



Police Reform

City of Long Beach, New York

PUBLIC COMMENT COVER LETTER

The draft is being offered for public comment following a period of collaboration with community stakeholders and representatives. The City of Long Beach is committed to ensuring the public has ample opportunity to review this most important plan for police reform and to provide feedback to the City administration. Meaningful reform is only possible when our citizens partner with the department and take the time to review this plan. The public is invited to submit their suggestions, comments or recommendations to the City for consideration. Please help spread the word that our draft police reform plan is now available for public review and comment. Let your neighbors, friends, co-workers, and family members know that the City of Long Beach is interested in learning your views on the important issue of police reform. Comments and feedback can be submitted via email at policereform@lbpd.com.

ACKNOWLEDGMENT

Long Beach City Manager, Donna Gayden and Commissioner of Police, Ronald J. Walsh Jr. would like to acknowledge and thank the community stakeholders and representatives who collaborated with the LBPD and the City of Long Beach to create this plan. The Long Beach Police Commissioner's Board on Police Reform was established as a result Executive Order 203 which was enacted by Governor Cuomo. The community members and other stakeholders from within the City whose selfless dedication and commitment to this cause created, what we believe to be, a plan that will improve how the LBPD operates in general and help to advance the department along the path to further develop resilient, trust based relationships across all areas of our beloved City. Without the help, dedication, commitment, knowledge and insight of each of these Board members and the countless others who inquired and made suggestions, this plan would not have been possible.

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Long Beach Police Commissioner's Board on Police Reform meetings occurred on the following dates:

- 12/1/20
- 12/15/20
- 1/13/21
- 1/20/21
- 1/27/21
- 2/4/21
- 2/12/21
- 2/17/21

Commissioner Kenneth O. Jackson
Village of Garden City, N.Y. Police Department
Represented the LBDP and all of the village police department's in Nassau County's **Police And Community Trust (P.A.C.T.)**

INTRODUCTION

The City of Long Beach and the Long Beach Police Department is submitting this plan pursuant to NYS Executive Order 203 (hereinafter “EO-203”). This plan was developed after a review of police deployments, strategies, policies, procedures and practices through consultation with community stakeholders. This plan will enable the Long Beach Police Department to continue its robust community-oriented policing strategies while working towards further reducing racial disparities in policing. In accordance with the mandates of EO-203 and the guidance provided by NYS relating to the Executive Order, the City of Long Beach engaged in a collaborative effort with community stakeholders through several different forums. The City of Long Beach established the Commissioner’s Board on Police Reform where the Department and a cross-section of community stakeholders advanced an in depth dialogue concerning the issues at hand. The Long Beach Police Department and the City of Long Beach are in the process of creating a new team of active and civic minded community members to become members of the “Long Beach Crisis Prevention and Post Intervention Team,” (CPPIT) the CPPIT is being formulated to work alongside the Police Department and other public safety related departments, to act as a method of bringing critical community training and information to City residents in order help prevent crisis situations from developing in the first place and to help mitigate the effects of crisis related situations after the event. Moreover, as community concerns, compliments and complaints were fielded during normal business operations, these issues and discussions were all incorporated into the formulation of this overall improvement plan. The City of Long Beach is also in the process of overhauling the Department’s webpage to increase overall transparency and enhance the public’s ability to know and understand the actions and efforts of the police department in an up to date fashion. It is our plan to ensure all data is updated monthly to help create the culture of transparency and accountability. Additionally, the webpage will contain a link to an email address which can be utilized by City residents to send suggestions, concerns and or ideas relating to police reform.

Our forums, meetings and discussions provided a valuable and informative means by which the City was able to garner input from our residents for consideration and inclusion into this plan. The LBPD participated in this collaborative effort while conducting a comprehensive review of pertinent department policies and procedures. As a result of the input from our community, the LBPD has made modifications to its policies and procedures as outlined herein. This plan reflects the City of Long Beach and the LBPD’s commitment to serving all the people of our community both equally and fairly. As reflected herein, the LBPD has, in many instances, addressed the issues presented in the NYS guidance relating to transparency and racial disparity prior to the promulgation of EO-203. Nevertheless, although the City of Long Beach has been in many ways ahead of other jurisdictions in regard to the relationships between the LBPD and our residents, we know we can do more. The City is committed to fostering trust, fairness, and legitimacy while working towards reducing racial disparities. 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 City and the LBPD acknowledge that this important work does not end with the submission of this document, but rather must be an ongoing effort to continuously improve relations between the LBPD and the communities we serve.

History of The Long Beach Police Department

The City of Long Beach is one of the more established communities on Long Island. Founded in 1880 when the first Long Beach Hotel was built, the City grew at a steady pace. The arrival of the railroad in 1882 helped to solidify the City's expansion and its growing standing as a resort community. Long Beaches' beautiful white sandy beaches were becoming a major attraction and alternative destination to Coney Island for the residents of the five boroughs of New York City.

The Long Beach Police Department was established in 1911 when Long Beach was a village of just 500 residents. Officers worked up to 30 days a month for nominal pay. In 1922 Long Beach was incorporated as a City and the department had 32 Police Officers on its pay roll. Officers used "call boxes" to communicate with its Police Headquarters that were strategically placed throughout the City. In 1923, with the City's continued growth, the police department opened a second police precinct in the West End portion of the City. After the Great Depression that started with the 1929 stock market crash, the department's second precinct was shuttered, never to be reopened.

In 1926 the Long Beach Police Department Detective Division was established and in the following year the first complete Civil Service examination was offered for employment as a Long Beach Police Officer.

During World War II the Lido Hotel, that sits on the border of Long Beach and Lido Beach, was used by the United States Navy. The Sailors assigned to barrack at the Lido Hotel would spend their liberty in Long Beach, keeping the LBPD quite engaged. After the end of WW II the population of Long Beach grew dramatically due to the number of soldiers returning from war to settle on the barrier island.

Today, the population of Long Beach is approximately 35,000 full time residents with the population swelling dramatically during the summer months with hundreds of thousands of beach goers visiting the city over the weekends. To assist with the increased population in the summer, the LBPD hires approximately 25 Special Officers from Memorial Day to Labor Day, to assist the department in patrolling the Ocean Beach Park and our City streets. The Special Officers are recruited from criminal justice programs at area colleges and universities. These officers assist the department with directing traffic, enforcing local municipal codes, and acting as the department's eyes and ears.

Today the LBPD has an advanced communication system and every patrol car is outfitted with a computer, mobile telephone, a printer, and other advanced technological innovations to assist our officers in providing the best possible service to our communities. New Officers are trained in the latest best practices in community policing and de-escalation techniques.

The Long Beach Police Department is committed to protecting and serving the public and acting as the guardians of the peace. Our mission is to serve the people and visitors of the City of Long Beach and to provide safety and improved quality of life in our community through excellence in policing.

Community Oriented Policing - Building Public Trust

As a service-oriented department, the LBPd has a long history of strong relationships with the communities it serves. The LBPd is proud of the work it does to develop and maintain these relationships as they are a key in keeping an open line of communication between the department and the public it has sworn an oath to protect and serve.

The LBPd demonstrates its presence in our neighborhoods and the department's commitments to our residents in many ways. Some examples include:

- The Long Beach Crisis Prevention and Post Intervention Team or CPPIT- new initiative for 2021
- "You've Been Seen Being Great" LBPd Youth Positive Behavior Certificate Program
- Bicycle safety demonstrations
- School programs (anti-bullying, anti-gang initiative, Police Youth Academy, Police Activity League, and the visual Arts Video "the Youth of Long Beach"))
- Youth Police Initiative – new 2021
- Informational seminars (scams directed at senior citizens, and holiday shopping)
- Commissioner's Young Adult Commissioner's Council (YACC) – new 2021
- The GREAT Program – new 2019
- The Law Enforcement Explorer Program- to be started in 2021
- Drug awareness and prevention programs- Upon request
- Citizens Police Academy (CPA)- LBPd-CPA (new 2021) and in conjunction with NCPD

By engaging in these programs and activities, the LBPd engineers positive interactions with the public and further provides opportunities to foster trust based relationships with varied communities and segments of the public we serve.

EO-203 Mandates

EO-203 suggests the City considers several evidence-based police reform strategies. In addition to these strategies, the LBPd recognized the need to complete a comprehensive reevaluation of all its rules, regulations and procedures as well as address additional topics mentioned in the NYS Reform and Reinvention Collaborative Guide. Each topic is listed below and discussed in subsequent sections.

1. Officer Training; in service including TrainCaster; new hires; ongoing training.
2. Department Staffing and Recruitment
3. Use of Force Policies
4. Body Worn Cameras-evaluation for future consideration.
5. Vehicle Stops
6. Procedural Justice, Systemic Racial Bias and Racial Justice in Policing
7. Implicit Bias Awareness
8. Hate Crimes
9. De-Escalation Training and Practices
10. Law Enforcement Assisted Diversion Programs- Long Beach Aware and NCPD Diversion

11. Restorative Justice Practices
12. Community-Based Outreach and Conflict Resolutions-Crisis Prevention Team
13. Problem-Oriented and Hot Spot Policing
14. Focused Deterrence
15. Crime Prevention Through Environmental Design
16. Violence Prevention and Reduction Interventions
17. Model Policies and Standards
18. Complaint Tracking
19. Dispatch/Communications and 911
20. Crowd Control
21. Supporting Officer Well-Being

Pursuant to the directives of EO-203 and following the subsequent guidance provided by New York State, the LBPd has begun a comprehensive review of its policies and procedures. In collaboration with community stakeholders as described above, receiving input from members of our community, the LBPd has proposed several modifications to its policies and procedures. This plan contains a review of both the specific topics listed in EO-203 as well as many of the additional topics suggested in the NYS guidance or identified by LBPd through self-evaluation and acknowledgment of the issues presented by community representatives at our reform focused meetings.

The plan includes a “review” of current LBPd policies, procedures and strategies related to each topic and a section describing any “modifications, modernizations, and innovations” which are planned to be implemented or considered following the collaboration with community stakeholders. The topics were reviewed in an effort to strengthen our relationship within the communities and reduce racial disparities as well as to increase transparency and accountability. Each section incorporates key questions and insights for consideration provided in the guidance issued by NYS relating to EO-203. Many of the issues addressed in the NYS guidance are interwoven throughout different topics. Accordingly, where necessary, this plan will cross-reference information as needed.

