

**Village of Ocean Beach
Plan to Achieve Excellence in Policing**



**New York State
Police Reform and Reinvention Collaborative
NYS Executive Order # 203**

**James Mallott, Mayor of the Village of Ocean Beach
George B. Hesse, Chief of Police**

Community Stakeholder and Committee Members

- 1) James Mallott, Mayor
- 2) Steve Brautigam, Village Clerk Treasurer
- 3) George B. Hesse, Chief of Police
- 4) John Zois, Police Officer and PBA President
- 5) Jonneigh Adrion, Ocean Beach Village Justice Court
- 6) Kenneth Gray, Village Attorney
- 7) Robert T. Fuchs, Ocean Beach Village Justice Court Village Prosecutor
- 8) Brendan Ahern, Suffolk County DA's Office
- 9) Johnny Parham, Esq. Village Resident
- 10) Kevin Lowry, Esq. Nassau County Deputy Police Chief retired
- 11) Diane Montes, NYS Court Officer retired
- 12) Ian Levine, Ocean Beach Fire Chief and local business owner
- 13) Maria Silsdorf, President of the Ocean Beach Association
- 14) Byron Chenault, local resident
- 15) Chris Mercogliano, Ocean Beach Chamber of Commerce, local business owner
- 16) John Randazzo, Local business owner

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Overview of the Village of Ocean Beach

The Village of Ocean Beach is a Village unlike any other in the state of New York. Ocean Beach is located on the South Shore of Suffolk County Long Island on the barrier island of Fire Island. The Village is approximately 79 acres and is comprised of approximately 587 homes and 32 businesses. The estimated year round winter seasonal population is 50 residents and over 100 workers commuting via ferry daily. The summer population can grow to as high as 8,000 persons daily. Being a barrier island Fire Island is only accessible to most visitors and residents by ferry. Golf carts and bicycles are the main mode of transportation in addition to walking around the Village. Only year-round residents and certain business owners may be granted a Federal and local permit to drive on the beach and then only during the off season. Though the Village of Ocean Beach does not have a school within the confines of the Village, it should be noted the Village does have the Fire Island Union Free School (The Woodhull School) on its western most border servicing all of Fire Island. The Department has a designated member that acts as liaison to the school. The liaison attends safety briefs with the school committee annually. Additionally, the Department maintains open channels of communication with the Superintendent.

The homeowner demographics are primarily Caucasian with a smattering of many other races and cultures. The work force is diverse with a large Caucasian, Hispanic contingent and very few African American workers. Visitors and renters to the beach reflect the diversity of the Long Island Nassau and Suffolk areas.

Overview of the Ocean Beach Police Department

	Total	Males	Female	White	Black	Hispanic
Chief	1	1		1		
Full time	3	3		3		
Seasonal	33	27	6	31		2
Dispatchers	10	8	2	8	1	1
Totals	47	39	8	44	1	3

Ocean Beach has both full time (career) and part time Police Officers. The Department is run by a uniformed Chief, who lives on the island, with the assistance of 3 Police Officers. So, currently the Ocean Beach Police Department is staffed with a total of 4 sworn full time police officers, and 33 sworn part time/seasonal police officers which permits the Department to maintain a minimum staffing level depending on time of year. In the off season, typically October through May, one officer per tour is the minimum number officers in which the Department can operate safely. In the unlikely event that the Village was staffed with less than one officer the Department would be dependent on the Suffolk County Police Department to provide assistance in the event of an emergency call. Due to the geography of the Village and Suffolk County Police Department staffing, arrival of assistance could be 30 minutes or more, which could place the public and members of the Department in danger. During the Summer months the minimum patrol compliment during the summer season and on weekends may be 5 officers for the day shift (7a to 3p) 5 officers for the evening shift (3p to 11p) and 3 officers for the overnight shift (11p to 7a). Depending on available information and holiday weekends those numbers are subject to change at

the discretion of the Chief of Police. With the exception of the Chief of Police, all officers' primary assignment is patrol. Supervisors and Police Officers are assigned additional responsibilities including training, informational technology, investigations, time and leave and other administrative functions. Currently all sworn members perform a material amount of sworn law enforcement functions. The Ocean Beach Police Chief recommends based on the above that the current sworn staffing level be maintained. Additionally, any reduction in staffing may result in a significant increase of overtime for full time officers. Neighboring Villages are patrolled by the Suffolk County Police Department Marine Unit and in far fewer numbers. The Ocean Beach Police Department has been called upon to assist with calls for service.

