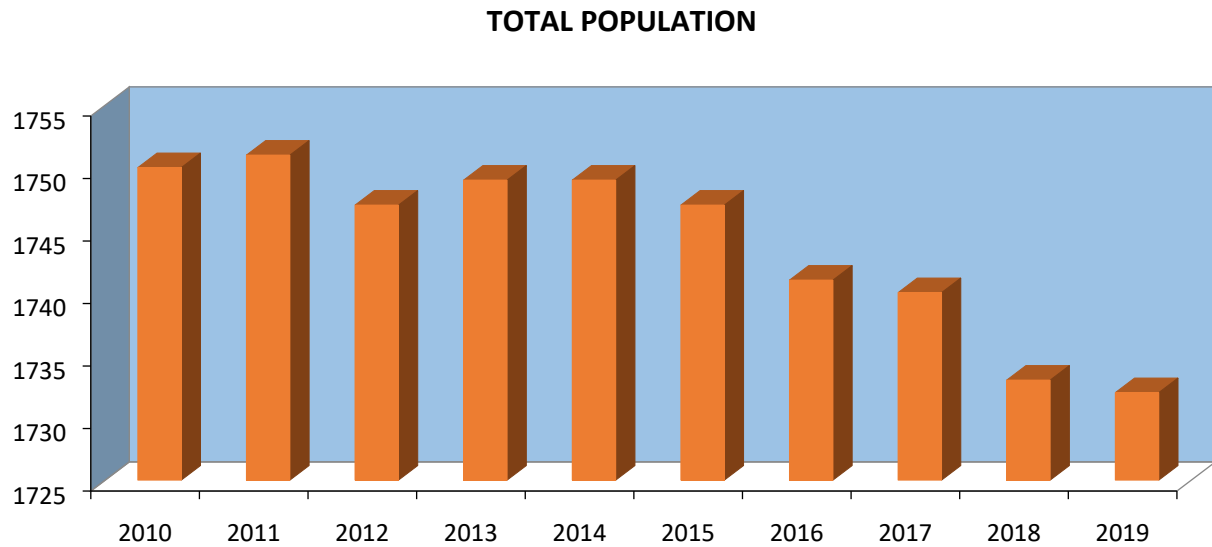
Incorporated in 1926, the Village of Nissequogue spans a geographic area of 3.6 square miles, is almost entirely residential, and enjoys a relatively non-existent crime rate. The Village is on the north shore of Long Island about 50 miles east of New York City and is bounded on the west by the Nissequogue River, on the north by the Long Island Sound, on the east by Stony Brook Harbor and on the south by the Village of Head of the Harbor and the Town of Smithtown.

In fact, the Village is the site of the original settlement of the Town of Smithtown. Richard Smith, the Patentee, founded the town in 1665 on land deeded to him by Lyon Gardiner and Wyandance who was Sachem (chief). Smith and his wife, Sarah, and his nine children, settled in what would become the incorporated Village of Nissequogue. The origins of the Village are rooted in preservation and the earliest Village ordinances placed importance on the conservation of both the natural environment and the historical attributes of the area. To this day, in the Village of Nissequogue, there are still no industrial or commercial installations permitted except those which are agricultural or horticultural.

MAJOR NON-RESIDENTIAL LAND USES/POINTS OF INTERESTS

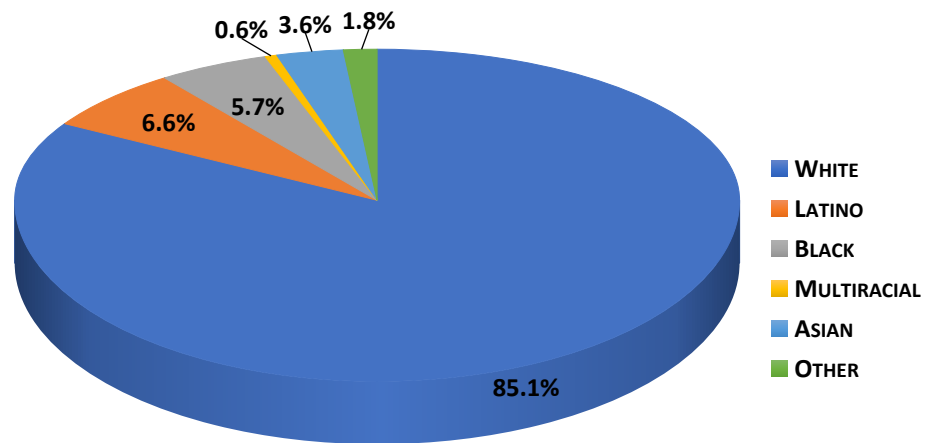
- Smithtown Bay Yacht Club
- Nissequogue Golf Club
- The Knox School
- Horse Farms
- Town Beaches and Marina
- The David Weld Sanctuary
- Rassapeague County Park