DEPARTMENT STAFFING AND RECRUITMENT

Review:

The LBPd consists of an authorized headcount of 66 sworn police officers and an additional 15 civilian support staff. The LBPd has systematically decreased the number of sworn police officer positions, over numerous years, through attrition, focusing on the utilization of civilian employees to replace functions that can be carried out by non-police officer members, where possible. Among the LBPd areas where civilianization has proven effective are the following: Crossing Guards, Dispatching, Administrative Support, clerical staffing, and special event monitoring.

Promotions:

- Governed by Civil Service Lists, the LB Civil Service Commission administers NYS promotional examinations for the titles of Special Police Officer, Police Officer, Sergeant, and Lieutenant. Following those exams, Civil Service establishes a certified list of potential candidates based upon their test scores, ranking the highest scoring candidate first on the list for selection, within scoring bands.
- After the rank of Lieutenant, qualified personnel are selected for the next rank by the Commissioner of Police. The ranks are: Deputy Inspector, Inspector, and Deputy Commissioner. These ranks are considered part of the Commissioner's Executive Staff and are responsible for carrying out the Commissioner's directives and assigned Department operations.

Recruitment:

- The Police Department and the Civil Service Commission continues to work with the communities within the City as well as within Nassau County (and adjoining counties) to recruit a diverse group of candidates, which represent the diverse population of the City and County as a whole.
- In an effort to create a more diverse Department, the LBPd will be promoting the Police Officer Civil Service Exam through the Police Department's and City's website, distributing pamphlets, utilizing social media platforms, and engaging the youth and adult populations within the community.
- Individuals interested in becoming a police officer may sign up to take the next police officer exam by calling the Long Beach Civil Service Commission at 516-705-7214 for information and to receive directions on how to apply. Additionally, applications for the exam are made available at LBPd Headquarters. Going forward, the LBPd will be leveraging the NCPD Recruitment Unit's resources to advertise and attract a larger and more diverse applicant pool.
- During our recruitment drives, the LBPd assigns officers to visit area colleges, universities and local public and private schools, houses of worship within the city and other key areas identified, as well as large public gathering areas throughout Nassau County and the surrounding area, in order to recruit candidates for various positions within the LBPd. These recruitment efforts have as their specific focus, to diversify the department to more accurately mirror the communities served.
- The LBPd in conjunction with Learning for Life, a Boy Scout's of America Corporation, and the Nassau County Law Enforcement Exploring Advisory Board, will be establishing a Law Enforcement Exploring program within the City to help create a cadre of adolescents and young adults interested in learning about the field of law enforcement. Law Enforcement Exploring offers unique opportunities for youth between the ages of 13 and 20 the occasion to work with the police department and learn all aspects of policing with department members acting as mentors and Explorer post leaders. These youths typically become emissaries for the police department in the community and, when eligible, take the entrance exams to become police officers. It has been the experience of Exploring posts around the country that police officers who had prior Explorer experience become some of the best officers Departments can hire. Additionally, by establishing an Explorer post, the City of Long Beach

and the LBPDP will make inroads into formulating resilient and lasting relationships throughout the community. The possibility of giving future Police Explorers, with a minimum number of service credit hours, trainings and community service, civil service points on entrance exams, is being investigated.

Evaluations and Awards:

- Officers and members of the department are informed of “good guy” letters they receive from members of the public to express their gratitude for some action that was taken. Those letters are also added to the member’s personnel file. This helps advance the LBPDP’s goals of being a service-oriented department.
- It is a well-known management philosophy that when employees are recognized for the work they are accomplishing it translates into greater attention, higher performance and greater efficiency. Generally speaking, people want to know that their work is seen, valued and makes a difference. In this light, the LBPDP will initiate a “Police Officer of the Quarter” and a “Civilian Member of the Quarter” program to recognize outstanding work performed by members of the department.
- Officers receive awards from the department, fraternal groups and civic organizations.

Modifications, Modernizations and Innovations:

- The LBPDP is in the process of revamping its recruitment efforts to be in alignment with the above stated goals and areas of outreach. Most notably, a more robust recruitment effort in area schools, universities and public areas and houses of worship; making applications available at LBPDP headquarters, social media announcements, Law Enforcement Exploring post development; leveraging NCPD Recruitment methodologies and avenues for advertisement; reestablishing the LBPDP mentoring program to help match applicants with mentors at the LBPDP who need assistance and guidance through the application and recruitment process. The LBPDP, due to its size, has historically been made a part of the NCPD fraternal organizations, which include: Nassau County Guardians Association, Nassau County Police Hispanic Society, LGBTQ of Nassau County, Columbia Police Association of Nassau, Nassau County Association of Women Police, Police Emerald Society of Nassau County, and Shomrim Society of Nassau County. Police applicants who are in need of mentoring assistance will be invited to contact the fraternal organization they feel will be best suited to provide guidance in their application process.

TRAINING

Review

NCPD Academy–Recruit Training- as attended by LBPD Recruits

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 LBPD (for in- service training and officers who attend the NCPD Police Academy) and address training on topics specified in the NYS guidance:

Note: LBPD officers, who were police officers in NYS prior to being hired by the LBPD, have come trained by the NYPD and the NYS Police Academy. Both of these academies are in alignment with all NYS DCJS training requirements and have roughly the same curriculum as the NCPD academy. All officers hired in the future by the LBPD will be asked to provide their training curriculum to the Department in order to ensure a basic standard of training is maintained by the Department. Additionally, through the in-service training received each year by all LBPD officers, the Department will ensure that we maintain an appropriate level of training in mission critical areas of knowledge. In general, the primary training academy the City utilizes to train newly hired, non-certified Police Officers is the NCPD Police Academy.

- The Nassau County Police Department Academy and the NYS Police Academy are governed by the New York State Division of Criminal Justice Services Law Enforcement Agency Accreditation Program. The NCPD Academy staff utilizes NYS curriculum which requires six-hundred ninety-nine (699) hours in training, in addition to the NCPD’s four-hundred (400) hours of supplemental training (local training options). NYS provides and requires evidence-based curriculum and scenario training.
- The quality and efficacy of the department’s training programs is assured by utilizing state certified curricula and conducting an annual review by the NCPD academy staff.

Use of Force

- 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 exceeds that requirement by providing nineteen (19) hours of academy instruction, including eight (8) hours of reality-based training using “simunitions.”
- “Simunition” rounds, which are akin to paintballs, are fired from guns to simulate scenarios where an officer may be confronted with an individual armed with a gun. The NCPD, NYPD and the NYS Police Academy utilize the simunitions training methodology.
- In the 8-hour reality-based training, academy staff devises various training scenarios where officers are confronted with situations that may or may not require force. These scenarios allow the academy staff to assess whether the appropriate amount of force is applied given the situation. The academy staff bases their scenarios on scenes the new officers will likely confront on a daily basis (i.e. traffic stops, domestics, and disturbances).

- Observing new officers in this training environment, during scenario based training, allows the academy staff to see if the new officers can balance both their safety and the individual's safety while maintaining an appropriate level of force, but only if required.
- After use of force training, recruits take a Use of Force Exam. All recruits must receive a perfect score (100%). If a perfect score is not achieved, recruits are afforded a maximum of three attempts to pass the exam with a perfect score (the exams are each unique while testing the same concepts and material). If a recruit fails to achieve the 100 percent standard, they are not permitted to continue their training and are terminated.

Vehicle Stops

- Police officers are trained to conduct vehicle stops for many reasons. Primary among those are to enhance safety, prevent traffic accidents, allow for an orderly and expeditious flow of traffic, and for regulatory/administrative purposes (i.e. violations of the NYS Vehicle and Traffic Law).
- Vehicle stops are used as a deterrent to prevent traffic violations from occurring which leads to a decrease in traffic incidents/accidents. Traffic enforcement increases the level of voluntary compliance and with traffic regulations.
- Traffic stops are also conducted for traffic or criminal offenses (some involving high risk situations) and or potential investigative reasons, initiated when there is reasonable suspicion that a felony or penal law misdemeanor is being committed, has been committed, or is about to be committed. None of these situations are permitted to be initiated based on race, gender, ethnic origin, age, sexual orientation, religion, or financial status.

Procedural Justice

- The Police Academy stresses the importance of enhancing trust within the community and across all socioeconomic, racial, gender and religious affiliations. Procedural Justice is built upon the philosophy of "treating people with dignity and respect, giving citizens 'voice' during encounters, being neutral in decision making, and conveying trustworthy motives." Trust building techniques and methodologies involve the use of language skills, the study of police behavior and interaction with police and how mannerisms of interactions shape the public's view of police.
- The NCPD Procedural Justice Course is ten (10) hours long and exceeds the NYS DCJS' mandated two (2) hours. This course includes sections on de-escalation and professional communication. The NYPD and NYS Police Academy also meet or exceed DCJS requirements.
- In order to make forward progress towards procedural justice and police legitimacy, the NCPD Academy instills the Four Pillars of Procedural Justice in all officers. These four principles are:

- Fair in process
 - Transparent in actions
 - Providing opportunity for voice
 - Being impartial in decision making
- The opportunity for a citizen to be heard and voice their perspectives should occur before the officer decides how they are going to resolve the encounter. The LBPB makes every effort to afford the public the ability to engage with our officers and department in a procedurally just, safe and behaviorally acceptable manner.
 - It is imperative to remain neutral in order to achieve impartial decision making. Officers are trained in consistency in decision making and that decisions need to be reasoned, objective and factually driven.
 - Officers are trained regarding transparency and openness. Members are trained to secure the situation, and then engage in the process of explaining the reason for their presence.
 - As reviewed in many areas across the academy and in-service trainings, the importance of being sensitive to cultural differences and being empathetic to a person's situation is continuously emphasized.

