



**Centre Island Police Department Police Reform
and Reinvention Collaborative**

**Michael A. Capobianco
Chief of Police**

PUBLIC COMMENT COVER LETTER

The following plan was formulated by the Centre Island Police Department to comply with NY State Executive Order 203 (EO 203). Residents should review this draft document on the Village website and submit suggestions to the Village Hall Office at 303 Centre Island, Oyster Bay, NY in a timely fashion so that the Board of Trustees can ratify it before the April 1, 2021 deadline for submission to the state.

This draft being presented for public comment follows a period of collaboration with community stakeholders and representatives. However, it is imperative that the Village of Centre Island receive input on our plan for police reform and reinvention from as many residents as possible.

Meaningful reform will only be accomplished if our residents review this plan and submit any suggestions, comments, or recommendations to the Village for consideration. Please help spread the word that our draft police reform plan is now available for public review and comment. Let your neighbors and family members know that the Village of Centre Island wants to hear from them on this issue of police reform.

Police and Community Trust Initiative (PACT)

June 24, 2020

July 14, 2020

August 6, 2020

September 17, 2020

October 8, 22, 2020

November 12, 19, 2020

December 2, 7, 17, 30, 2020

Nassau County Legislature Public Safety Reform Hearing

January 7, 2021

The Centre Island Police Department was represented by the Nassau County Chiefs of Police Association President, Kenneth O. Jackson, at the PACT meetings (above). The representative forwarded information about community concerns and suggestions that were discussed at these PACT meetings.

Introduction

The Office of the Mayor of the Village of Centre Island and the Centre Island Police Department submit this plan pursuant to NYS Executive Order 203 “(EO203)”. This plan was developed after a review of strategies, polices, procedures and practices and consultation with community stakeholders.

In accordance with the mandates of EO203 and the guidance provided by NYS relating to the Executive Order, the Village of Centre Island engaged in a collaborative effort with community stakeholders through several different forums. First, the Village of Centre Island in conjunction with Nassau County Executive Curran and the Nassau County Municipal Police Chiefs Association, participated in the Police and Community Trust initiative (PACT) and the Community Collaborative Task Force (CCT).

Similarly, Chief Michael A. Capobianco participated in several meetings with Nassau County Police Commissioner Patrick J. Ryder, PACT representative Commissioner Kenneth Jackson and the heads of other police departments in Nassau County to collaboratively work on this important police reform plan. The Village of Centre Island posted a copy of this draft reform plan on the Villages website which can be utilized by Village residents to view and send suggestions, concerns or ideas relating to police reform.

The Village of Centre Island participated in a collaborative effort to conduct a full review of policies and procedures of the Centre Island Police Department (CIPD). As a result of the input from our community and community leaders, the CIPD has made modifications to its policies and procedures. This plan reflects the Village of Centre Island’s and the CIPD’s commitment to serving all the people of our community both equally and fairly. As reflected herein, the CIPD has, in many instances, addressed many issues presented in the NYS guidance relating to police reform and transparency prior to the promulgation of EO203. Nevertheless, although the CIPD has been in many ways ahead of other jurisdictions regarding the relationships between the CIPD and our residents, we know we can do more. The Village and Police Department is committed to fostering trust, fairness, and legitimacy while serving the people of Centre Island.

Recent events which have led to unrest in our country have made it clear that law enforcement, community members, and elected officials must work together to build mutual trust and respect. The Village and the CIPD acknowledge that this important work does not end with the submission of this document but rather an ongoing effort to continuously improve relations between the CIPD and the community that the department serves.

CENTRE ISLAND POLICE DEPARTMENT

Established in 1926, the Centre Island Police Department (CIPD) began serving the citizens of Centre Island for nearly a century, the Department now has 6 sworn members.