Every full time Ocean Beach Police Officer, including the Chief, is a trained firefighter/EMT and has been a member of the Ocean Beach Fire Dept. This is also a unique feature of this very unique job. Not only is it highly practical for Village protection, it is also a tremendous public relations tool. The people of the Village get to see the Police in a completely different role and the Police have become closer acquaintances with the 65 members of the Ocean Beach Fire Department.

Overview of Change

“The New York State Police Reform and Reinvention Collaborative” requires local police agencies to develop a plan based on community input. Per the governor’s report, “This executive order is intended to help rebuild the confidence and restore trust between police and the communities they serve by requiring localities to develop a new plan for policing in the community based on fact-finding and meaningful community input.” The Ocean Beach Police Department is going to identify the programming and directives that address the issues outlined in the governor’s order. We will do so by identifying our current policies and procedures which help achieve these missions as well as identifying new programming and directives that have been developed or are in the process of being developed. These will be described and highlighted in each section as we progress through this plan.

As we begin to address these topics/issues, it is important to know that the Ocean Beach Police Department bases all of its policies and procedures on a mission and vision statement that is outlined in Department Rules and Procedures Chapter 1 Section A. (Dated 3/20/2008)

“The Ocean Beach Police Department pledges to protect, serve, educate, and enhance the quality of life for the citizens of our Village by providing the highest level of professional police service. We will fulfill our mission in partnership with the community we serve while respecting the rights and diversity of all people. We shall always adhere to our core values of integrity, dedication, and accountability to the people we serve. The Ocean Beach Police Department’s Mission Statement is to deliver unparalleled police service to our community through employee development, community involvement, and professional leadership.”

The Ocean Beach Police Department’s policies and procedures are evaluated and updated on a regular basis. From the “New York State Law Enforcement Accreditation Program and 21st Century Policing” we use guidelines and best practices of procedural justice with a focus on health and wellness. Many of these guidelines are outlined in a May 2015 report from President Obama’s Task Force on 21st Century Policing.

Multiple needs and concerns will also be addressed in this plan to include, but not limited to:

- Policy and Procedures
- Departmental
- Subject Management Policy and Review,
- Community-Oriented Policing and Neighborhood Engagement,
- Collaborations with Local Service Providers,
- Dealing with Mental Hygiene Situations,
- Citizen and Internal Complaints, and
- Statistical Data Collection and Sharing

Policy and Procedures

Currently, the Ocean Beach Police Department is not an accredited agency. According to the New York State Department of Criminal Justice Services, “the accreditation program provides structure, guidance, and oversight for agencies to evaluate and improve their overall performance. Though the Department is not accredited at this time, the Department follows the NYS DCJS (New York State Division of Criminal Justice Services) Accreditation standards compliance and the MPTC (Municipal Police Training Council) model policy programs. An application has been filed with DCJS for review and approval for accreditation. These accreditation programs encompass four principle goals:

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

To complement the principles above, 21st Century Policing cite, “The Six Pillars of Community Policing” to help strengthen departments:

1. Build Trust and Legitimacy,
2. Policy and Oversight,
3. Technology and Social Media,
4. Community Policing and Crime Reduction
5. Training and Education,
6. Officer Wellness and Safety.

All of the principles and pillars above are used as guidelines when policies are developed. The principles and ideas that they encompass are molded into the inner workings of the Ocean Beach Police Department. As we review the needs of the community, we constantly evaluate our policies and procedures to be able to effectively and safely respond to and satisfy these needs.

According to the Governor’s report, “Accredited agencies must meet minimum standards considered ‘best practices’ in the field, which promote a high degree of professionalism and public confidence.” The Ocean Beach Police Department currently has over 164 distinct policies as part of its’ Rules and Procedures manual. The Rules and Procedure manual is consistently reviewed, evaluated, and updated as part of the ever-changing environment of policing.