Implicit Bias Awareness Training

- Training and exposing police officers to the existence of unconscious or implicit biases is believed to help reduce and manage their effect on outcomes and results.
- The Long Beach Police Department ensures all new recruits and new hires are educated regarding implicit bias, receiving sixteen (16) hours of instruction for NCPD Academy graduates. NCPD exceeds the NYS DCJS mandate by three (3) hours.
 - Eight (8) hours are spent on decision making which incorporates concepts of implicit bias including how to reduce stereotypical ideologies and subconscious biases.
 - Eight (8) hours of training is spent on cultural diversity.
- At the police academy, members of a diverse cross-section of the community lecture recruits about their culture and address common misconceptions or prejudices experienced in their everyday lives. These speakers talk with new recruits about their experiences with police officers and the role the new officers will be undertaking as guardians of the community.
- Different scenarios are presented by means of role-play to simulate potential community interactions.
- In response to reform, in June of 2020, the NCPD Police Academy added an additional eight (8) hours of new training that addresses the areas of anti-bias, morality, ethical awareness and cultural diversity. This supplementary eight (8) hour training will occur just prior to recruit graduation. The academy staff stresses ethical and moral courage and the importance of holding each other accountable for their actions.

Hate Crimes

- The NCPD Academy complies with all NYS Guidelines for hate crime training. Hate crime curriculum is incorporated into several lesson plans throughout the academy.
- Police academy instruction teaches officers that, throughout the state there is zero tolerance for hate crimes and incidents that are biased in nature. In Long Beach, officers are instructed to identify these incidents, initiate proper reporting and investigative procedures, and make the necessary notifications to appropriate special units and when necessary, notify members of the community that have a vested interest in the specific type of incident being investigated.

De-Escalation

- Although DCJS does not specifically require training in de-escalation techniques, the NCPD provides an eight (8) hour course dedicated to de-escalation training, in addition to incorporating de-escalation into other areas of recruit training, de-escalation methodologies are becoming part of the culture here in the LBPB. Topics included in de-escalation training are:
 - active listening,
 - the principle of impartiality,
 - the concept of verbal judo for effective communication (as discussed in the book *Verbal Judo: The Gentle Art of Persuasion* by George J. Thompson),
 - speaking persuasively,
 - Techniques on remaining calm and in control of situations.
- Although police recruits receive extensive de-escalation training in the academy, there is only so much that can be learned in a controlled environment. Accordingly, all new LBPB police officers are assigned to shadow an experienced officer on field training and throughout their learning process in becoming a certified police officer. The method utilized by the LBPB is that the Field Training Officer (FTO) is recognized as an experienced officer who is carefully selected based on his/her length of service with the LBPB, past performance record, and the officer's ability to mentor and guide new officers. These FTOs take great pride in passing on their knowledge and experience to the next generation of officers. It is with these FTOs 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 diverse communities and gain their trust and respect. These FTOs play a critical role in the shape and future of the LBPB.

Problem-Oriented and Hot Spot Policing

- The Nassau County Police Academy instructs recruits on the methods of Problem-Oriented Policing in a two (2) hour course encompassing the value of community-oriented policing and problem solving.
- The NCPD incorporates the basic principles of hot spot policing into a three (3) hour course on intelligence-led policing during academy training.

Mental Health

- Recruits of 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 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.
- When necessary the LBPd may call upon the Nassau County Police Department's Emergency Services Unit (ESU) to assist in dealing with certain mental aided or emotionally disturbed individuals. These ESU officers receive an extensive five (5) day mental aided training in addition to the training described above. ESU Members train to moderate a mental aided situation with the minimal use of force necessary. ESU works in collaboration with LBPd members present at the scene, which includes officers, supervisors, medics, the Bureau of Special Operations (if the aided is armed with a firearm), and, when necessary, the Hostage Negotiation Team. The LBPd also has members trained in Hostage Negotiations to ensure the City is capable of providing the necessary resources to mitigate a wide variety of crisis situations.

Modifications, Modernizations and Innovations:

New Annual In-Service Training

To ensure officers are aware of recent legislation and newly implemented department policies and procedures related to EO-203 mandates, the LBPd will be sending its officers to the Nassau County Police Department's newly developed in-service training curriculum. Additionally, the LBPd will utilize the TrainCaster platform to train officers on the most up to date training in relation to police reform areas of focus. Additionally, all officers are made aware of new policies and procedures which are either reviewed with them by a supervisor or members are assigned to go through a TrainCaster training module or both. The core lessons that will be covered in the in-service training are outlined below:

- Legal updates to include EO-203 mandates, NYS Penal Law Aggravated Strangulation, disciplinary records repeal, CVR 79-p right to monitor, Law Enforcement Misconduct Office, as well as any other legal revisions in which officer consideration is needed
- 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
- Leadership, changing ourselves and our organization internally to assist in reflecting positive change on the interactions of those we serve

Yearly Bias Training and Exam

As mentioned prior, TrainCaster, an online training platform, will continue to be utilized to train LBPd membership to ensure all mandated training and information in the areas of the sexual harassment, hazardous materials and anti-bias instruction are completed. For these and other training modules, immediately following the training, members must pass an exam to demonstrate understanding and competency.

USE OF FORCE

Review:

Use of Physical Force:

The use of force by members of law enforcement is a matter of the highest concern both to the public and the law enforcement community. When faced with a situation where the use of force is objectively reasonable under the circumstances, the guiding values of members for the Long Beach Police Department shall be those principles set forth herein. Moreover, it is a paramount objective that all members of the Long Beach Police Department demonstrate reverence for the sanctity of human life. In all cases, the primary duty of all Members of the Department is to protect human life and provide for their safety and the safety of the community. Force is authorized when reasonably believed to be necessary:

- to effect a lawful arrest or detention;
- to prevent the escape of a person from custody; or
- in defense of one's self or another

The reasonableness of a particular use of force must be judged from the perspective of a reasonable police officer. Whenever feasible and consistent with personal and public safety, members should de-escalate the use of force to dissipate a particular threat and/or resistance. Officers are trained to assess these fluid situations for totality of circumstances and determine the level of force necessary or appropriate for each instance and adjust the level of force accordingly.



Figure1: The Critical Decision Making Model used by the LBPd and trained in the NCPD Police Academy

To determine the objective reasonableness of force, members shall consider the following factors:

1. the severity of the crime or circumstances;
2. the level and immediacy of the threat or resistance posed by the suspect;
3. the potential for injury to citizens, officers, and suspects;
4. the risk or attempt of the suspect to escape;
5. the knowledge, training, and experience of the officer;
6. officer/suspect considerations such as age, size, relative strength, skill level, injury or exhaustion, and the number of officers and subjects;
7. other environmental conditions or exigent circumstances

The department recognizes the importance and critical need for its members to have been trained to analyze situations, oftentimes rapidly and under tense conditions, and to respond appropriately to the wide range of emergency incidents, threats and risks they are often faced with. A member's decision to use force in a particular situation, including the type and degree of force, should exhibit a rational, constructive and justifiable thought process. The decision-making framework utilized in circumstances involving the use of force should incorporate the following:

- gathering of information;
- assessment of the overall situation;
- consideration of police powers and department policy;
- identification of available options;

- determination of a suitable course of action;
- continuous reassessment

Members of the department who witness another member of the department using force that they believe to be clearly beyond what is objectively reasonable are duty bound to intervene to prevent the use of unreasonable force if and when he/she has a realistic opportunity to prevent harm. 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 a supervisor. In every situation, members of the department are expected to employ sound judgment and further the spirit of this policy.

- LBPDP Use of Force policy and department rule OPS 00018 has been enacted to hold the members of the department accountable for their actions and recognizes that the use of unreasonable force diminishes the confidence of the community, exposes the department and fellow officers to legal and physical threats and violates the rights of the members of the community upon whom unreasonable force was used.

The LBPDP prohibits the use of force except as provided by law. To be clear, the use of force for punitive or retaliatory reasons is strictly prohibited. Members of the Long Beach Police Department will only use force in accordance with existing law and Long Beach Police Department policy, rules and procedures. In all cases, the primary duty of all Members of the Department is to protect human life and provide for the safety of the community. To reiterate, the LBPDP recognizes and is committed to extending the understanding that members of law enforcement who use unreasonable force diminish the confidence of the community, reduce the public trust, expose their department and fellow officers to legal and physical dangers, and violate the rights of individuals upon whom unreasonable force is used.

Force shall not be used by a member of the department against persons who are handcuffed or restrained unless used to prevent injury, escape, or otherwise overcome active or passive resistance posed by the subject.

Use of Deadly Physical Force:

A member of the department is only justified in using deadly force when it is to protect themselves or another person from what the member reasonably believes is an imminent threat of serious physical injury or death, or to stop a fleeing suspect where:

1. the member has probable cause to believe the suspect has committed a felony involving the infliction or threat of serious physical injury, and
2. the member reasonably believes that the suspect poses an imminent threat of serious physical injury to the Member or to others

The basis for such a determination depends on the totality of circumstances. A Member of the Department must be able to clearly explain his or her reason(s) for the use of deadly force, the external circumstances that formulated his or her decision to utilize deadly force, as well as the factors that led to the conclusion that the member's life, the life of another Member of the Department, or the lives of the public, were in

imminent peril and the use of deadly force was reasonable and necessary. When feasible, Members of the Department shall provide a verbal warning prior to the use of deadly physical force.

The LBPD 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.

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 are required to complete a Police Department City of Long Beach Use of Force Report, (Annexed hereto is the LBPD form 258 as exhibit 1). Use of force incidents are reviewed by the initial supervisor, Commanding Officer, the department Executive officer and the Commissioner of Police.
- The LBPD will utilize the NCPD Deadly Use of Force Review Board for those circumstances where Members of the Department utilize deadly force. The NCPD Deadly Use of Force Review Board was established to evaluate and report findings on incidents involving the use of deadly force. This five-person board is comprised of the Chief of Department (chairman), Chief of Detectives, Chief of Patrol, the Counsel to the Commissioner, and a fifth person to be chosen by the chairman. This board is responsible for reviewing, investigating, evaluating and making recommendations to the Commissioner of Police for all incidents involving the following use of deadly force by a member of the department:
 - An intentional firearm discharge at a human being, or
 - An unintentional firearm discharge causing injury to another, or
 - The use of force, intentional or otherwise, causing serious physical injury or death to another, or
 - Any other incident involving the use of force for which the Commissioner of Police directs a review.
- The NCPD Deadly Use of Force Team was created and responds to all use of force incidents that meet the aforementioned criterion. The Deadly Use of Force Team conducts a full investigation into the circumstances surrounding the shooting and generates a report submitted to the Commissioner of Police. Thereafter, if warranted, discipline and/or retraining occur.
- In addition to the Deadly Use of Force Review Board, deadly uses of force incidents are also reviewed by Commanding Officers, the Executive Officer, the Police Commissioner and Police Academy Staff.
- The LBPD is cognizant of the importance of collecting and maintaining data related to use of force incidents in order to identify possible trends, identify areas where training may need to be expanded or supplemented, and have the ability to provide this information to the community.