POPULATION STATISTICS (estimates)



As of 2019, the Village of Nissequogue has experienced a slight estimated population change of -4.1%, which is in the mid-range compared to other local areas.

DEMOGRAPHICS (estimates as of 2019)



In 2019, the estimated median house-hold income for the Village of Nissequogue was \$184,063. The median resident age was 49-54 years old and gender statistics were split almost equally, with a resident population of 49.8% male and 50.2% female.

THE NISSEQUOGUE POLICE DEPARTMENT

A PROFESSIONAL AND COMMUNITY-ORIENTED POLICE AGENCY FOR ALMOST A CENTURY

The Nissequogue Police Department had its beginnings in 1926 with the establishment of a Village Police Force, which consisted of one police officer on motorcycle, servicing all the Village's citizens. The Nissequogue Police Department currently consists of 22 sworn personnel. The Nissequogue Police Department is a full service, professional, community-oriented police agency that provides Village residents with police protection 24 hours a day, 7 days a week. The department does not have divisions set up for individualized tasks. Rather, all officers are well prepared to handle the multifaceted complex challenges facing today's public safety community.

The safety and well-being of Village residents is the primary mission of the Nissequogue Police Department. The department is made up of professionals committed to providing law enforcement services that are fair and effective. Toward that end, officers are held to the highest standards of conduct and are expected to respect the rights of all citizens. To achieve these high standards, officers receive regular and ongoing training that is far in excess of the minimum required by the Division of Criminal Justice Services (DCJS). Officers' adherence to these standards, motivated by a professional obligation to perform their jobs to the best of their ability, is the ultimate mission of the Nissequogue Police Department.

Nissequogue Police Department officers are professionally trained (exceeding DCJS standards), to conduct street patrol and traffic enforcement, respond to emergency calls and provide assistance to the public 24 hours a day, 7 days a week.

CIVILIAN EMPLOYEES

Due to the size of the Village, the Nissequogue Police Department does not have separate bureaus or units that would benefit from civilian employees. All areas currently under the auspices of the Nissequogue Police Department require the employment of its police officers.

POLICIES AND PROCEDURES

The Village has adopted, and the Nissequogue Police Department follows the procedures of the Suffolk County Police Department ("SCPD"), to the extent applicable to the Village.

In addition, the Nissequogue Police Department recognizes the importance of periodically reviewing, revising and researching policies, procedures and trainings to keep current with consistently changing legal standards, court rulings, executive orders, social issues and matters of public perception.

COMMUNITY-BASED POLICING

According to the Final Report of the President’s Task Force on 21st Century Policing (as cited in the State guidance), the four pillars of procedural justice 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.

Community-based policing is the primary focus of the Nissequogue Police Department. It is a strategy of policing that focuses on the community first by building strong bonds and long-lasting relationships with community members. At the heart of the Nissequogue Police Department is an unwavering dedication to full-service policing that is highly personal and always available.

SELF-INITIATED INTERACTIONS

As a community-based police department, the Nissequogue Police Department is always self-initiating interventions within the community. The department believes in day-to-day open dialogue and shares strong relationships with the Knox School, the Town of Smithtown, the Nissequogue Fire Department, other village stakeholders, and guests visiting during the busy summer months to enjoy Nissequogue beaches and waterways. At all times, officers of the Nissequogue Police Department make themselves visible and approachable for conversation or assistance. In addition, if residents have any special needs such as disabilities or medical or age-related needs, the Nissequogue Police Department often self-initiates wellness visits.