Many of the Ocean Beach Police Department policies address specific issues outlined in the Governor’s report. Policies that were updated after the Governor’s order included but not limited to the following:

- ***Internal Investigation/Officer Misconduct-*** Ocean Beach Police Department Rules and Procedures Chapter 5 Sections 1-5, currently being updated and also to include an easier accessible complaint form on the Ocean Beach Village website at: <https://villageofoceanbeach.org/ocean-beach-police-dept-1>

- ***Use of Force and Deadly Physical Force-*** Ocean Beach Police Department Rules and Procedures Chapter 2 Sections 9, 9a, and 10, currently being updated and combined for accuracy of definitions and also to include a “duty to intervene”.
- ***Bias-Based Policing-*** Ocean Beach Police Department Rules and Procedures Chapter 2 Section 12, Bias-Based Policing and best practices. This is a newly added section.
- ***Training-*** Ocean Beach Police Department Rules and Procedures Chapter 18 Sections 1-5 to also include De-escalation and Minimizing Use of Force and Implicit-Bias Training.
- ***Social Services-*** Deployment of social services personnel instead of or in addition to police officers where appropriate. Diversion of certain 911 calls.
 - Consistent with Department policy and Department protocols officers refer cases to Suffolk County Mobile Crisis Unit, Suffolk County Adult Protective Service, and/or Suffolk County Child Protective Services as needed. The criteria used to make referrals are embedded in the Departmental Rules and Procedures Chapter 9 Section 5
 - Due to the limited number of calls that Village receives for mental aided and other calls that may be diverted it would be cost prohibitive to implement such a program. In the event that Suffolk County Police Department implemented this or a similar model it would be worthy of consideration. The Departmental policy is for police to respond to all calls for service. When appropriate, 911 calls are referred to appropriate Rescue, Fire Department’s or other agencies if needed.
- ***Demilitarizing Police-*** the Ocean Beach Police Department is prohibited from using water cannons, rubber pellets, rubber bullets, acoustic weapon, and tear gas. It should be noted that while tear gas is prohibited, members are authorized to carry and use pepper mace. The possession of military equipment by the Ocean Beach Police Department has been restricted to patrol rifles and heavy body armor. The uses of these items are restricted to only those instances where there is either the risk or use of firearm by a third party.
- ***SWAT Team-*** the Ocean Beach Police Department does not have a SWAT Team. In the event that tactical entry is required, the Department would seek the assistance of Suffolk County Police Department and would be guided by their policies.
- ***Pretextual Stops-*** Pretextual stops are those where the officer uses a minor violation to justify a stop to conduct an investigation of an unrelated offense. The Police Department being consistent with NYS and Village law and policy shall enforce at their discretion all State and Local laws.
- ***Ticket Quotas-*** the establishment of formal or informal quotas is prohibited by law. Consistent with the law the Ocean Beach Police does not have quotas for summons, tickets or arrests.
- ***Facial Recognition-*** the Village of Ocean Beach does not own Facial Recognition software. In the event that there was the need for facial recognition, the Department

would seek the assistance Intralogic Solutions, our surveillance camera vendor and or use the services of Suffolk County Police Department.

Strategies to Reduce Racial Disparities:

- Using Summons Rather than Warrantless Arrests for Specified Offenses- the Department issues appearance tickets rather than use warrantless arrests consistent with the law and when appropriate. An example where an officer may arrest an offender for a petty offense would be in a case where they were unable to ID the offender(s). In this type of case the offender would be transferred to the Station House and identified. After, they would be released with an appearance ticket and no bail given as per bail reform.
- Diversion Programs: The Ocean Beach Police Department works closely with the Village of Ocean Beach Justice Court and other stakeholders in the criminal justice system in identifying individuals appropriate for diversion programs. There are a variety of programs available to divert defendants who commit offenses due to substance use disorders, and other mental health issues, from the criminal justice system into treatment. The Department will continue to work with the Village of Ocean Beach Justice Court, the Village prosecutor, the Suffolk County District Attorney's Office, and defense attorneys to identify individuals appropriate for diversion programs including drug/alcohol treatment, mental health programs, anger management, human trafficking, and veterans' programs, as well as other community service options.
- The Investigation of Hate Crimes- Hate crimes are not tolerated by the Village or the Department and will be aggressively investigated and prosecuted. All Hate Crimes will be referred to the Suffolk County Police Department, Hate Crimes Unit. Additionally, the Department will collaborate and provide all available resources to assist in the investigation.
- Partnering with students and schools- As stated the Department does not have a school in the jurisdiction of the Village of Ocean Beach. The Chief of Police goes to the school on an annual basis to read to students at the request of the school. The Department maintains a strong relationship with the Superintendent of the Woodhull School within the Fire Island Union Free School District.
- Involving youth in discussion on the role of law enforcement agencies- The Department maintains open lines of communications with all members of the community including the youth. The Village of Ocean Beach does have a summer camp called the Ocean Beach Youth Group. The police department has regular contact with the leaders of the camp and speaks to campers and staff frequently.
- To ensure that the Village offers a welcoming environment- The Village of Ocean Beach is largely a summer community that provides all amenities that are commensurate with family and individual gatherings. The Ocean Beach Police Department is committed to providing a fully welcoming environment to all who reside and visit the Village. The Department is fully aware of the social justice issues that have been raised throughout the