It is important to note that the Village of Centre Island maintains their own police departments but is assisted by the Nassau County Police Department (NCPD) when needed (for example, assistance is generally provided on felonies, investigations, harbor patrol, aviation assistance, canine, aided cases, etc.), but the day-to-day operations, which includes routine patrol, traffic enforcement, preliminary investigations, etc. are solely the responsibility of the CIPD.

On September 8, 2016, the Centre Island Police Department was officially accredited and certified by the NYS Division of Criminal Justice Services (DCJS) accreditation council. The process included creating and/or re-writing policies, procedures, rules, and regulations for the Department. The process also included compiling and cataloging all necessary documents, reports, records, and relevant materials to meet the 110 standards required by the NYS Division of Criminal Justice Services (DCJS). The accreditation process is difficult to achieve and requires intense dedication to reach the goal of certification. Nassau County has 21 police departments including villages, cities, and county. The Centre Island Police department is one of only a few agencies that have achieved the coveted certification by DCJS.

COMMUNITY ORIENTED POLICING AND PUBLIC TRUST

As a service-oriented department, the CIPD has a long history of strong relationships with the community it serves. The CIPD is proud of the work it has done/does to develop and maintain these relationships as they are key in keeping an open line of communication between the Department and residents of Centre Island. Members of the CIPD frequently interact with members of the community while on routine patrol, answering calls for service, random patrols of private driveways and residences, attending court and Board of Trustee meetings, interacting with residents during the Villages community association meetings (Centre Island Association CIA), etc.

EO 203 MANDATES

EO203 states that the Villages plan should consider evidence-based policing strategies relating to topics including, but not limited to:

- use of force policies
- procedural justice
- any studies addressing systemic racial bias or racial justice in policing
- implicit bias awareness training
- de-escalation training and practices
- law enforcement assisted diversion programs
- restorative justice practices
- community-based outreach and conflict resolutions
- problem-oriented policing
- hot spot policing
- focused deterrence
- crime prevention through environmental design
- violence prevention and reduction interventions
- model policies and guidelines promulgated by the New York State Municipal Police Training Council
- standards promulgated by the NYS Law Enforcement Accreditation Program

Pursuant to the directives of EO 203 and following the subsequent guidance provided by New York State (NYS), the CIPD has conducted a comprehensive review of its policies and procedures. After collaborating with community stakeholders as described above, receiving input from those members of our community, the CIPD has made modifications to its policies and procedures. This plan contains a review of both the specific topics listed in EO 203 as well as the additional topics suggested in the NYS guidance. The plan includes a summary of current CIPD policies and procedures. Each topic was reviewed by the CIPD in an effort to strengthen its relationship with the community.

Department Staffing and Recruitment

The CIPD consists of six (6) sworn members.
Currently one (1) Chief of Police and five (5) Police Officers.

Promotions:

- Nassau County Civil Service administers tests for the titles of Chief of Police, Lieutenant and Sergeant. Following those exams, Civil Service establishes a list based upon the scores, ranking the highest scoring candidate first on the list for selection.
- While productivity of a candidate is one factor considered for the promotion, there are no hard or fast numbers that are used for promotional purposes that would cause ticketing or arrests to be misused in the community in order to achieve promotion. The Village of Centre Island endeavors to use community input when the promotion effects the needs of the community.

Recruitment:

- The NCPD and Nassau County Civil Service Commission continuously work with the communities in Nassau County (as well as adjoining counties) to recruit a diverse group of candidates, which represent the diverse population of Nassau County.
- The CIPD utilizes the Nassau County Civil Service established police officer list to hire new police officers.
- In an effort to create more diversity in policing across the county, the NCPD has been promoting the Police Officer Civil Service Exam through the Police Department's website, distributing pamphlets, utilizing social media platforms and engaging the youth in the community.
- Individuals interested in becoming a police officer may sign up to take the next police officer exam by calling 1-800-RECRUIT. A recorded message provides prospective applicants with additional information on upcoming tests and instructions on how to apply to take the test.
- Interested individuals can also obtain information about upcoming tests through the NCPD website.