Tracking:

- The use of force reports are reviewed to determine trends in weapons used, outcomes, reasons for its use, and where and when force is being used.
- The LBPB requires the monitoring of any officer who has received three (3) or more civilian complaints within a one-year period.
- Long Beach Police Department's use of force reporting requirement is more rigorous than that required by New York State.
- The Commissioner of Police and his/her executive staff will conduct monthly reviews of use of force reports to determine if there appears to be any disparities or training issues that require action.
- If an officer has a high number of uses of force complaints, an internal review is conducted to determine if disciplinary action is warranted. If a review deems an incident as criminal, the matter will be sent to the District Attorney's Office for the consideration and review. As of April 1, 2021, the Attorney General has established the right to review and investigate all matters of excessive force.

Modifications, Modernizations and Innovations:

- In 2020, the LBPB conducted a comprehensive review of its use of force policies and procedures and issued a new Use of Force policy. The LBPB based its policy on the NYS DCJS use of force model policy (Annexed hereto is the LBPB Policy OPS 00018 as exhibit 2).
- On June 16, 2020 the NCPD issued Legal Bureau Bulletin 20-004 and the LBPB thereby notified our members of the newly enacted law, Aggravated Strangulation New York State Penal Law § 121.13-a. The Carotid Restraint or "Chokehold" is not an authorized use of force technique, except in situations where deadly physical force is being used against or upon a member of the department or another (Annexed hereto is NCPD Legal Bureau Bulletin 20-004 as Exhibit 3).
- The department intends to post monthly updates on the LBPB Department website (LBPB.com) to keep the public informed on Use of Force instances and statistics on event circumstances, demographics, and the type of force used.
- The Commissioner of Police will be scheduling meetings on an as needed basis with the Office of the City Corporation Council to discuss pending litigation, settlements and verdicts. Cases involving allegations of excessive use of force will be included as part of the agenda for these meetings as necessary. This modality will give greater insight to the LBPB and help to identify a possible trend that may be developing with any particular unit or officer.
- As of April 1, 2021, the Attorney General's Law Enforcement Misconduct Office has the authority to investigate police department complaints concerning matters such as corruption, fraud, excessive force, criminal activity, conflicts and abuse.

BODY CAMERAS

Review:

Body worn cameras (BWC) are a valuable tool that can be used by law enforcement to record police activity such as traffic stops, arrests, sobriety tests, and interviews and other interactions between the police and the public. BWC systems typically consist of a camera, microphone, battery, and onboard storage as well as a video management and storage solution. The BWC are designed to be mounted at various locations on the body, depending on the manufacturer and model. Overall, this technology has been met with favorable results in the law enforcement community. However, the technology is still considered emerging and developing and there are many considerations regarding privacy and other legal issues that remain controversial.

Modifications, Modernizations and Innovations:

The LBPd will be evaluating the use of body worn cameras for the department in the future. While the technology is something that the department would like to pursue, the current costs associated with the purchase and maintenance of the system(s), as well as the overwhelming cost of data and video storage, the personnel required to provide data and video footage for discovery and court purposes, are costly and time intensive considerations that the department must fully evaluate. Additionally, we are exploring the possibility of acquiring state aid in assisting the City in order to enable this technology to become a reality. The LBPd will be reviewing this technology and the various manufacturers/vendors and contacting other law enforcement agencies to obtain further insight on their experiences with their vendors and any methodologies utilized to contain costs. Additionally, the LBPd is exploring the possibility of sharing the data storage and personnel costs with other local law enforcement agencies in an attempt to leverage the possibility of cost reductions associated with scale.

VEHICLE STOPS

The issue of traffic stops and their associated data has been a topic of some discussion during meetings with community stakeholders. The members of the Commissioners Board on Police Reform expressed their support of the LBPd sharing vehicle stop information on the department website in order to give the community insight into the operations of the department in this regard. While it has not been evidenced that there is an issue here in Long Beach, the LBPd recognized that vehicle stops are one of the most frequent interaction's that the people who live and visit Long Beach have with the police and as such, the Department must be transparent in its actions and have a mechanism for reviewing vehicle stop data on a regular basis in order to prevent the possibility of discriminatory practices, whether intentional or otherwise inferred.

Review:

Tracking and Reporting

The LBPB utilizes the NYS TraCS system when issuing traffic summonses. This application does not provide the necessary fields to record and collect demographic data.

Pre-textual Car Stops

LBPB members were issued NCPD Legal Bureau Bulletin 09-006 (Annexed hereto is NCPD Legal Bureau Bulletin 09-006 as Exhibit 4) which provides an overview of car stops, including pre-textual stops. This bulletin advises that pre-textual car stops are held to be constitutional but officers must have probable cause of a Vehicle and Traffic Law (VTL) violation to do so.

Informal Quotas

The LBPB does not hold its members to a quota of any kind, informal or otherwise. Quotas are illegal. While the Department does assess the activity of an officer and their responsiveness to their post conditions, including the enforcement of traffic violations, no mandated number of summonses is part of that review or assessment. It is indispensably important that traffic enforcement be structured in such a manner as to provide for the safe movement of vehicles and pedestrians throughout the City. Proper enforcement activities help to create a safe streets and thriving quality of life for City residents and visitors alike.

Failure to Pay Fees and/or Fines

The guidance provided by New York State suggests some police departments create “debtors’ prison’s” and prioritize revenue-generation at the expense of civil rights. The Police Department does not issue arrest warrants for failure to pay fees or fines. This is a function of the courts (criminal or traffic). Officers have discretion to issue a ticket or warning based on a number of factors which include:

- nature of the infraction,
- the rate of violations and accidents at high frequency accident locations,
- complaints from the public regarding persistent traffic violations,
- other variables including enforcement efforts directed as a result of traffic analysis

High Speed Pursuits

As per the NYS guidance, there are inherent risks involved with high speed pursuits. The Long Beach Police Department has Department Policy OPS 00022, titled Vehicle Pursuits regarding vehicle pursuits (Annexed hereto is the LBPB Policy OPS 00022 as Exhibit 6). The LBPB recognizes that the pursuit of fleeing suspects in vehicles 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, while at other times an alternative method of apprehension is more suitable. The policy of the 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 general public than does the pursuit itself.

Modifications, Modernizations and Innovations:

- Recognizing the concern and aligning with the recommendations of our community stakeholders, the LBPd is making improvements to traffic summons recording, collection of demographic information, and transparency in operations, as it pertains to the issuance of summonses.
 - The LBPd, in conjunction with New York State Police, were able to make the necessary changes to the NYS TraCS system to capture race and ethnicity data.
- To demonstrate the department's commitment to fair and equitable policing and to provide unbiased and professional police service to every member of the community, the LBPd is developing a plan to collect Field Stop Data. LBPd Departmental Notification 16-01-21 requires officers to record the gender and race/ethnicity of the person(s) subject to field stops (Annexed hereto is LBPd Departmental Notification 16-01-21 as Exhibit 6). Officers are now required to record a disposition code indicating if the person(s) stopped were:
 - issued summonses,
 - warned,
 - no police action was taken,
 - interviewed,
 - indicate if a case was generated, or
 - if an arrest was made.
- During community meetings, stakeholders suggested the LBPd record traffic and field stops in ways similar to Suffolk County. The LBPd will implement a similar manner of reporting field and traffic stop information, within the constraints of our data solutions.
- After collecting the data as described above, the LBPd will post the data on its website to increase the transparency and accountability of the department. The information posted on the website will include data on summonses issued by location, top summons categories, gender and race/ethnicity.
- By recording demographic data for summonses, the LBPd will be able to track and review any apparent disparity and address the same through the retraining of individual officers or the entire department if necessary. The LBPd subscribes to the philosophy that "every encounter matters," and is an opportunity to build community trust and respect.

PROCEDURAL JUSTICE, SYSTEMIC RACIAL BIAS AND RACIAL JUSTICE IN POLICING

Review:

Procedural Justice

The Long Beach Police Department understands that procedural justice and police legitimacy play an essential role in establishing a positive relationship with the community. The LBPd has established long-lasting community partnerships to foster public confidence in the police and in its ability to safeguard the communities it serves. With this in mind the department recognizes that all relationships require constant attention and nurturing in order to remain vibrant, positive and productive. The LBPd recognizes:

- Police legitimacy exists when the public views the police as authorized to exercise power to maintain social order, manage conflicts, and solve problems in the community.
- The ability to maintain the precepts of procedural justice directly impacts the public's willingness to defer to the authority of law enforcement and reaffirms the belief that police actions are morally justified and appropriate.
- When officers are perceived as legitimate, there is less resistance to their actions overall and the potential for cooperation and partnership is much greater, making officers more effective in general.
- Through the mindful implementation of the precepts of procedural justice, officers and departments in general can reduce racial disparities and build trust by promoting cooperative community engagement over enforcement.

Earning trust and gaining respect are the active processes of engaging people from all backgrounds in a non-judgmental manner. Treating people with respect and dignity will ensure that the LBPd is on the path of ever increasing our overall effectiveness. All individuals are sensitive to whether they are treated with dignity and politeness and to whether their civil rights are being respected. The LBPd works with its officers to engender in them an understanding that the people they encounter deserve to be treated with dignity and that while every situation may not be able to be a positive experience for all involved, the LBPd must be centered on providing service and ensuring human dignity is preserved.

Systemic Racial Bias and Racial Justice in Policing

The LBPd does not condone, practice or tolerate racial profiling and members of the department will not engage in racial profiling.

- Racial profiling undermines the efforts of law enforcement by causing a loss of respect for the law, a loss of creditability for the department and a loss of dignity for the victims.

Racial profiling occurs when a police officer relies on race or ethnicity as the primary basis for law enforcement action such as a traffic stop, pedestrian stop or request for a consent search. However, when

an officer has information which links specific criminal activity to an individual whose race, ethnicity or other identifying characteristic is known, that information may and should be appropriately used to identify and locate the individual.

Officers are trained in the inherent dangers of conscious and unconscious bias and prejudice that could affect decision-making. Discriminatory or bias-based stops, searches and arrests are strictly prohibited.