nation in response to police actions against African Americans and will make certain that New York State and Federal laws against discrimination in housing, public accommodations and every facet of American life are aggressively enforced. All police officers will be trained to respect and to work with all ethnic minorities and every effort will be made to investigate misconduct of any officer who harbors racial animosities against any American citizen regardless of race, creed, or color.

- **Preparing for the future-** The OBPD fully recognizes the changing demographics of the country. The Mayor and Village of Ocean Beach Board of Trustees are prepared to assure that the Village provides an environment that welcomes all races with a recognition that today's visitor may become tomorrow's homeowner. The Department is fully committed to enforcing that mandate to all who reside or visit the Village.

Departmental Training and Equipment

It is the policy of the Ocean Beach Police Department that all sworn officers in accordance with DCJS will receive at least twenty-one (21) hours of in-service training annually. This is guided by the NYS Accreditation Program. Part of the twenty-one (21) hours must be devoted to the following areas:

- Firearms Training annual requalification
- Use of Force review
- Use of Deadly Force review
- Taser Training and review
- Oleoresin Capsicum Aerosol review
- Collapsible Baton (ASP) review
- Bloodborne Pathogens/ Hepatitis/ Radiological review
- Workplace Violence review
- Sexual Harassment in the Workplace review
- Legal Updates (NYS Law and Village Code)
- Use of Nasal Narcan

To add to the above, the Department is being scheduled for further De-escalation and Minimizing Use of Force and Implicit-Bias Training offered by the Suffolk County Police Department In-Service Training Staff.

The Department has a standard compliment of equipment and below are some items of note and interest:

- Extendable Batons – Annual use of force training.
- Mace – Annual use of force training.
- Taser, (6 Tasers) with video and audio recording – Annual use of force training.
- Rifle – (3 rifles) certified officers receive qualifications twice annually.
- Shotguns – (4) all officers are qualified annually.

- Radio System – Department operates a radio system that permits communication within the Village and with the Suffolk County Police Department.
- Departmental Station House – As of May of 2019 the Ocean Beach Police moved into our newly constructed police department which has been approved of and has met all the standards of the NYS Commission of Corrections.
- Station house surveillance/video recording system. (camera system)
 - 24 cameras in around the police station,
 - 9 cameras in around OBYG, (Ocean Beach Youth Group summer camp)
 - 2 cameras at the beach.

Subject Management and the Use of Force

The Governor's report addresses issues relating to the use of force. This is a heavily reviewed and updated policy. Currently, it is the policy of the Ocean Beach Police Department that members, in compliance with Article 35 of the New York State Penal Law and other applicable case law & federal statutes, use only the force that reasonably appears necessary to effectively bring an incident under control, while protecting the lives of the member and others. The department policy outlines officer's ability to (includes, but not limited to):

- Use of force;
- Duty to intervene (which states: Any officer present and observing another officer using force that he/she reasonably believes to be clearly beyond that which is objectively reasonable under the circumstances shall intercede to prevent the use of unreasonable force, if and when the officer has a realistic opportunity to prevent harm);
- Prohibited uses of forces;
- Less lethal procedures;
- Training requirements; and
- Reporting and documenting procedures.