Evaluations and Awards:

- Officers are informed of commendation letters they receive from members of the public who contact the CIPD to express their gratitude for action that was taken. Those letters are also added to the member's personnel file. This helps advance the CIPD's goal of being a service-oriented department.
- Officers do receive awards from various organizations.
- It is also important to note that additional points are added to promotional exams for certain meritorious actions and awards.

TRAINING

Specific areas of training will be addressed throughout this plan. This section will provide a general overview of the training provided to members of the CIPD and address training on topics specified in the NYS guidance:

- All police officers in the CIPD have attended a Division of Criminal Justice Services (DCJS) certified police academy in NYS.
- The NCPD Academy is a certified academy in NYS accredited by DCJS.
- Although new police officers receive extensive training in the academy, there is only so much that can be learned in a controlled environment. Accordingly, all new CIPD police officers are assigned to shadow an experienced officer. This experienced certified field training officer (FTO) is carefully selected based on his/her length of service with the CIPD, past performance record, and the officer's ability to mentor and guide new officers. These FTO's take great pride in passing on their knowledge and experience to the next generation of officers. It is with these FTO's where new police officers witness the real-world application of de-escalation techniques and the benefits it provides to both the officer and the individual. These new officers also get to see how experienced officers interact with individuals from our community and gain their trust and respect. These FTO's play a critical role in the shape and future of the CIPD.
- While attending the NCPD Academy, several diverse members from the community come in to talk with the new officers about their community's experience with police officers and the role these officers will be undertaking as guardians of that community. These members include faith-based leaders and community activists. These individuals expose our new officers to the impact their actions have on those communities and ways to positively interact with those communities. This insight allows our members to understand cultural differences and how an officer's actions might be perceived in that community. This interaction and discourse are invaluable in the training of our new officers.
- The CIPD is committed to high-quality, relevant in-service training. For example, last year, all members of the police department received in-person in-service training on recently enacted legislation, policy, and procedure updates, use of force updates and review and a refresher on the limitations imposed on certain police actions. This training was supervised by a certified law enforcement instructor. This training also included a mental health section to alert all members of the dangers of ignoring their mental well-being and to be cognizant of other members who might be struggling and where to find needed assistance. As further explained below, it is anticipated that this mandatory training will become a yearly requirement.
- By emphasizing de-escalation through empathy and "verbal judo." All new police officers training in the NCPD academy are continuously reminded throughout their training of the importance of patience and understanding and acknowledging that some incidents may take longer to resolve than others. New officers are constantly reminded to slow things down and to always ask for help from fellow officers.
- CIPD officers are trained regarding vehicle pursuits. CIPD Policy, Operational Procedure 6405 addresses vehicle pursuits. The Department recognizes that the vehicular pursuit of fleeing suspects poses a danger to the lives of the public, police officers and the suspects involved in the pursuit. The Department also recognizes that in certain circumstances, the proper law enforcement response requires a pursuit. The policy of the Police Department is to minimize the

risks of pursuit by limiting vehicle pursuits to only those situations where the escape of the suspect poses a greater risk of harm to the public than does the pursuit itself.