YOUTH DEVELOPMENT AND COMMUNITY PROGRAMS

The Nissequogue Police Department is always engaged with the community and conducts annual events which include youth development programs. In addition, a police officer is assigned as a School Resource Officer at The Knox School, one of the largest and most diverse stakeholders within the Village. Each year one of the department’s officer’s conducts an orientation at the school meant to introduce the community and the school’s students to the Nissequogue Police Department and the profession of law enforcement. In prior years, the Nissequogue Police Department has implemented active shooter drills, introductions to the Suffolk Police Canine Program, and in conjunction with the school and the Nissequogue Fire

Department, took part in the “Stop the Bleed” program, which involved the certification of lay people in controlling severe bleeding. Also, the Nissequogue Police Department aided The Knox School in the development of their Emergency Response Plan.

E-911 SYSTEM

Most calls for police assistance for the Village come in through the Suffolk County Enhanced-911 System (“E-911”). The Nissequogue Police Department is extremely proud of its use of the E-911 System. The department works closely, effectively, and efficiently with a well-trained staff of professionals at the Suffolk County’s 911 Call Center, located at SCPD headquarters. E-911 training is ongoing, specific to its fundamental role in the community, and represents a combination of regulatory parameters (21 NYCRR part 5201), best practices and industry standards. This professional staff’s in-service training consists of:

- Daily Training Slides (47 slide cycle)
- Monthly Classroom Training (45-60 minutes)
- Department Directives (monthly)
- TDD/TTY (annual)
 - Water Rescue
 - Ice Rescue
 - Stress awareness
 - Various Other Topics (*i.e.*, Homicide, K-9, technology upgrades, Crisis Intervention, Sexual Harassment & Discrimination, Response Hotline, Evacuation Drill, Active Shooter, Active Shooter in the Workplace, etc.)

The majority of E-911 calls in the Village are non-criminal, and calls typically received are for:

- Suspicious Vehicle or Person
- Medical Assistance
- Quality of Life
- Motor Vehicle Accidents
- Animal Nuisance
- Incidents on Jurisdictional Waterways

The Nissequogue Police Department advises all Village residents to contact the E-911 Call Center to report any Village issues currently in progress, which include code violations, illegal parking and/or any suspicious activities. Further, the E-911 System is location based and funded by local telecommunication carriers. By contacting and activating the E-911 System, the Nissequogue Police Department can immediately locate activities currently in progress or residents may advise the E-911 Operator that their call is a non-emergency issue, and a Nissequogue Police Officer can be dispatched to assist once all ongoing emergencies have been

resolved. Additional information regarding Suffolk County's 911 Call Center, including staffing, volume of calls, and trainings are available here:

<https://www.suffolkcountyny.gov/Portals/0/formsdocs/police%20reform/911%20Call%20Center%20Data.pdf>

COMMUNITY ENGAGEMENT

The Nissequogue Police Department is a service-oriented department with a long history of strong relationships with the Nissequogue Village community. The Nissequogue Police Department is proud of the work it does to develop and maintain its long-standing community ties as they are key in helping ensure the safety and well-being of its Village residents, employees, and visitors.

The Nissequogue Police Department is committed to engaging and learning from the Village community during this police reform and reinvention process. As a small village police department, the Nissequogue Police Department prides itself in its commitment to remain accessible to its community. In the past, we have always done this the old fashion way, by leaving “our door” open, grabbing a cup of coffee to say “hello” and/or “lending an ear” to an individual in need. This in addition to our 24 hours a day, 7 days a week police presence. Setting an example of compassion in policing remains our priority. However, after a year like 2020, we understand the need to further expand our reach and accessibility.

MODIFICATIONS AND MODERNIZATIONS

The Village of Nissequogue will increase its communications with the community by embracing more modern interactive platforms, including social media and an updated Nissequogue Police Department website. The department is also committed to:

- Holding virtual community meetings to enable the department to frequently connect with the community;
- Based on community input, increasing its use of the local notification system with our municipal partners to include more frequent updates regarding local information (*e.g.*, traffic updates, snow removal, road construction, etc.); and
- Based on community input, consider creating additional methods of interaction and additional uses of social media to allow civilian interaction with the department and to provide real-time alerts regarding non-emergency matters that may affect the Village, its residents and its visitors.

AGENCY PARTNERSHIPS

The Nissequogue Police Department proudly stands alone but participates in a strong relationship with the SCPD and other associated agencies (among others, the Town of Smithtown Department of Public Safety, the Village of Head-of-the-Harbor Police Department, the New York State Police, the Suffolk County District Attorney's Office, and the New York State Department of Environmental Conservation).