All subject management incidents must be documented by the officers at the Ocean Beach Police Department. The reports then go through a review process consisting of multiple steps. First, the report is reviewed by a first line supervisor. It is then submitted to the Chief of Police for a secondary review. The report is then logged for statistical recording and overall review purposes. It is then reported to the state through the NYS Portal per NYS Executive Law 837-t. The following Use of Force incidents must be reported per NYS:

- Display a chemical agent - To point a chemical agent at a person or persons.
- Use/Deploy a chemical agent - The operation of the chemical agent against a person or persons in a manner capable of causing physical injury as defined in Penal Law Article 10.
- Brandishes a firearm - To point a firearm at a person or persons.
- Uses/Discharges a firearm - To discharge a firearm at or in the direction of a person or persons.
- Brandishes an electronic control weapon (taser) - To point an electronic control weapon at a person or persons.
- Uses/Deploys electronic control weapon (taser) - The operation of an electronic control weapon against a person or persons in a manner capable of causing physical injury as defined in Penal Law Article 10.
- Brandishes an impact weapon (expandable baton) - To point an impact weapon at a person or persons.
- Uses/deploys an impact weapon (expandable baton) - The operation of an impact weapon against a person or persons in a manner capable of causing physical injury as defined in Penal Law Article 10.
- Uses a chokehold or other similar restraint - Any application of sustained pressure to the throat or windpipe of a person in a manner that may hinder breathing or reduce intake of air.
- Conduct which results in the death or serious bodily injury of another person - Serious bodily injury includes bodily injury that creates or causes:

- a) a substantial risk of death; or
- b) unconsciousness; or
- c) serious and protracted disfigurement; or
- d) protracted loss or impairment of the function of any bodily member, organ or mental faculty.

The reporting process at the Ocean Beach Police Department is more restrictive than the state of NY. We require that all use of forces is documented and reviewed. If at any time in the review process deficiencies are identified, they are addressed appropriately. This can be in the form of training, counseling, discipline or even termination. The statistical data recorded includes but is not limited to: date, time, race, gender, ethnicity, age, tool/technique, application/display, reason for contact, whether there was an injury, if the person was treated by emergency medical services, and if resisting arrest was charged. As stated, the subject management (Use of Force) policy is consistently reviewed and updated to stay current with applicable laws and best practices. In 2020, subject management (Use of Force) training was also updated. The main update of this training was regarding chokeholds. Chokeholds, obstructing breathing and/or carotid restraints are considered deadly physical force. This applies to 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, reduce the intake of air or obstruct blood circulation. This is not a trained technique of the Ocean Beach Police Department and has further been outlawed by NYS (See NYS Penal Law, Section 121-13-A. This training also addressed excited delirium, positional asphyxia, the duty to intervene, and proper documentation of a Use of Force incident.

Community Oriented Policing and Neighborhood Engagement

The Ocean Beach Police Department recognizes the need for community-oriented policing strategies. We try to foster an atmosphere of openness and transparency throughout the department, engage the community in true partnerships to address crime and disorder, quality of life, education of the law enforcement system and our services to the public, while trying to make every police contact an opportunity to engage positively with the community.

“Police, at all times, should maintain a relationship with the public that gives reality to the historic tradition that the police are the public and the public are the police; the police being only members of the public who are paid to give full-time attention to duties which are incumbent on every citizen in the interests of community welfare and existence.” – Sir Robert Peel

The Ocean Beach Police Department further recognizes that Community Policing is comprised of three key components:

Community Partnerships

Collaborative partnerships between the law enforcement agency and the individuals and organizations they serve to develop solutions to problems and increase trust in the police.

Organizational Transformation

The alignment of organizational management, structure, personnel, and information systems to support community partnerships and proactive problem solving.

Problem Solving

The process of engaging in the proactive and systematic examination of identified problems to develop and rigorously evaluate effective responses.