- CIPD officers are trained and instructed to follow applicable laws relating to the detention and/or search of individuals, referred to in the NYS Guidance as “Stop and Frisk”.
- Bias training is more fully discussed below. It is worth noting that all new police officers attending the NCPD academy are required to attend training at the Nassau County Holocaust Museum where they are educated on the role of the police in the Holocaust.
- CIPD officers are trained to respond to individuals experiencing a mental health crisis or substance abuse effectively and safely. All new police officers attending the NCPD academy receive extensive training on responding to calls involving individuals who are suffering a mental health crisis. This training includes both classroom instruction and practical application of material learned in the classroom to simulated scenarios. During these simulated scenarios, Academy instructors can critique a new officer’s handling of an individual suffering a mental health crisis and explain any issues that might be present.
- With respect to substance abuse, all officers are trained on administering NARCAN for individuals who might be suffering from an opioid overdose. All opioid overdoses are thoroughly investigated by the CIPD and NCPD Detectives. The detectives attempt to track the source of the narcotics and prevent the further spread of narcotics in the community. It is worth noting that Nassau County Health and Human Services is also notified by the CIPD/NCPD of all instances involving an opioid overdose.
- Our officers are also trained in the NCPD academy on responding to calls involving intoxicated persons. When an individual appears to be severely intoxicated and unable to care for himself/herself, officers are directed to transport those individuals to the nearest hospital for medical treatment or observation under the care of a physician. If the individual is intoxicated and able to care for himself/herself, officers are advised of a range of alternatives to assist the intoxicated person. Those alternatives may include calling a friend or relative to assist the intoxicated person in getting home safely, driving the intoxicated person to his/her residence, or dropping the intoxicated person off at a drug and alcohol rehabilitation center.

New Annual In-Service Training by the Nassau County Police Department (NCPD)

To ensure officers are aware of recent legislation and newly implemented department policies and procedures related to EO203 mandates, the NCPD formulated an innovative in-service training curriculum. All CIPD officers will attend this training offered by the NCPD in addition to our own in-service training. This new NCPD ten (10) hour in-service lesson plan is outlined below:

- Legal updates to include EO203 mandates, NYS Penal Law Aggravated Strangulation, disciplinary records repeal (NYS Civil Rights Law §50-a), NYS Civil Rights Law §79-p Right to Monitor,
- Use of force review, reaffirming the definition of reasonableness and necessity, misuse of force, use of force reporting and priority of life discussion
- De-escalation, maintaining control over oneself, the five universal truths to human interaction, communication, active listening, and the principles of impartiality
- Procedural justice, police legitimacy and the benefits thereof
- Ethical and moral courage and the duty to intercede/intervene
- Fundamental crisis intervention, indicators of emotional stress, communication, and treatment, recovery and resources

- Implicit bias, implicit/preference, explicit/conscious preference and confirmation bias

Use of Force Policies (UOF)

CIPD UOF Policy 4200 states “it should be noted that members of law enforcement who use unreasonable force diminish the confidence of the community they serve, expose their department and fellow officers to legal and physical hazards, and violate the rights of individuals upon whom unreasonable force is used.”

Accordingly, in 2016, the CIPD conducted a comprehensive review of its use of force policies and procedures during the initial NYS accreditation process and adopted the current Use of Force policy which compiled Use of Force policies, rules and procedures.

USE OF FORCE POLICIES, PROCEDURES AND RELATED TRAINING

- New York State Department of Criminal Justice Services (“DCJS”) mandates that police academies provide eleven (11) hours of instruction on use of force. The NCPD academy exceeds that requirement by providing nineteen (19) hours of instruction, including eight (8) hours of reality-based training using ‘simunitions’. In this 8-hour training block, Academy staff devise various training scenarios where officers are confronted with situations that may or may not require force. “Simunition” rounds, which are akin to paintballs, are fired from guns to mimic scenarios where an officer may be confronted with an individual armed with a gun. These scenarios allow the Academy staff to assess whether the appropriate amount of force is applied given the situation. The Academy staff base their scenarios off scenes the new officers will confront on a daily basis (i.e., traffic stops, domestics, and disturbances). Observing new officers in this environment on these types of scenes allows the Academy staff to see if the new officers can balance both their safety and the individual’s safety without resorting to excessive force. If an officer uses excessive force by, for example routinely drawing his gun on traffic stops, that officer will be pulled aside and retrained. It is also worth noting and highlighting that all new officers must receive a perfect score of 100 percent on a written use of deadly physical force test. If an officer fails that test by scoring less than 100 percent, he/she is retrained and offered another chance to achieve a perfect score on a different test. If that individual fails again by scoring anything less than 100 percent, he/she is retrained and is offered one last chance to pass another test. If the individual fails that last test, he/she is fired.
- The CIPD generally prohibits the firing of rounds at or from moving vehicles unless the deadly force being used against the officer is other than the vehicle itself. Every incident where an officer fires their weapon at a moving vehicle is fully investigated. The NCPD “Deadly Physical Force Team” responds to all such incidents and conducts a full investigation and report into the circumstances surrounding the shooting. Thereafter, if warranted, discipline and/or retraining occur.
- The CIPD Department Rules, Article 5 (ART 5) & Use of Force POL 4200 address what tactics will be used to promote free breathing of persons in custody including while in transport.