- Individual dignity is highly valued in a free society and all persons have a right to dignified and respectful treatment under the law.
- The preservation and respect for individual dignity is a core commitment that all department members must consider and support in their daily contacts with the community.
- The Police Department is committed to treat all persons with dignity and respect as individuals, and to exercise the necessary patience and understanding where language or cultural differences may be encountered.
- Members of the department are to be respectful in their contact with Superior Officers and all other persons within and outside 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 the same.

Modifications, Modernizations and Innovations

Procedural Justice

Commissioners Young Adult Council (CYAC)

The LBPD and Commissioners Board on Police Reform agreed that the LBPD should engage young adults in their communities in order to build stronger relationships between adolescents, their neighborhoods and the department and its officers. As part of this effort the LBPD will be seeking to create a Commissioners Young Adult Council (CYAC).

- The Council will contain a minimum of six (6) members between the ages of sixteen (16) and twenty-three (23) with differing social views and involvements, such as community leaders, law enforcement explorers and other influencers who impact other young adults in within the City and beyond.
- The CYAC will focus on gaining involvements from the young adult community from a cross section of each of the diverse communities that make up the barrier island, not necessarily from within the Long Beach City Limits.
- The CYAC will be charged with focusing its attention on community engagement, community service, better police/community relationships, and other meaningful programs with this community's

enhancement as its focus. Members of the community who are invited to speak will also be sought to adequately represent the demographics of the entire community.

- The CYAC will also focus on creating a greater understanding of the needs of the young adult population in the community and how the LBPd can help to meet those needs. The CYAC members are the future of our community and our country and it is imperative their voice is heard.

Language Access Plan

The LBPd ensures the members of our community with limited English proficiency have equal access to all services provided by the Department. In 2019, the Long Beach Police Department implemented the Language Access order that outlines the manner in which access is to be made utilized. The Department is in the process of re-evaluating this order to give officers greater opportunities to utilize the Language Line services in an effort to enhance community relationships (Annexed hereto is the LBPd Procedural Order OPS 10001 as exhibit 7). It is this order that is being re-evaluated to create greater opportunities for use.

- In a continued effort to enhance communication within our community, all LBPd patrol cars were issued cell phones to create easy access to the language line.
- In addition to audio, the Language Line Application gives the citizen an opportunity to video conference with an interpreter to ensure both parties can properly articulate themselves and understand each other.
- Although our usage of the language line has been historically low, the LBPd is reinforcing with the membership that opportunities to utilize the line for victims, witnesses, and arrestees is encouraged, as is the opportunity to enforce community relationships in times of need.
- Language Line provides a sign language option for residents who are hard of hearing.
- It is Long Beach Police Department policy not to inquire about the immigration status of crime victims, crime witnesses and anyone who calls or approaches officers to seek assistance.

Systemic Racial Bias and Racial Justice in Policing

Appearance Tickets in Lieu of Arrest, Marijuana and Disorderly Conduct Offenses

One of LBPd's law enforcement strategies to reduce racial disparities is through codifying of marijuana and disorderly conduct violations into Municipal Code to enable a "street level" issuance of appearance tickets for these violations. The gain here would be that qualifying offenders who violate the municipal code would not necessitate being brought into LBPd headquarters for arrest processing. The issuance of the appearance ticket would be in lieu of an arrest. The LBPd is in discussions to have these offenses added to the Municipal Code to effectuate these changes.

- NCPD Legal Bureau Bulletin 19-004 was distributed to LBPd members and informs them of the changes in NYS law regarding Unlawful Possession of Marijuana. (Annexed hereto is the NCPD Legal Bureau Bulletin 19-004 as exhibit 8).

Summons and Field Stop Tracking

As stated in the Vehicle Stop section, the LBPd is making improvements in our summons tracking policies to record the demographics on persons stopped.

- The Department has directed officers to collect demographic data during traffic and field stops.
- By tracking demographics, the department is taking steps to ensure any biases or disparities in ticketing are immediately known and appropriate corrective actions can be taken immediately.

IMPLICIT BIAS AWARENESS TRAINING

It is imperative LBPd Officers are accepting and respectful to all lifestyles and differences in culture and beliefs. Respectful language, thoughtful, considerate and intentional dialogue applied in a consistent manner which highlights respect in formal and informal settings and during community engagements helps to ensure resilient relationships of trust are fostered between the police and the communities we serve.

Review:

Diversity training that addresses implicit or unconscious bias has been shown to assist individuals manage and minimize its negative effect by increasing awareness and ensuring respectful encounters both inside the organization and within the communities served.

- During recruit training, members of the varying communities were invited in to lecture about their cultures' and address common misconceptions or prejudices often experienced in their everyday lives. These speakers engage in meaningful dialogue with the new recruits about their community's experience with police officers and the role these officers will be undertaking as guardians of that community. The speakers include faith-based leaders and community activists and they emphasize to officers the impact their actions have on those communities and ways in which to more positively interact with them. This insight allows our members to understand cultural differences and how an officer's actions might be perceived by a particular community. This interaction and discourse are invaluable in the training of LBPd's new officers.
- The NCPD Police Academy engages citizens from the following community groups for this portion of training:
 - African American
 - Korean American
 - Hispanic
 - Sikh
 - Islamic/Hindu/Muslim
 - LGBTQ
 - Gender Equality

- Any suggestions presented by the aforementioned speakers are incorporated into the academy curriculum by a training coordinator.

The NCPD Community Affairs Unit recently created community interaction videos which are used for training LBPd Members in regards to implicit bias during in-service training. These videos have also been made available to the public.

- One video titled, “Every Contact Matters” is designed to guide police officers during their interactions with community members. The video also demonstrates how current interactions between officers and members of the community impact future police-community relations. This video is shown at the academy to the recruits and during in-service training. This video is accessible by utilizing this link: (<https://youtu.be/AJ28ek77iWU>)
- Another video created by Community Affairs titled, “Hate-Crossing the Line” is an anti-hate educational program directed towards middle school age children. This was created with input from law enforcement, human rights experts, as well as educators in the area of civil rights and hate crimes. This video is accessible by utilizing this link: (https://youtu.be/XBfZ_mUJtp0)

Modifications, Modernizations and Innovations:

- As previously covered in the Training section of this document, all sworn and civilian members of the LBPd are now required to participate in yearly online anti-bias instruction. Immediately following the training, members must pass an exam exhibiting their understanding.
- NCPD Community Affairs is currently working on a new video titled, “Respect and Responsibility.” This video is a community information project designed to demonstrate the effect of a perceived negative encounter with a police officer by a member of the community. The video also provides information on how the community can report these incidents. Once completed, this video will be shown to NCPD members during in-service training and is expected to be widely publicized in schools and on the NCPD’s social media platforms.
- As outlined in many sections of this document, the LBPd will be expanding its community engagement programs. The development of these programs not only strengthens the relationship between the police and community members but also serves as “hands-on” anti-bias training.

HATE CRIMES

Review:

The Long Beach Police Department effectively identifies, investigates and prosecutes hate crimes.

- It is LBPd Policy is that all alleged hate crimes are fully investigated by the Detective Division and overseen by a supervisor. In Long Beach, even the lowest-level crime that appears to be driven by

any type of bias or hate is recorded and investigated. These incidents are categorized by the type of bias:

- Race and ethnicity
 - National origin and ancestry
 - Gender
 - Religion and religious practice
 - Age
 - Disability
 - Sexual orientation
- The bias incident/hate crime data is reviewed and monitored by the department executive staff and all necessary intelligence and information is shared amongst all members of the Patrol Division to ensure operational awareness and that every effort is made to provide for the safety and wellbeing and quality of life of all residents.
- Detectives investigating hate crimes as matter of course, research prior bias incidents and hate crimes to determine if there is a discernable pattern or commonalities.
 - The department emphasizes to the public the importance of reporting crimes, underscoring that in order for the police to be able to help prevent criminal activity it must be reported. Discrepancies in hate crime data maintained by the department compared to cases tracked by community stakeholders could occur due to the unwillingness of the victims to come forward. The LBPd will ensure open lines of communication with community representatives to address any instances in which victims may be afraid to report a crime.
 - By engaging the public through community interactions, the LBPd hopes to enhance public confidence and trust to ensure the members of the Long Beach community feel comfortable reporting these types of incidents. With the help of the community, the LBPd can respond quickly to hate crimes and apprehend suspects.
- The LBPd continually looks to engage the public and seek opportunities where we can help educate the public on bias incidents and hate crimes.
- The nature and number of hate crime incidents will be posted on the LBPd website and updated as necessary to be accurate and complete.

Modifications, Modernizations and Innovations:

Prohibited Race-Based 911 Calls

Section 79-n subdivision 2 of the New York State Civil Rights Law was amended to establish civil penalties for a person who intentionally summons a Police Officer or Peace Officer without reason to suspect a violation of the penal law, any other criminal conduct, or an imminent threat to a person or property, in whole or in

substantial part because of a belief or perception regarding the race, color, national origin, ancestry, gender, religion, religious practice, age, disability or sexual orientation of a person.

A person in violation of this law is liable in a civil action for injunction relief, damage, or any other appropriate relieve in law or equity.

- NCPD Legal Bulletin 20-004 (Annexed hereto is NCPD Legal Bureau Bulletin 20 -004 as exhibit 3), was issued notifying the LBPd members of this new law. This information will be included during in-service training to further educate the department members who may in turn educate members of the public who could fall victim to such conduct.
- Race-based 911 calls may be part of a course of conduct that is considered a hate crime or at minimum, falsely reporting an incident. A 911 call taker would be unable to establish if the call is a falsely reported incident and therefore communications personnel play a minimal role in this issue.

DE-ESCALATION TRAINING AND PRACTICES

De-escalation practices are integral in LBPd's training and philosophy. Through effective communication, tactical repositioning and other techniques, officers are trained to decrease tensions and move situations towards more amicable resolutions which might otherwise escalate into violence. De-escalation enhances the safety of police officers and the public alike.

Review:

As articulated previously in the Training section of this document, the LBPd recognizes the importance of de-escalation in safeguarding citizens, as well as officers. The recruit training academy allocates an eight (8) hour course on de-escalation techniques. It should be noted that DCJS does not require the academy to have a specified de-escalation curriculum. In addition to the eight (8) hour course, de-escalation is interwoven into many topics covered throughout NCPD Academy courses.