The Nissequogue Police Department is also joined in its commitment to the community by the Nissequogue Fire Department and its Ambulance Company. The Nissequogue Fire Department is staffed entirely by dedicated, trained volunteers from the community and owns and maintains its own fleet of equipment including tanker/pumpers, a brush truck and an ambulance.

The Nissequogue Police Department, with mutual assistance from the Nissequogue Fire Department and all outside associated agencies, continues to provide omnipresent support and security to all residents of and visitors to the Village of Nissequogue.

FIRST POINT OF CONTACT

As vested community stakeholders, the Nissequogue Police Department believes a police department that fully understands its community is best suited to deploy appropriate resources and assistance as needed.

The Nissequogue Police Department continues to believe it is its responsibility to initiate contact, assess and make safe all active scenes prior to allowing any support professionals (*e.g.*, social service providers) on site. This allows the Nissequogue Police Department to effectively do their job and protect the well-being of all-involved.

Still, should there be a need, the Nissequogue Police Department retains relationships with and provides referrals to several different supportive outside agencies to assist, including Suffolk County Department of Social Services.

CHILD WELFARE

The Nissequogue Police Department works collaboratively with various agencies to investigate and provide community support in connection with certain matters, particularly matters involving offenses against children. For example, the Nissequogue Police Department

participates in a Multi-Disciplinary Team (MDT) with the SCPD and Suffolk County Department of Social Services to investigate suspected criminal conduct against a child and provide for referrals of cases.

MENTAL HEALTH

Nissequogue Police Department officers are trained to assess situations involving individuals experiencing a mental health crisis. Nissequogue Police Department officers complete a five-day Crisis Intervention Training (CIT) which prepares them to render necessary aid in a humane and sensitive manner to persons who appear to be suffering from mental illness or disability.

In addition, all officers are certified in Cardiopulmonary Resuscitation (CPR) and the use of NARCAN and Automated External Defibrillators (AED). Nearly all officers are also certified EMTs. Furthermore, the Nissequogue Fire Department and its Ambulance Company and the Suffolk County Police Department Medical Crisis Action Team (Med-CAT) (paramedics from the SCPD who can provide advanced life support) are available to assist the Nissequogue Police Department when needed.

As a well-trained, service-oriented department, it is the responsibility of the Nissequogue Police Department to initially assess and make safe all active scenes before allowing any support professionals to access a location and/or assist on-sight officers.

If there is a need, the Nissequogue Police Department retains relationships with and provides referrals to several different supportive outside agencies to assist individuals in crisis. When necessary, individuals are transported to locations for mental health services, such as Stony Brook's Comprehensive Psychiatric Emergency Program (CPEP), which is a designated entry point into the mental health system.

SUBSTANCE ABUSE

As certified first responders (including certification in the administration of NARCAN), Nissequogue Police Department officers are trained to respond to all overdose calls. In most scenarios, a Nissequogue Police Department officer will be the first on the scene of an overdose and can render first aid, including the administration of NARCAN when necessary.

THE HOMELESS

As Nissequogue Police Department officers are best trained to assess situations and interact with individuals who may be homeless and/or require additional treatment, they are the first to respond to calls received regarding the homeless.

COMPLAINTS

The Nissequogue Police Department is extremely proud of its complaint record and holds its officers to a high standard of professionalism. After careful review of all records, in the past 20 years, the department has received approximately six complaints, mostly stemming from parking tickets or traffic violations. That said, the Nissequogue Police Department strives to maintain the trust and confidence of the public, and views any complaint made (including those made anonymously) as a serious matter that requires investigation. To that end, the Nissequogue Police Department has adopted the SCPD procedures and standards on civilian complaints, to the extent applicable to the Village, and the department ensures compliance.¹ All complaints of criminality are promptly investigated and, if substantiated, forwarded directly to the Public Integrity Bureau of the Suffolk County District Attorney's Office.

The Nissequogue Police Department takes all concerns and complaints very seriously. At the time a civilian makes a complaint ("the complainant"), the Nissequogue Police Department supervisor who assists will provide the individual with an Acknowledgement of Complaint for their records.