REPORTING

- Members of the Department shall notify their immediate supervisor as soon as possible of instances involving the use of force. Following involvement in any such incident, members of the Department are required to complete the Use of Force Report. Use of force incidents are reviewed by the Chief of Police and forwarded to DCJS as required by law in New York State.
- Members of the Department who observe another member using force that exceeds the use of what is objectively reasonable shall promptly report these observations to his/her supervisor.
- On June 16, 2020, the NCPD issued Legal Bureau Bulletin 20-004. The CIPD posted and adopted this bulletin in CIPD memorandum 20-07 notifying our members of this legal bulletin and new law, Aggravated Strangulation New York State Penal Law § 121.13-a.
- In the interest of transparency, the CIPD will issue a bi-annual Use of Force Report which will include statistics on use of force incidents, demographic data, type of force used and breakdown of number of incidents by community
- The CIPD will attend the NCPD in-service training curriculum going forward.

VEHICLE STOPS

Vehicle stops are most likely the single most frequent interaction that people in our jurisdiction have with the police.

It is evident from our collaboration with community stakeholders that this topic is of importance to our residents. Accordingly, the Village has included this section dedicated to the issue.

- The CIPD utilizes the NYS TraCS system when issuing traffic summons. This application does not provide an independent field for the collection of demographic data.
- As a result, the historical data is not comprehensive enough to be the basis of an accurate statistical analysis.
- The Centre Island Police Department does not hold its members to any sort of quota, informal or otherwise. Quotas are illegal.

PROCEDURAL JUSTICE/RACIAL BIAS/IMPLICIT BIAS

- CIPD has established long-lasting community partnerships to foster public confidence in the police and in its ability to safeguard the communities it serves.
- The CIPD does not condone racial profiling and Members of the Department will not engage in racial profiling. It is inconsistent with effective policing and equal protection of the law for all persons.
- Initial contact protocol is followed by members of the Department; they will be respectful in their contact with Superior Officers and all other persons within and outside of the Police Department. Members will give their rank, name, shield number to any person who requests same. Members will give the rank, name, shield number of another Member of the Department to any person who appears personally and can demonstrate a legitimate interest in obtaining same.
- In an effort to reduce racial disparities and any unfair treatment, the CIPD will issue appearance tickets in lieu of arrests for petty offenses as dictated by NYS law. This issue has been addressed in large part by the recent bail reform legislation.
- The CIPD ensures the members of our community with limited english proficiency have equal access to all services provided by the Department. In 2019, the Nassau County Police Department implemented the Language Access Plan to ensure community members with limited english proficiency have equal access to all services provided by the County. The CIPD has access to this important service and will utilize it when necessary. In a continued effort to enhance communication with our community, officers on patrol are issued a department owned iPhone to create easy access to the language line. The Language Line Application allows any individual an opportunity to video conference with an interpreter to ensure both parties can properly articulate themselves and understand each other.
- The Language Line provides an option for those who are hard of hearing to use sign language.
- It is the policy of the CIPD to not inquire about the immigration status of crime victims, crime witnesses, and anyone who calls or approaches officers to seek assistance.
- The Nassau County Police Department's Procedural Justice Course is ten (10) hours long and exceeds the NYS DCJS' mandated two (2) hours. The Procedural Justice Course includes sections on de-escalation and professional communication. The CIPD will participate in this training.
- Any Officer from the CIPD that attends the NCPD training academy will be trained on the topic of implicit bias for a total of sixteen (16) hours. Eight (8) hours are spent on decision making which incorporates concepts of implicit bias including how to reduce stereotypical ideology and subconscious biases. Eight (8) hours of training is also spent on cultural diversity. The NCPD exceeds the NYS DCJS mandate by three (3) hours.