During the de-escalation course, recruits are taught Dr. George Thompson's Five Universal Truths of Human Interaction:

- People feel the need to be respected
- People would rather be asked than told
- People have a desire to know why
- People prefer to have options instead of threats
- People want to have a second chance

De-escalation training is designed to enhance an officer's ability to be a persuasive and an active and engaged listener. To be an active listener, an officer must:

- be open and unbiased,
- listen to all of what is conveyed (verbal and non-verbal),

- interpret the meaning,
- respond appropriately free of judgment

De-escalating situations into successful interactions requires officers to assess, engage, and resolve.

- Assessment of a situation is one of the most important aspects in responding to a situation. Officers are generally given limited information prior to responding to a call and therefore, their initial assessment upon arrival at scene is extremely important.
- How an officer handles their engagement in a situation is obviously a critical component to conflict resolution. Officers must engage in self-control and be able to free their minds of anger, fear, judgment and ego to enable a response that is objective and impartial.
- Moving toward a successful conclusion is always the goal of any stressful situation or conflict. LBPB officers are trained to maintain control, to be fully engaged in situational awareness and work towards amicable and peaceful resolutions where possible. In all situations, it is imperative that LBPB officers engage in trained and tactful responses and not find themselves merely reacting.

Modifications, Modernization and Innovations:

- The Long Beach Police Department is ahead of the curve when it comes to de-escalation training and practices and is committed to ongoing and continual improvement. All use of force incidents are reviewed to ensure de-escalation techniques were utilized, when possible. The success of de-escalation training and practices is continually evaluated and a review of all use of force reports and situations where force was utilized by department members is undertaken. Additionally, the LBPB is engaged in continual dialogue with community leaders and interested parties to ensure we are meeting or exceeding the public expectations in this regard.
- The LBPB is committed to ensuring our outreach efforts create greater understandings and enhance public private partnerships within our communities. It is through the creation of common goals and objectives that the LBPB will help the community create the type of police department it is looking to have as its guardians of the peace.
- De-escalation is a subject matter that is covered in the new in-service training curriculum offered by the NCPD. By carefully reviewing the precepts of de-escalation annually, the department can ensure officers are trained in the most current and effective techniques.
- In situations where de-escalation was not successful and force was found to be necessary, data is collected and reviewed internally by the department as discussed in the Use of Force section of this document.

LAW ENFORCEMENT ASSISTED DIVERSION PROGRAMS (LEADS)

As stated in the NYS Guidance, diversion programs recognize that incarceration or establishment of a criminal record may not be the most appropriate mechanism to address certain conduct. Indeed, education and/or drug or mental health treatment may provide a better alternative for both the individual and the community. LEADS also assists in avoiding unnecessary criminal justice system involvement for people who participate in these programs.

Review:

The LBPD participates in numerous Law-Enforcement Assisted Diversion Programs:

- Bullying/Cyber Bullying Program: GREAT program and other lectures upon request.
- Drug Awareness and Prevention lectures upon request, Red Box drug prescription drop off and a localized information provision citizens and arrestees that are victims of substance abuse, Narcan training and information lectures.
- To address the crisis of alcohol and drug abuse within the Long Beach communities the LBPD provides drug and alcohol awareness training in area schools, camps and recreational centers upon request.
- The LBPD partners with Long Beach Aware, a not for profit organization that focuses on underage drinking and drug use throughout the City.
- Other various crime prevention trainings include, but are not limited to, internet safety, identity theft, child safety, senior citizen safety, and scams targeting the elderly.

The LBPD coordinates with the Nassau County District Attorney's Office with regard to alternative prosecutions and resources. The Nassau County District Attorney's Office offers the following diversion programs:

- mental health court,
- misdemeanor drug treatment court,
- Treatment Alternative Plea Part (TAPP),
- Drug Treatment Alternative to Prison (DTAP),
- Veteran's treatment court.

Diversion programs help the defendant correct the behavior that resulted in arrest, and provides the opportunity to avoid prosecution. To enhance diversion, the District Attorney's Office and the LBPD meet and discuss suggestions in arrest processing. The Nassau County District Attorney's Office Early Case Assessment Bureau (ECAB) coordinates monthly and makes recommendations based on their observations.

Modifications, Modernizations and Innovations:

Operation Natalie

The Long Beach Police Department identified the need for strategy to help combat the opioid epidemic and has recently incorporated the multi-pronged approach known as Operation Natalie modeled after the NCPD approach:

- Awareness: identifying the communities most profoundly impacted by the opioid crisis and notifying residents about the Department's efforts to combat drug addiction and crime
- Education: informing the public about the ways they can protect themselves, how to recognize the signs of drug abuse, and what treatment resources are available
- Enforcement: deploying resources to communities experiencing the effects of the opioid crisis and increased property crime
- Diversion: coordinating with the District Attorney's Office to find comprehensive alternative-prosecution options for individuals who are arrested and suffer from substance abuse
- Treatment: providing residents and arrestees with a list of available resources as well as access to treatment and recovery specialists
- After Care Visits: following up with individuals who have suffered an overdose and providing them with the opportunity to directly connect with treatment services

Areas within the City that are identified as hardest hit by the opioid epidemic are provided additional resources that focus on enforcement, education, and awareness. The primary goal of the initiative is to create an open dialogue with residents, reduce crime, and address the impact the opioid crisis has on the community. An alternative prosecution option is provided to those who are arrested and suffer from substance abuse. Alternative prosecution, through the aforementioned diversion programs, will be an integral part of the LBPd and the Nassau County District Attorney's Office strategy because it creates the potential for more positive outcome from these involvements.

The Youth Police Initiative (YPI)

The Long Beach Police Department, in conjunction with community leaders, sees the opportunity for diversion by addressing the at-risk youth in the community. The Youth Police Initiative, (YPI) is focused on bringing together at-risk youth, who have a negative perception of police, with a local post officer. The primary objectives of the program include:

- addressing misperceptions,
- repairing relationships,
- and reestablishing trust between youth and the police

YPI will be designed to teach young adults the skills to constructively resolve conflicts with authority figures. This initiative will require effort from both youth and law enforcement. The YPI also teaches police officers to step out of their cars and have genuine conversations. By creating an open dialogue between the LBPd and

the youth in our communities, the YPI will ultimately breakdown existing barriers, stereotypes, and biases. Through honest communication and positive experiences fostered by the YPI, the LBPDP strengthens police-youth relations in lasting ways.

RESTORATIVE JUSTICE

Restorative justice seeks to change an offender's behavior by educating him/her on the deleterious consequences that his/her actions have on the community and the victim. The purpose of restorative justice is to restore the victim, the community and the offender so that they all may be more successfully integrated back into, and enhance the community.

Review:

Restorative justice can be achieved by utilizing diversion courts such as alcohol and drug diversion as well as after care visits and the SAFE program and center for victims of abuse.

- The Long Beach Police Department works in tandem with the Safe Center. The Safe Center is the Nassau County Advocacy Agency that serves children and adult victims of family violence and sexual abuse.
- Long Beach Detectives attend trauma-informed investigative training which teaches detectives how to avoid the re-victimization of survivors/victims of sexual assault during the course of their investigation.
- If feasible, when arresting perpetrators of domestic violence, victims are informed by officers of their ability to have the case seen concurrently in criminal and family court. Family court may allow mediation between the parties as part of a resolution to the case.
- All domestic case reports are reviewed. Cases that might require resources beyond law enforcement capabilities are referred to the Safe Center. A Safe Center advocate may reach out to the victim and offer further assistance.

LBPDP members have been trained on alternative dispute resolutions. It is respectfully submitted that restorative justice is somewhat similar to arbitration; however, the focus in restorative justice is on the harm inflicted and holding the offender accountable for their actions.

- Although never formally labeled as restorative justice in training segments or discussed as such, the LBPDP engages in restorative justice on a daily basis by engaging in conflict resolution between parties.
- As an example, the LBPDP may receive a 911 call for a dispute involving neighbors. When arriving at the scene of the dispute, our officers are trained to defuse the situation and interview both neighbors separately to investigate what transpired and determine if any crime was committed. During the investigation, we make sure to inform both parties of the allegations each have made against each other and the harm each of their corresponding actions are having on one another. A

solution is then devised to try and avoid further disputes. Although not always successful, this type of mediation is generally beneficial in avoiding future conflict between the neighbors.

Modifications, Modernizations and Innovations:

- The Long Beach Police Department has existing established relationships with former gang members, who have been incarcerated and turned their lives around to be productive and positive members of our community. These members of the community work alongside the members of the LBPD to help improve relationships with at risk populations, known gang members and the younger, more impressionable members of the community. The LBPD is looking to expand upon these relationships to create a higher level of dialogue and understanding as to enable the at risk population to avoid criminality and enhance their overall quality of life.

COMMUNITY-BASED OUTREACH AND CONFLICT RESOLUTION

Addressing the particular needs of the communities served by the police department through enhanced positive community engagement helps foster trust, fairness and legitimacy. Increasing the presence of police officers and special police officers focused on relationship building in our communities, who focus on positive interactions will grow and strengthen overall community partnerships. It is through these positive interactions that resiliency and a more comprehensive provision of services, custom tailored to citizen needs will be developed. The LBPD recognizes that it is through community-based outreach and conflict resolution practices the department will be able to enhance awareness, provide education to the communities to increase citizen involvements, advise of services offered by the LBPD and the City, and enhance collaboration and trust through proactive outreach and partnerships.

Review:

- Long Beach Police Department embraces the philosophy of having its police officers act as a liaison with all segments of our community. Regular contact with community groups is essential to weaving the department into the fabric that makes up the long beach tapestry of interconnected neighborhoods that make up the City. The LBPD is refocusing its attention on ensuring the Department and the communities served have open dialogue with the department and each other in order to build resilient relationships focused on creating understanding, breaking down stereotypes, addressing local concerns, community quality of life needs and identifying and helping to solve law enforcement concerns. The LBPD maintains an active role in community affairs through frequent and regular contact between our Commissioner of Police, the Command Staff, officers, the various civic organizations, community groups, religious institutions, private schools, parochial schools and businesses within the city limits and surround area.
- The LBPD works closely with the community to help the agency and community achieve their mutual goals against crime by strengthening community relationships and trust.