We recognize that each and every resident has their own unique set of circumstances that should be fully examined and analyzed when determining what response to use. Many strategies have been identified to help build the appropriate relationship in our community. These approaches use technology and social media communication as well as direct community policing and crime reduction strategies to help build trust, communication, and bring legitimacy to our policing processes. Some of these strategies for the specific responses include, but are not limited to, the following:

- Community-Oriented Policing and Neighborhood Outreach Officers
- Neighborhood Foot and Bicycle Patrols,
- Community Event Attendance,
- Neighborhood/Group Meetings,
- Community Programming (Rapid Evaluation for Appropriate Placement, of those in need, Domestic Violence Counseling, Drug and Alcohol treatment, Outreach and Program Education),

- Department Tours/School Appearances, Camp meetings OBYG
- Department Internships and Civilian Riders for observation.
- Media Relations / Assist Public Information Officer / Social Media Liaison,
- Recruitment Activities (to include job fairs in diverse locations for the inclusion of all represented demographics in our community).
- Neighborhood meet and greets
- Neighborhood Concerns/Complaints response,
- Quality of Life Complaint Remediation,
- Enforcement of Local Ordinances, NYS Penal Law and other problem specific violations,
- Special Attention Details as directed by the Command Staff.

By utilizing the outreach and community oriented policing approach, we can build relationships, understanding of policing practices, and share in the responsibility of strengthening our Village. The development of these ideas/responses allows the Department to direct resources to a specific problem, issue, “hot spots” or Village concerns without diverting Patrol Officers from responding to calls for service. These multifaceted ideas/responses may use traditional law enforcement methods or a combination of strategies in meeting Village needs. Many times, they must coordinate efforts with direct community members as well as other departments such as county, state, federal government agencies, private businesses and charities to create non-law enforcement solutions.

One of our focused strategies that put these principles into play revolves around neighborhood disturbance follow-ups. This can be anything from nuisance style calls and garbage issues, to loud social gatherings and fights; these do not have to necessarily be criminal offenses. We reach out to people at neutral times, typically the next day after an incident, to discuss the issue. The principle of these follow ups is to take an educational focus to address the issue when the environment and people are not “heightened.” The approach may involve Code Enforcement, Fire Marshal, and or the Building Inspector. It attempts to stop reoffending with education about the laws and expectations of the community, solutions for remedy/compliance (which are established between the parties), and information of what continual noncompliance could result in.

Education and communication is paramount in this endeavor.

Dealing with Mental Hygiene Situations And Officer Wellness

The Ocean Beach Police Department recognizes the importance of mental health and wellness. This includes mental health for not only members of the public but members of the department as well.

Public:

It is the policy of the Ocean Beach Police Department to take appropriate action when a person appears to be mentally ill and is conducting himself / herself in a manner which is likely to result in serious harm to himself / herself or others. This may include taking custody of an individual to prevent harm. Officers should always use the least amount of force necessary to safely take people into custody (following all policies and procedures) when this must be done. We further recognize that mental health is not in and of itself a crime, and should not be handled in the same way. All efforts should be made to connect people in crisis with the appropriate services to avoid the need for police custodial interventions. The Ocean Beach Police Department participates in an annual, "Police Mental Hygiene" meeting. This is made up of department heads from all of the local police departments as well as mental health service providers from Stony Brook Hospital. It evaluates each agencies interactions and capabilities in an effort to help make the process as efficient as possible and provide the best services to the communities they serve.

Department Personnel:

The Ocean Beach Police Department recognizes that Law Enforcement is one of the most stressful occupations with higher than average rates of alcohol abuse, divorce and other stress related issues. There have been efforts to develop and maintain initiatives that improve health and wellness. We have foot patrols as well as bicycle patrols. Not only do they enhance community-oriented policing approaches, but they contribute to healthy lifestyle practices. We are developing a physical training program that allows officers to participate in voluntary exercise with the purpose of promoting physical, mental and emotional health, and wellness through exercise. The Department also provides any officer (or employee) the ability to contact Suffolk County Employee Assistance Programs if needed. These services are available 24/7, 365 days, to any employee or family member in crisis. Multiple services are available. These services keep individual's information anonymous, and assist in stress management and help keep officers emotionally and psychologically stable.

Citizen and Internal Complaints

It is the policy of the Ocean Beach Police Department to establish policies and procedures for accepting civilian complaints and standards that define the authority, policy and procedures for receiving, accepting, reporting, and conducting internal investigations within the Ocean Beach Police Department as well as define the authority and responsibility delegated to departmental supervisors for the maintenance of discipline.