HATE CRIMES

- The Centre Island Police Department effectively identifies, investigates, and enforces hate crimes.

- A supervisor is notified and closely follows any call where a hate crime is alleged to have occurred. In Centre Island, even the lowest-level crime influenced by any type of bias or hate is investigated.
- When investigating bias/hate crimes, the CIPD will research prior bias/hate crime incidents to determine if there is a discernable pattern or commonalities.
- This data is reviewed and monitored by the Police Department and shared monthly with the New York State Division of Criminal Justice Services (DCJS).
- Pursuant to new legislation, New York State Civil Rights Law § 79-n(2) (Prohibited Race-Based 911 Calls).
- NCPD Legal Bulletin 20-004, was adopted by the CIPD and issued as memorandum notifying the members of the CIPD of Bias related violence or intimidation. This new law and this topic will be included during in-service training.

De-Escalation Training and Practices

De-escalation practices are integral in the ideology of the police profession. Through effective communication and techniques, CIPD officers are trained to resolve situations which might otherwise escalate towards violence to a successful, non-violent conclusion. De-escalation enhances the safety of police officers and the public.

- To ensure CIPD Officers are aware of recent legislation and policy changes regarding de-escalation training and practices, this topic will be covered during the new annual in-service training curriculum provided by the NCPD.

Problem-Oriented Policing

Problem-oriented policing proactively identifies underlying issues that can be targeted to alleviate crime at its roots.

- CIPD officers who attend the Nassau County Police Academy will receive instruction on the methods of Problem-Oriented Policing in a two (2) hour course encompassing the value of community-oriented policing and problem solving.
- in 2002, the NCPD initiated “Nass-Stat”, which is based on the “CompStat” model used and created by the New York City Police Department. In 2012 Nass-Stat became Strat-Com (Strategic Communication). Strat-Com is an evidence-based approach to crime fighting and addressing community conditions and quality-of-life concerns. This model incorporates many tenets of the Problem Oriented Policing evidence-based approach, as it looks at large scale problems rather than individual crimes. Analysis conducted on a daily, weekly and monthly basis allows for focused strategic planning rather than general unfocused enforcement which is often intrusive to the involved communities. The CIPD is associated and participates in the Strat-Com approach.

Complaint Tracking

The Centre Island Police Department holds its members to a high standard of professionalism as reflected in Article 5 of the CIPD Department Rules and General Conduct

- All allegations of misconduct are investigated by the Chief of Police, as per Administrative Procedure 1200 (ADM 1200), Internal Affairs.
- Civilian complaints may be filed in several ways:
 - through email
 - by phone by directly calling any supervisor at (516)922-6466.
 - in person at the station house, twenty-four (24) hours a day, seven (7) days a week.
- Anonymous complaints are accepted, and complaints will be taken from anyone, with or without a connection or direct relationship to the incident.
- Complainants are contacted by a supervisor to acknowledge receipt of the complaint and establish contact information.
- If the complaint involves alleged criminality, the matter is referred to the District Attorney's Office for an investigation and possible criminal prosecution prior to any CIPD administrative proceeding.
- Investigative findings are categorized as follows:
 - Founded- Substantial evidence exists to corroborate the allegations against an officer.
 - Unfounded- Witnesses and evidence, clearly and unequivocally, establishes that the allegation by the complainant is untrue, fabricated, or a distortion of the facts.
 - Undetermined- Insufficient evidence is available to either prove or disprove the allegation.
- Exonerated- The incident did occur; however, the actions of the member were justified, lawful and proper.
- The Chief of Police has the authority to discipline a member of the department by:
 1. Reprimand
 2. Fine
 3. Suspension, with or without pay
 4. Dismissal or removal from the department
- Additionally, Operational Procedure 6408 (OPS 6408), Notifications to Supervisor, articulates that "Members of the Department will keep their supervisors informed of all important matters. Important matters include but are not limited to the following: a member of the Department who appears unfit for duty, a serious complaint against a member of the Department, important messages, and matters that require the attention of a supervisor."
- All newly promoted sergeants are required by DCJS to attend a month-long supervisor training session. At this supervisor training, all new sergeants are informed of their responsibilities.