- A main objective of the LBPd is to promote and enhance collaborative decision making between the Department and the communities we serve regarding policing strategies.
- The LBPd is in the process of formulating several projects to meet the individualized needs of each segment of the Long Beach community, for example; the LBPd will be establishing a Law Enforcement Exploring post; working with the NCPD to increase PAL participation of Long Beach community youth; establishing the Commissioners Young Adult Council (CYAC); establishing the Commissioner's Community Council (CCC); participating in the Police Youth Academy (NCPD partnership); participating in the Citizens Police Academy (NCPD partnership); establishing the Youth Police Initiative; refocusing on the LBPd Youth Positive Behavior Program Commendable Kids program; working to rework manpower allocations to establish a Problem Oriented Policing Unit; working to establish a Community Outreach position within the department.
- The LBPd is developing a plan to establish a Community Oriented Policing and Problem Solving (COPPS) unit designed to enhance and coordinate the department's community outreach efforts and to assign officers to solve traditional police problems with a nontraditional approach. The COPPS unit will help to enable the department to solve repetitive and persistent problems that would normally result in officers responding to a call for service, with limited time to address their root causes. The COPPS unit will apply the SARA model (Scanning, Analysis, Response, and Assessment) to determine the root causes of traditional problems so they can be identified and finally addressed. The department will gain the ability to reduce or eliminate the most difficult ongoing, repetitive and persistent issues that historically are a constant drain on limited police resources.
- As part of the COOPS unit the department will incorporate the concepts of a Community Oriented Police Enforcement (COPE). The development of the COPPS unit will formulate the ability to utilize crime data and information to guide policing activities toward high-frequency offenders and locations. The COPPS unit will work closely with the community to enhance police-community relations, actively address problems in a community before a crime occurs, improve quality-of-life and traffic safety.
- As part of this reform plan the LBPd will establish the Commissioner's Community Council (CCC). The CCC will invite members of the public from cross-sections of all the communities Long Beach serves to meet with the Commissioner of Police to establish an open dialogue and to hear and learn more deeply about community concerns and ways in which the department can provide needed service to the community. The CCC will work in collaboration with all of the department's community policing models and evidence-based policing strategies, including the COPPS Unit, to ensure we are approaching our functions in a coordinated manner. The objectives of the Commissioner's Community Council include the following:
 - Identifying and recognizing the increasing challenges our communities are facing collectively throughout City.

- Reinforcing trust and appreciation for our diverse population,
 - Demonstrating public private partnership and support to solve neighborhood needs and concerns.
- The Department further engages the community through bike patrols while riding in our business districts, the Boardwalk, parks and recreation areas, and parts of the City where public gatherings take place. Additionally, the LBPD utilizes all-terrain vehicles while patrolling the Ocean Beach Park. While engaged in these activities, the officers look to interact with the public, shop owners, visitors or respond for police service when dispatched or flagged down by an individual. All officers are trained to engage in a friendly discussion designed to enhance the public perception of the police and to help build the community profile the LBPD is trying to enhance. All interactions will be documented in our records management system (Impact) as a Community Contact report, which are now being tracked by the department and will be included on our website to help create transparency into department operations.
- The GREAT Program (Gang Resistance Education And Training) is an evidence-based program that was developed nearly 30 years ago. GREAT is intended as an immunization against delinquency, youth violence, and gang membership. The GREAT program is built around school-based, law enforcement officer-instructed classroom curricula. The goal of the program is to provide life skills to students to help them avoid in engaging in destructive and violent behavior. This program is targeted towards middle and elementary school children.
- The Law Enforcement Explorers Program enables young people between the ages of 14 and 21 to become responsible citizens by teaching positive character traits, career development, leadership, and life skills to enable ethical choices and achieve their full potential.
 - Participants in the Law Enforcement Explorers program will reside within the Long Beach School District and reflect City's and surrounding areas diverse community.
 - Police Explorers, when competing, travel throughout the United States for national level competitions and events.
- The LBPD offers several drug awareness and prevention seminars to local schools and community groups, in addition to those discussed in the LEADS section of this document:
 - The LBPD will incorporate the NCPD Community Affairs produced substance abuse video entitled "Impact" in collaboration with public and private agencies into our drug prevention seminar's and awareness lectures. This video has been distributed to all public, private and parochial schools throughout Nassau County to address the alcohol and substance abuse by trying to reach young people before they make destructive decisions.
- Also mentioned in the LEADS Section, the Youth Police Initiative (YPI) is a program designed to build trust between the LBPD and at-risk youth who may have a negative perception of police. The goal of this initiative is to engage in an open dialogue and to allow the at-risk youth to express their concerns with policing in their community as well as exposing them to positive role models.

- Another form of community-based outreach is the Police Activity League (PAL). PAL's purpose is to operate youth clubs and provide team sports, crafts, educational and other programs for all boys and girls. The goal is to that through activities engagement, juvenile delinquency is prevented and as a community we are able to steer children clear from gang activity and aid in positive interactions between police officers and our youth. PAL seeks to create life-long friendships among the youth from across all communities. PAL believes in its creed that "it's better to build youth than mend adults". Nassau County's PAL is comprised of one (1) supervisor and twelve (12) police officers and the LBPd will be working with NCPD PAL to grow youth participation within the City.
- The LBPd will be partnering with the Nassau County Police Department's Citizen Police Academy (CPA). The goal of this program is to reduce crime through education and to educate the public on the role police officers serve within our diverse communities. The Citizens Police Academy is a fifteen (15) week program; each week is three (3) hours of interactive training for a total of forty-five (45) hours of instruction. By providing attendees with insight into the police department's policies and tactics, the LBPd hopes that participants will gain a further understanding of the vital role the LBPd plays in our City and the unique challenges the LBPd faces. This understanding will hopefully lead to strengthening our partnership with the communities we serve. The Citizens Police Academy is organized and hosted by the NCPD police academy staff. Topics taught in the CPA are:
 - deadly physical force,
 - decision- making,
 - professional communications,
 - asset forfeiture and intelligence,
 - investigative techniques,
 - department structure,
 - defensive tactics,
 - bureau of special operations, and
 - mounted unit.
- The LBPd will be reaching out to our areas schools to determine interest in inviting Long Beach youth to participate in the NCPD hosted Police Youth Academy (PYA). The PYA is an eight (8) hour course geared towards at-risk high school students. The PYA seeks to stop gang recruitment in high-risk communities through education. The course is designed to provide an in-depth look into policing. The NCPD has educated over one-thousand eight-hundred (1,800) students with this program. The PYA is a means to foster enhanced communication and relationships through training and education. This course is also used to assist the NCPD with diversity in its recruitment efforts, as it will be for the LBPd. The PYA helps students gain a more favorable impression of police officers and law enforcement in general.

Modifications, Modernizations and Innovations:

- The LBPd encourages its police officers to engage with all members of the community through "Park, Walk and Talk." As the name implies, a "Park, Walk, and Talk" is when an officer exits their post car

and walks through the community they patrol to enhance the officer's knowledge of the community and for the public to become familiar with the officers who are helping to ensure their safety and security. The LBPDP enhances these contacts by tracking of our community contact. The main objective is to build trust and communication with members of the community and to enhance our community outreach by engineering positive interactions between the police department and the public we serve.

- During some of these interactions, officers may request businesses and places of worship, to complete Infrastructure Forms. The information recorded on Infrastructure Forms is entered into a database maintained by the LBPDP. In the event of an emergency, or if the department needs to contact business owners for any reason, the LBPDP uses the information provided. By collecting and maintaining this database, the LBPDP is able to demonstrate its commitment not only to the personal safety of our residents but also to their businesses and places of worship.
- The members of Commissioners Council on Police Reform were given the opportunity to view a video created by the community group "Men of Elmont". In this video, young men provided insight to their interactions with the police. One young man pointed out that since he has never been in trouble or arrested, he has never had any interaction with the police. He stated that he should not have to break the law in order to get to know the officers who work in his community. A common suggestion from within the Long Beach community is for the police to be involved in positive interactions with the public.
 - The LBPDP agrees that increased interaction between the police and the community in positive situations is one of the most effective tools for building bridges and creating trust between officers and residents. Accordingly, the Department has engaged with the Long Beach School District and administration to work on a joint project where the youth of the school district and the members of the LBPDP work together to create an expanded version of the "Men of Elmont" type video that has the youth and the department membership speaking about their interactions as well as how they wish their relationships can build into the future.
- As previously discussed, the LBPDP will be expanding its bike patrol program during the spring and summer months throughout the city with a focus not only on our business, restaurant and boardwalk, but also in the areas of the city where the population has historically felt disenfranchised. Increasing police presence designed to engender positive interactions, in a non-enforcement capacity will help to foster a more approachable culture and build foster trust based relationships between the department and the public we serve.

COMMUNITY ORIENTED POLICING AND PROBLEM-SOLVING & HOT-SPOT POLICING

Community Oriented Policing and Problem Solving is designed to replace the primarily reactive, incident-driven historical police practices with strategies that proactively identify underlying issues that can be targeted to alleviate, disputes, calls for service and criminal activity at its roots.

Review:

Community Oriented Policing and Problem Solving

As stated earlier, the LBPD is redeveloping its approach to how it interacts with the public and the communities we serve. The historic philosophy that had police officers focused primarily on crime reductions and prevention is being replaced with the philosophy that every encounter the department has with the public is an opportunity to make a positive deposit into the department's "community trust account." The department will focus on working to partner with our community at every opportunity and work to enhance the relationships we share with the public. The LBPD will be looking to track all community interactions going forward in an effort to help the department evaluate areas where we are making inroads into more positive relationships and also identify areas where we can place more effort.

Problem-Oriented Policing

The concept of Problem-Oriented Policing (POP) has been successfully integrated into NCPD policing strategies for decades. While the Nassau County Police Department has twenty-four (24) designated POP Officers, the Long Beach Police Department is looking to find a way where we can train our officers in the POP concepts, and see if we can dedicate an officer for this purpose sometime this year. The ultimate goal would be to eventually have two COPPS officers and a Special Police Officer assigned to this effort as well. While the City is under tremendous financial pressures, it is with cautious optimism that the LBPD is hopeful that by restructuring the department and our collective bargaining agreements, we can make inroads into providing a more tailored approach to community outreach and problem solving efforts.