During the investigation, the investigator will interview the complainant, the involved department officer(s) and, witnesses and will closely review available evidentiary material. Based on a careful review of the interviews and all available evidentiary material, the investigator will complete a comprehensive report. This report will then be reviewed by various levels of supervision. Please rest assured the Nissequogue Police Department is committed to conducting a comprehensive and impartial investigation into every complaint we receive. Upon the completion of the investigation, the complainant will be notified in writing of the results of a Nissequogue Police Department investigation.

ANONYMOUS COMPLAINTS

The Nissequogue Police Department accepts all complaints, including those reported anonymously.

¹ Civilian Complaint Procedure: https://suffolkpd.org/Portals/59/scpd_pdfs/infoandpolicies/IABProcedure.pdf

HOT-SPOT POLICING

There are open spaces in the Village that from time to time create opportunities for late night hang outs and/or loitering. The Nissequogue Police Department pays extra attention to these areas to ensure the community's safety. In addition, the department strives to work together with large property owners to provide a safe and pleasant environment in the Village (*e.g.*, assisting with compliance (when appropriate) with parking, lighting, and fencing regulations).

CROWD CONTROL

It is the policy of the Nissequogue Police Department to protect individual rights related to assembly and free speech and to effectively assist in the management of crowds to prevent injury, property damage, and/or worse, loss of life. In accordance with its mandate, the Nissequogue Police Department has adopted the SCPD's procedures on crowd control. To that end, Nissequogue Police officers, at all times, are held to a high standard of professionalism and restraint and are trained to maintain open lines of communication while remaining dedicated to active listening, engaging in dialogue and using various de-escalation techniques to help maintain control.

DE-ESCALATION

De-escalation has proven effective in certain circumstances to diffuse what would otherwise be a dangerous encounter. Body position and stance, tone of voice and word choice, can either calm a situation or inflame an already tense situation. De-escalation tactics, including both verbal and non-verbal communication strategies, can slow down an evolving situation and reduce the risk that a situation will become violent. De-escalation is tied to the principle that an officer should exhaust all available methods of resolving a situation before using force. De-escalation training has become one of the most frequently requested types of police trainings as proponents advocate it reduces violence across the board and protects both civilians and officers.

The Nissequogue Police Department is especially proud of its implementation of the adopted SCPD procedures on de-escalation. During the summer of 2020, in the wake of George Floyd's death, Long Island experienced an unprecedented number of protests. As part of its partnership with associated agencies, such as the Suffolk County Police Department, the Nissequogue Police Department was specifically utilized to assist in crowd control, including de-escalation, during multiple Black Lives Matter marches in the Town of Smithtown. Although the marches did not

take place in Nissequogue, the Nissequogue Police Department's assistance and professionalism during the often-confrontational events proved vital to maintaining the peace and helped ensure the safety of all present.

HATE CRIMES

Hate crimes against individuals in protected classes are an attack not only on the individual, but also on the whole community. The Nissequogue Police Department, assisted by the SCPD, is committed to identifying and investigating hate crimes and assisting victimized groups and individuals. The Nissequogue Police Department understands a swift and strong response can help stabilize and calm the community as well as aid in a victim's recovery. Any acts or threats of violence, property damage, harassment, intimidation, or other crimes motivated by hate and bias and designed to infringe upon the rights of individuals are viewed very seriously and will be given the highest priority. Also, recognizing the fears and distress typically suffered by victims, the potential for reprisal and escalation of violence, and the far-reaching negative consequences of these crimes on the community, Nissequogue Police Department officers will be mindful of and responsive to the security concerns of victims and their families.

If a hate crime is reported, a Nissequogue Police Officer will be tasked with responding and immediately reporting the suspected crime to the SCPD Hate Crimes Unit. The SCPD Hate Crimes Unit is responsible for the investigation and case preparation of all violations of law perpetrated primarily due to a belief or perception regarding race, color, national origin, ancestry, gender, religion, religious practice, age, disability or sexual orientation, except for cases involving death or serious physical injury that may result in death.

In the past 20 years, there have been zero hate crimes reported in the Village. The Nissequogue Police Department is extremely proud of this record and the community it services.

USE OF FORCE

In accordance with NYS Law Enforcement Accreditation Program standard 33.1, all members of the SCPD receive annual training regarding the use of force and the use of deadly physical force.