- In accordance with the repeal of section 50-a of the New York State Civil Rights Law and the amendments to Article 6 of the New York State Public Officers Law (Freedom of Information Law), founded complaints and dispositions thereof will be made available to the public as required by law.

COMMUNICATIONS BUREAU/ 911

CALLS FOR SERVICE

- The NCPD Communications Bureau (via 911) receives and dispatches calls for service to the CIPD relating to emergencies. CIPD police officers are usually the first ones to arrive at the scene of an emergency and are tasked with providing life-saving measures, protect life and property.
- As a service-oriented department the CIPD responds to any and all requests for assistance. For example, a request by an elderly individual to be lifted from the floor to the bed will be handled by a member of the CIPD. A neighbor having an issue with another neighbor will also be handled by the CIPD. Indeed, there is no assignment that is too big or small for the CIPD.
- As of November 30, 2020, the “Mobile Crisis Outreach Team” (MCOT) is notified by NCPD Communications Bureau of all instances involving a situation where a person is experiencing a mental health crisis. MCOT is a unit composed of mental health professionals who provide on-site intervention and evaluation for community members and their families.

Mental Health and Homelessness

- CIPD Recruits who attend the Nassau County Police Academy undergo twenty (20) hours of NYS DCJS Mental Health curriculum. This course trains recruits in identifying behavioral signs of emotional distress and to effectively communicate with an emotionally disturbed/mentally ill person and to help people with mental illnesses connect to resources. This curriculum uses role-play for reality-based training by simulating scenarios involving people in crisis.
- In addition to the DCJS Mental Health course, the NCPD academy addresses mental health training in other courses such as: crisis intervention, de-escalation, professional communication, hostage negotiation, autism awareness, and interview and verbal skills.
- The response to a mental aided call includes the responding police officer, a supervisor (if available), and a NCPD Ambulance. In situations where the mental aided exhibits violent behavior and the situation is likely to result in serious harm, personnel from the NCPD Emergency Services Unit (ESU) will respond as well at the request of the CIPD.
- As stated above, MCOT is notified by NCPD communications of all instances involving a person suffering from a mental health crisis.

- CIPD officers will assess situations involving individuals experiencing a mental health issue and obtain background information including:
 - the individual's mental and medical history
 - prescription or illegal drug use
 - The circumstances which led to the call to 911
 - The individual's behavior prior to police arrival
 - The individual's past violent behavior.
- If the officers at the scene reach a determination that the individual is a threat to himself/herself or others, the officers will transport the person, by ambulance, to a hospital for medical evaluation and treatment.
- If it is determined that the individual is not a threat to himself/herself or others, and transport to a hospital is not necessary, the officers at the scene will reach out to or provide referrals to resources such as the National Suicide Prevention Lifeline.
- Members of Nassau County Police Department's Emergency Services Unit (ESU) who respond to mental health calls at the request of the CIPD, receive an extensive five (5) day mental aided training in addition to the training described above. ESU Members train on mid-range impact weapons and gear to subdue a mental aided with the minimal use of force necessary. ESU works in collaboration with other members present at the scene, which includes police officers, supervisors, police medics, and, when necessary, the NCPD Hostage Negotiation Team.
- When an encounter with a mental aided involves a suicidal person, a barricaded individual, or persons held against their will, the Nassau County Police Department Hostage Negotiation Team (HNT) may be notified by the CIPD officer on the scene. The HNT is comprised of experienced, specially trained members of the NCPD.
- As Certified First Responders, CIPD Officers are trained to respond to opioid overdose requests for assistance. In most circumstances, our police officers are generally the first members to respond to the scene of an overdose. Pursuant to their training, if necessary, they will administer NARCAN until the Police Medic and ambulance arrive to the scene.