This policy was examined and is being updated accordingly (Ocean Beach Police Department Rules and Procedures Chapter 5 Sections 1-5). We believe the image of the Ocean Beach Police Department depends upon the personal integrity and discipline of all members. To a large degree, the public image of this Department is determined by the professional response of The Department to allegations of misconduct by members.

The Ocean Beach Police Department shall:

1. Promptly, competently, professionally and impartially investigate all complaints relative to The Department or its members' responses to community needs.
2. Take appropriate corrective action, to include disciplinary action in all cases where an investigation substantiates a violation of law, orders, rules, regulations, policies or procedures of the Ocean Beach Police Department.

The Department encourages citizens to bring forward legitimate complaints regarding misconduct by department members. Allegation of misconduct or complaints can be made to any member or supervisor of the Department. Additionally, complaints can be made by downloading the Ocean Beach Police Compliment/Complaint form off the Village website at <https://villageofoceanbeach.org/ocean-beach-police-dept-1> and filed either by hand delivery, mail, email, fax, dropped off at the Village Office or the Police Department directly.

The Mayor and Village Board of Trustees maintain oversight within the Department. The Chief of Police reports on Departmental activities daily to the Mayor and every month to The Village Board. Where appropriate, Executive Session will be used to ensure that the Board is fully briefed on all relevant activities of personnel. The Department investigates all allegations of misconduct and where appropriate would refer misconduct to the Mayor and Village Board. See Chapter 5 Sections 1-5 of the Police Departments Rules and Procedures. Consultation may be required as per the Ocean Beach Police PBA. Some cases may be referred to the Suffolk County DA's office in cases of alleged criminality.

Procedural Justice / Quality Assurance Surveys:

The National Initiative for Building Community Trust and Justice describes Procedural Justice as a "focus on the way police and other legal authorities interact with the public, and how the characteristics of those interactions shape the public's views of the police, their willingness to obey the law, and actual crime rates. Mounting evidence shows that community perceptions of procedural justice can have a significant impact on public safety."

Procedural Justice is based on four central principles:

1. Treating people with dignity and respect,
2. Giving citizens “voice” during encounters,
3. Being neutral in decision-making, and
4. Conveying trustworthy motives.

These are principles that we share at the Ocean Beach Police Department. We have created a Quality Assurance Survey (QAS) to start identifying the public perception of how these Procedural Justice Principles are being applied. As of March 13th, 2021, QAS statistics will be completed.

A quality assurance survey may be conducted once a year. When completed and compiled it will be used to identify:

- a. overall agency performance;
- b. overall competency of agency employees;
- c. citizens' perception of officers' attitudes and behavior;
- d. community concern over safety and security within our service area;
- e. citizens' recommendations and suggestions for improvements.

The survey will be used as a platform for organizational learning and should answer questions about the image and perceived quality of policing in our community. We believe that the image and perceived quality of policing affects public trust. The surveys will address all sections of the community, permanent and non-permanent (example, summer transient population).

Statistical Data Collection, Technology and Transparency

Data is an important tool for improving accountability. The Ocean Beach Police Department currently collects data and monitors situations in a multitude of categories. At this current time specialty data is collected on:

- Calls for service (to include locations for hot spot problem addressing)
- Arrests (to include but not limited to: Race, Sex, Ethnicity, Age, Class of Main Offense, and Nature of Main Offense)
- Use of Force reports (to include but not limited to: Race, Sex, Ethnicity, Age, Tool/Technique, Reason for Interaction, and injuries to any subjects)
- Drug related cases (to include Overdose investigations and the types of drugs involved)
- Community Oriented Policing / Neighborhood Engagement Activities
- Training (to include courses and topics completed)
- Mental aided contacts
- Situations in and around the police department with a video recording camera system
- The use of body worn camera is being researched
- Facial recognition- at this time we do not have this capability but our video recording vendor does offer this program (Intralogic Solutions)

The Department uses a multitude of data input technologies for example the SJS RMS software. (Spectrum Justice System Records Monitoring System):

Incident Records:

- Automated tracking of incidents linked by:
 - Suspects
 - Location
 - Property
 - Vehicles
- Streamlined capability for agencies to submit data to the NYS Incident Based Reporting Program (NYSIBR) at DCJS
- Ability to produce management reports under several request venues
- Incident synopsis reporting capability available by month, day, time etc.
- Data links to arrest and warrant modules
- Pre-fill commonly used fields
- Database merging capability
- Allows user to search on Incident Report by entering Incident Number