Any member of the Nissequogue Police Department who observes another member of the Nissequogue Police Department using force that he/she reasonably believes to be clearly beyond that which is objectively reasonable under the circumstances must intercede to prevent the use of unreasonable force, if, and when the officer has a realistic opportunity to prevent harm.

A member of the Nissequogue Police Department who observes another member of the Nissequogue Police Department using force that exceeds the degree of force as described above must promptly report these observations to a supervisor.

All involved officers, prior to the end of their tour, must prepare a Use of Force Report (PDCS-1040), to detail their individual involvement and submit the report for supervisory approval. The Nissequogue supervisor will review the Use of Force Reports from all involved officers. Once the reports are reviewed, the forms are kept on file and the information is forwarded to the NYS DCJS as required.

MISCONDUCT

The Nissequogue Police Department addresses any possible concerns of misconduct immediately without hesitation. This ensures potential problems are mitigated efficiently and effectively.

Although the Nissequogue Police Department does not have access to an electronic Early Intervention System, it is dedicated to monitoring its officers and tracking any concerns. Due to the size of the department, behaviors are currently best tracked by direct and daily supervision. The Nissequogue Police Department believes in the importance of identifying patterns or trends of individual officers which may be indicative of improper or unprofessional conduct.

The Nissequogue Police Department remains committed to improving officer performance, whenever necessary. Therefore, any questionable use of force would be addressed by increased remedial training and/or discipline.

REPORTING MISCONDUCT

Within the Nissequogue Police Department there is an obligation to report the misconduct of another officer immediately to a superior officer. Similarly, the Nissequogue Police Department has imposed on supervisors a duty to respond to all reports of possible misconduct.

The Nissequogue Police Department holds each and every one of its officers to the highest standards. The department has zero tolerance for officer misconduct of any kind. Whenever an officer of the Nissequogue Police Department reasonably suspects any member of the department is engaged, has engaged, or may engage in employee misconduct or unlawful conduct, that member must immediately notify a superior officer. The member will promptly prepare any written report(s) the superior officer may deem necessary.

Whenever a Nissequogue Police officer becomes aware or receives allegations that another officer of the department may have engaged in conduct of a serious or sensitive nature, that officer must immediately notify a supervisor and prepare any reports that are deemed necessary.

All members of the Nissequogue Police Department understand and are committed to maintaining the highest level of professional responsibility. To that end, all officers know that

misconduct, in any form, will not be tolerated. Any act of misconduct will be met with appropriate discipline and proper reporting in real-time.

Nissequogue Police Department's supervisors are engaged daily with the police officers. This allows supervisors to stay abreast of their officers' actions in real-time and address any concerns promptly with an appropriate level of discipline.

All complaints lead to an investigation, which concludes with the completion of a report. This report will be reviewed by a supervisor and forwarded to IAB and/or the DA whenever appropriate.

RETALIATION

Officers are reminded that retaliation by an officer whose conduct had been subject to a report of misconduct, or soliciting, or obtaining the assistance of any third party to affect such retaliation, is prohibited.

OFF-DUTY BEHAVIOR

The behavior of officers when they are off duty helps reinforce trust in police officers and the justice system. Nissequogue Police Officers are always held to the highest standards of conduct even when they are out of uniform. Officers are aware they should not engage in offensive or harassing conduct, verbal or physical, towards fellow employees, supervisors or the public during work hours or off-duty hours.

CITIZEN OVERSIGHT, ACCOUNTABILITY AND TRANSPARENCY

The Nissequogue Village legislative body has oversight of the operations of the police department. The Nissequogue Police Department's Commanding Officer meets, at least, monthly with the Village Board of Trustees. In addition, the Mayor speaks regularly to the Commanding Officer.

Currently, the Nissequogue Police Department does not do an annual community survey to track level of trust. However, the department is dedicated to implementing modernizations intended to open a consistent dialogue with Village stakeholders and residents.

DATA, TECHNOLOGY AND TRANSPARENCY

Transparency is one of the four pillars of procedural justice and is critical to ensuring accountability. Without a full picture of law enforcement policies, procedures, and activity, the public cannot meaningfully evaluate the performance of law enforcement. Even a well-functioning department risks losing public confidence when it does not engage in meaningful transparency.