Crowd Control

The Centre Island Police Department will protect individual rights related to assembly and free speech; effectively manage crowds to prevent loss of life, injury, or property damage; and minimize disruption to persons who are not involved.

- Recently, there have been many protests within Nassau County and the protests have remained for the most part peaceful with only a handful of arrests. The Village of Centre Island has experienced very few protests but remain ready to handle any situation that arises.
- The CIPD can in certain situations request the assistance of the NCPD Specialized units such as the Mounted Unit and Bureau of Special Operations to manage large scale events more effectively.

- The CIPD does not utilize surplus military equipment for crowd control. The CIPD does not have any surplus military equipment obtained through the NYS Military Program 1033.

Supporting Officer Well-Being

Law enforcement is inherently a physically and emotionally dangerous job. The Village of Centre Island is committed to supporting and promoting the physical, emotional, and mental wellness of the officers in the CIPD.

- During the course of a career in law enforcement, an officer will likely be exposed to a traumatic event (i.e., death of a child, mass casualty incident, etc.). If needed, CIPD officers can utilize the services of the NCPD Peer Support Team who respond to scenes and/or hospitals and other locations as needed. This team is available twenty-four (24) hours a day, seven (7) days a week. In addition, the NCPD provides an Employee Assistance Office that provides free psychological services to active members of our department.
- The CIPD understands the stress level of an Officer could be correlated with shift lengths. The CIPD's Officer Charts are negotiated by the police officer union (PBA) and the Village. CIPD observes an eight (8) hour rule. Once a Member signs off-duty, they are not permitted to sign on-duty for a minimum of eight (8) hours. This rule promotes officer wellness by ensuring CIPD members have adequate time to rest and recharge between tours.

TRANSPARENCY

Use of Force - The CIPD provides a Use of Force Report to the NYS Division of Criminal Justice Services (DCJS) monthly.

Hate Crimes - The CIPD provides a Hate Crime Report to the NYS Division of Criminal Justice Services (DCJS) monthly.

Law Enforcement Officer Killed or Assaulted (LEOKA) - The CIPD provides a LEOKA Report to the NYS Division of Criminal Justice Services (DCJS) monthly.

Crime/Arrest Statistics – CIPD Monthly major crime statistics are posted on the NCPD Department’s website. Data is available county-wide and broken down by precinct and village. Major crime categories are murder, rape, criminal sexual act, sexual abuse, robbery other, robbery commercial, assault felony, burglary residence, burglary other, stolen vehicle, grand larceny, and all other crime reports.

CONCLUSION

The NYS Guidance asked that our plan include how we will measure success. In many ways, we have achieved success through the engagement with our residents and community. The Village of Centre Island and the CIPD will continue to monitor and measure the success of our plan by reviewing data, expanding, and modifying our training and by listening to our community.

Following its comprehensive review of policies and procedures while engaging with members of the community on issues which relate to police reform, the CIPD will at all times of the day and night, uphold trust and fairness, protect life and property, prevent crime, detect and arrest offenders, preserve the public peace, and enforce all laws and ordinances over which the Police Department has jurisdiction.

Our Department Mission Statement

As members of the Centre Island Police Department, our mission is to provide the community with the highest quality of law enforcement services. We are dedicated to protecting life, property, and maintaining order while assuring fair and equal treatment to everyone.

To fulfil our mission, we will strive to attain the highest degree of ethical behavior and professional conduct at all times. Working in partnership with our residents, we will continue to improve and enhance the quality and delivery of our services within our community.