Arrest Records:

- Displays pedigree information for each subject, including name, address, physical characteristics.
- Initial data entry of subject provides link to Incident and Warrant Records.
- Collects and stores:
 - Incident data, alias data, offense data
 - Victim information, charges and weapon data
 - UTT and Appearance Ticket Information
- Unlimited narrative with search capability
- Livescan/Cardscan Interface
- Ability to add local charges
- Allows user to search for an arrest record by entering arrest number
- Automated printing capability:

- NYS Standardized Arrest Report
- NYS Standardized Incident Report
- DCJS/FBI Arrest Cards
- Incidents/Arrests sorted by:
 - Date, location, crime

Conclusion

Overall, this Committee is very satisfied with the current performance of the Ocean Beach Police Department. It also believes that the general public has confidence in the work they do and respect the personnel of the Police Department.

With that said, there is always room for improvement in any organization. This Committee makes the following recommendation to the Mayor and Board of Trustees:

Recommendation 1:

Increase the number of minority members of the Police Department in all job titles.

Action Plan: Increase outreach to minority communities through community contacts in order to encourage minority community members to take advantage of employment opportunities that exist within the Police Department and to provide information on how to apply for and be hired for the job openings that are available in the Police Department.

The Committee recognizes that the Village is constrained by NYS Civil Service Law when it comes to hiring (1 in 3 Rule). The Village should work with the Suffolk County Village Officials Association (SCVOA) and the NY Conference of Mayors (NYCOM) to advocate in Albany to amend legislation so Villages have greater flexibility in the hiring process.

NOTE: Part time/Seasonal Police Officers are considered an open noncompetitive position. All candidates are considered.

Recommendation 2:

Increase engagement with all minority communities within the Village.

Action Plan: Develop formal programs within the Police Department with community feedback that will increase community engagement between the Police Department and all minorities within the Village.

Recommendation 3:

Although there are generally very few personnel complaints filed against members of the Department from the vast groups that reside and visit Ocean Beach, the Department created a new complaint form which is now available on the Department webpage and available upon request at police headquarters and the Village Office. From some of the feedback received, there needs to be an easier more transparent process for the filing of a complaint against a Police Officer.

Action Plan: Implement an improved complaint procedure. Complaints/Compliments may be filed with the Village Clerk/Treasurer, a non-member of the Police Department. A complaint/compliment form can be made by downloading the Ocean Beach Police Compliment/Complaint form off the Village website at <https://villageofocanbeach.org/ocean-beach-police-dept-1> and filed either by hand delivery, mail, email, fax, dropped off at the Village Office or the Police Department directly. A complaint can also be filed electronically by e-mailing it to info@oceanbeachvillage.org.

Recommendation 4:

Continue with training initiatives identified in the Executive Order such as de-escalation training and implicit bias training.

Action Step: The Police Department should continue seeking out appropriate training opportunities for its personnel. Training topics identified in the Executive Order shall be incorporated into the training received by police officers. The Department has tentatively scheduled de-escalating and implicit bias training with the Suffolk County Police Department In-service Training Unit. Annual updates shall be completed.

Recommendation #5:

Related to training, the PD wants to ensure that personnel are healthy – in mind and body.

Action Step: The Department is part of the Suffolk County Employee Assistance Program (EAP). The Department should make members of the Department more aware of the assistance programs available to them. Department Rules and Procedures shall be updated to reflect all current information.

Recommendation #6:

The Committee sees great value in this committee and are recommending that it remain intact to help educate the community on this plan over the next few months and to help administer and respond to the survey annually in future years.

Action Step: The Village Mayor and Board of Trustees should reconstitute this Committee (possibly under a different name for annual review).

Recommendation #7:

During the Committee Meetings, several residents raised concerns about quality of life issues.

Action Step: The Village Mayor and Board of Trustees should reconstitute the Quality of Life Committee.

Recommendation #8:

Use of Force updates.

Action Step: The Department shall make sure Use of Force is reviewed annually and any updates are made and approved by the Mayor and Board of Trustees. All Use of Force policies shall be on the Village website for transparency and review by the public. The Department has updated the Use of Force form.