MODIFICATIONS AND MODERNIZATIONS

- The Nissequogue Police Department recognizes its need to modernize, and as previously set forth, the department is committed to creating a new more interactive website to enhance its reach and aid in making policies and procedures accessible to the public. This includes a focus on accessibility issues, such as format, language, disability sensitivities and ADA-compliance.
- The Nissequogue Police Department is committed to maintaining transparency in interactions with the public through modernization and creating social media platforms. The department intends to make its policies and procedures more transparent by providing easily visible links to relevant policies and procedures.

BODY CAMERAS

Access to and donning of body cameras are not currently part of Nissequogue Police Department procedures. At present, body cameras are in a trial phase with the SCPD. Once information becomes available, the Nissequogue Police Department will proactively assess the

information provided and make an informed decision about the equipment based on the needs of the Nissequogue Police Department and the Village.

STAFFING, RECRUITMENT AND TRAINING

DEPARTMENT STAFFING

The Nissequogue Police Department currently consists of 22 sworn personnel. The applicant pool always remains active and all qualified applicants are considered. The Nissequogue Police Department is an equal opportunity employer that, due to the nature of the job, prefers hiring well-trained, active-duty Suffolk County Police Officers.

RECRUITING A DIVERSE WORKFORCE

Staffing and personnel management is one of the most critical responsibilities of law enforcement leaders and the communities which they protect and serve.

The current 22 Nissequogue Police Department officers closely reflect the diversity of the community they serve.

The Nissequogue Police Department is made up of 22 sworn officers:

- 18 Male
- 4 Female

MODIFICATIONS AND MODERNIZATIONS

The Nissequogue Police Department intends on using its increased online presence as both a great recruitment tool, and a way to directly communicate with its community and underrepresented populations.

TRAINING AND CONTINUING EDUCATION

The Nissequogue Police Department recognizes that smart and effective policing starts with well trained and experienced officers. The department recognizes that training should never be a stagnant process and that it is necessary to ensure all policing reflects Nissequogue Police Department values. Each officer receives additional monthly Departmental Individualized Trainings (DITs), which exceed required NYS DCJS standards. To ensure compliance, all Nissequogue Police Officer training is tracked and verified through the NYS DCJS Records System and Suffolk County transcript records.

The Nissequogue Police Department agrees that ongoing leadership training can foster leadership skills, reinforce positive conduct, and strengthen officers' commitment to community standards. The department encourages officers to apply who have shown dedication to learning through cross-discipline leadership training programs.

IMPLICIT BIAS

As previously mentioned, all Nissequogue Police Department procedures are adopted from the SCPD. As the SCPD personnel represents a large and extremely diverse sworn and civilian group of professionals, its procedures are created to consider disparate impact and address potential biases. For example, the SCPD implicit bias training, entitled "Tactical Policing with Impartial Perceptions," was recently selected by the Department of Justice as a national model and in the beginning of February 2021 SCPD officers were asked to go to Ferguson, Missouri to assist the Ferguson police department with improving their implicit bias training. With a few exceptions, current Nissequogue Police Department officers are also active SCPD officers.

OFFICER WELLNESS AND WELL-BEING

Law enforcement is inherently a physically and emotionally dangerous career. Studies show that people working in law enforcement are at an elevated risk of physical and mental health issues when compared to the general population.

Nissequogue Police Department leadership understands how important mental health is to the stability of the department and the safety of the community it protects. For this reason, mental health matters are handled with extra care and vigilance. Officer wellness is incorporated into the Nissequogue Police Department's daily scheduling and officer duties. The department and its leadership maintain a day-to-day line of communication with open, intimate, direct dialogue to ensure all officers feel safe discussing their concerns. As a department, we work as a family to uplift each other daily and provide a shoulder to lean on or a kind referral whenever we recognize one of our officers in need.

The Nissequogue Police Department understands that mental and physical stress can be brought about without warning on the job. Traumatic events are often unavoidable for members of the law enforcement community. Following a crisis event, supervisors and fellow officers dedicate themselves to ensuring that an officer's condition is monitored and access to meaningful assistance is always available.

CONCLUSION

The Nissequogue Police Reform and Reinvention Collaborative Plan serves as a guideline for the Department and the Village. The plan provides a positive starting point for policy review and open dialogue with the community and its stakeholders. As the Department implements the plan and embraces additional transparency and modifications, we look forward to continuing that open dialogue. It remains a goal for the Nissequogue Police Department to be at its best while representing and protecting the Village, its residents, workers, and visitors.