- In the future department supervisors and COPPS Officers will attend community meetings across the city. These meetings will help to provide a forum for the community to address the department supervision and COPPS Officers will ensure issues within the community are brought to our attention and the department works alongside the community to solve the issues going forward. At the present time these groups are attended as assigned by the Commissioner of Police. Many groups have not been meeting due to the COVID outbreak.
- In the future, COPPS Officers will be tasked with community outreach to civic groups, schools, community-based outreach associations, houses of worship and any other stakeholders within the City where public private partnerships can be developed to enhance our community outreach efforts. These officers will become a resource and steady point of contact for the community to

address their concerns. At the present time these groups are attended as assigned by the Commissioner of Police. Many groups have not been meeting due to the COVID outbreak.

- The LBDP will utilize the “SARA” model (Scanning, Analysis, Response, and Assessment) to work with the community to develop a customized plan to address community or individualized problems or issues. Using this model, POP officers will be able to more accurately identify the core issues at hand, analyze the issue using a variety of data sources, design and implement response strategies and assess the success of those strategies. This model requires that officers work closely with citizens to address crime concerns and quality-of-life issues.¹
- In the future, the LBDP will have its COPPS Officers look beyond traditional policing strategies and consider other more nontraditional approaches for addressing problems, issues, complains and criminal issues. The approach COPPS Officers initiate can take on many different forms depending on community need and the issues being addressed. The idea is to have custom tailored responses that eliminate or dramatically reduce the need for police intervention and to solve issues more permanently.
- Additionally, the intent is to make the Problem-Oriented Policing methodologies and COPPS Officer’s available to the schools that serve the Long Beach Community and to meet with the administration of each school at the beginning of every school year to ensure the officers and schools enjoy a close relationship and offer our services for problems where we may be able to help enhance the school experience for our youth.

Hot Spot Policing

The LBDP has utilized the concept of hot-spot policing as a basis for its model of “Intelligence-Led Policing”, which was studied and explained by Jerry H. Ratcliffe in his book *Intelligence-Led Policing*. In his book, Ratcliffe defines “Intelligence-Led Policing” as the effective and efficient use of resources driven by the data. According to Ratcliffe, the premise of hot spots policing is that it focuses on the “High Visibility Intermittent Random Policing” (HVIRP) of small geographical areas that are experiencing high volumes of crime. The Intelligence Led Policing Model, will be evolving as a core method of assigning the resources of the LBDP to enhance its community-oriented policing efforts.

- The identification of “hot-spots” is done through intelligence gathering, community contacts and crime analysis. One of the main components of the Intelligence-Led Policing model includes obtaining information (intelligence) from the community. In doing so, the LBDP is able to engage the community in its efforts to reduce crime in a particular area or neighborhood and focus on improving the quality of life for all. Our focus is to enhance the quality of life throughout the city and build upon the level of community support the police enjoy. Examples of how information is gathered from the community include:

¹ <https://cops.usdoj.gov/problemsolving>

- Community meetings
 - Review of Community Contact Reports
 - 911 Calls
 - School based partnership and information sharing
 - Engaging the public on social media platforms
 - Park, Walk, and Talk
 - Confidential informants
 - Community complaints
- As intelligence is acquired and analyzed, the department administration meets to discuss the issues identified. The Commissioner of Police, Executive Officer and the Commanding Officers work together to identify City hot spots. Once the location and issues have been narrowed down, along with any anticipated criminal activity, the department will assign resources as necessary. The objective of this policing model is to prevent criminal activity through predictive analysis. In the event a crime does occur, the resources which were deployed to the community will assist the LBPd in its investigation.
 - The type of resources utilized may change depending on the type of crime. Some available resources are:
 - directed patrol assignments,
 - the use of license plate readers,
 - electronic signage,
 - vehicle and traffic law enforcement,
 - licensed premise checks,
 - social media notifications,
 - and in the future we plan on utilizing Law Enforcement Explorers to distribute informative pamphlets to community members
- When a shooting incident occurs in the City of Long Beach, the investigating Detective reports details of the shooting location, person(s) involved, possible subject descriptions, vehicles involved, and a descriptive narrative of the event to the Commissioner of Police and the Executive Staff, and also coordinates with the NCPD Intelligence Unit, Gang Unit and other specialty commands as necessary.
 - The Detective Division will produce a comprehensive workup on the location of the shooting event and individuals involved in order to quickly identify whether the location or persons may be part of an emerging pattern or other underlying criminal enterprise.
 - It is also imperative to determine if the individuals involved have gang affiliations or if the shooting location is a known gang location.
 - Knowledge, understanding and analysis of the people involved, conditions present at the shooting location, and events associated with a shooting is critical in solving the crime but also in preventing possible retaliation.

- The intelligence and evidence gathered during the course of the investigation aids in enhancing prosecution, and therefore holds individuals responsible for their violent crimes while also impeding their ability to commit additional crimes in the future.
- To augment investigations, the LBPB utilizes various forms of technology such as cameras and license plate readers.
 - License plate readers are deployed in all areas of ingress to City limits. Data collected by the license plate readers can be used to help identify individuals that were in the vicinity of crime.
 - The City of Long Beach has deployed public facing cameras in high population points and high crime areas to enable appropriate criminal surveillance and crime deterrence. These cameras are used to monitor suspicious activity and to aid the department in solving crimes when our cameras are able to capture images of crimes in progress.
- The NYS guidance brings to light the public's concern surrounding the use of technology and the maintenance of data it acquires.
 - The procurement and adoption of new technology is carefully considered before implementation. Amongst the concerns reviewed are how the information gathered will be utilized, does the new technology create an unexpected or unreasonable intrusion into the expectation of privacy the public may have, how long (legally) can and will collected data be maintained by the department, is there a well-founded need identified for the new technology and other considerations specific to the technology are being considered.
 - The effectiveness of each technology is studied by the department and is analyzed for potential biases and inherent inaccuracies.
 - Sensitive electronic data collected through the use of technology is protected by means congruent with industry standards.

Broken Windows and Stop and Frisk

The LBPB has a long history of community policing. One of the most important components of community policing is helping to enhance the quality of life within the City. By identifying and correcting less serious crimes and infractions (i.e. criminal mischief such as broken windows or graffiti), the LBPB will, in turn decrease and deter more serious crimes from being committed. All members of the LBPB are taught the rules for conducting an investigative stop in accordance with the provisions provided in the Criminal Procedure Law (CPL) 140.50.

- The Long Beach Police Department instructs officers to conduct investigational field stops, as necessary. As is legally permissible, we operate on the standard of proof of reasonable suspicion.
 - Reasonable suspicion is defined as “that quantum of knowledge sufficient to induce an ordinary prudent and cautious man under the circumstances to believe criminal activity is at hand.” This standard is reached through an officers training and experience and is based on

any number of factors that are observed by the officer to raise the level of proof to reasonable suspicions and justify a field stop. Some of the factors that are considered to establish suspicion for an evidence-based stop are:

- high crime area,
 - time of day,
 - day of week,
 - season,
 - sights and sounds,
 - proximity to scene,
 - presence at scene,
 - carrying objects associated with criminal activity,
 - clothing or disguises,
 - description,
 - furtive gestures,
 - change of direction or flight,
 - unusual nervousness,
 - independent knowledge,
 - training and experience,
 - evasive, false and/or inconsistent statements
- In order for an officer to frisk a person during a field stop, the officer must reasonably suspect he is in danger of physical injury. Officers are legally only permitted to frisk or pat down the outer layers of clothing to discover weapons and must be based on the officer's belief that the suspect may be armed, unless the subject gives consent to search. Frisk of an individual is never automatic and only undertaken to pat down for items that can be used to harm an officer.
 - Any evidence that may be found at this stage, would be subject to being legally suppressed and not permitted to be used against the subject if the search were deemed illegal or impermissible
 - All demographic data recorded during field stops is incorporated on a Field Interview Form. Field stop data will consist of location, any summon(s) issued or other enforcement actions, gender, and race. This data will be made available on the LBPd website at www.lbpd.com

Modifications, Modernizations and Innovations:

- As discussed in previous sections, Vehicle Stops and Systemic Racial Bias, field stop data collection will be collected. Officers will record the gender and race/ethnicity of the person(s) subject to field stops and traffic stops in order for the department to review and investigate any potential biases and disparities in stops by an officer and take corrective action.
 - In 2021, the LBPd initiated the Commissioners Command Staff meetings every Tuesday. In these meetings the Commissioner takes an evidence-based approach to crime fighting and

addressing community conditions and quality-of-life concerns. This model incorporates many tenets of the Community Oriented Policing and Problem Solving as an evidence-based approach. This approach looks at each problem individually and from a “10,000-foot view” to consider the macro implications to the overall health of the City. By looking individually and at the macro scale directly correlates to the integration of other evidence-based approaches, allowing the Long Beach Police Department to undergo a comprehensive, in-depth analysis of the underlying problems and the persons involved in all types of criminal, and non-criminal activities.

- Analysis conducted on a daily, weekly and monthly basis allows for focused strategic planning rather than general unfocused enforcement. The LBBP recognized that the concept of omnipresence, an old school policing method, lends itself to randomized actions and thereby realizing randomized and often times unintended results. By utilizing an evidenced based approach, where the actions of the police department are directed through careful data analysis, intelligence gathering and community input we assure help to assure our resources are utilized most efficiently and most responsively to our communities identified needs. It is the design of this approach to eliminate the unnecessary intrusion of the police into the lives of uninvolved and innocent members of the community, thereby avoiding the intrusive nature of older style policing methods.
- For example, in coordination with the NCPD Intelligence Unit, information provided to the LBPD, the department may gain intelligence that commercial burglaries of cell phone stores are occurring throughout Nassau County at around midnight. The LBPD would then develop a directed patrol sheet for our units to be tasked with intensifying patrols of marked and unmarked units in the area of these types of locations within the City limits. All units within the City will then have the benefit of the intelligence and we as a team can carefully target our efforts at apprehending the suspects without ensnaring large segments of the community who are unconnected to this crime pattern.
- The LBPD has been utilizing some evidenced-based approaches in the past but this new found focus will cause a thorough use of intelligence-led policing, problem-oriented policing and hot spot policing modalities going forward.

FOCUSED DETERRENCE

The state’s guidance defines “focused deterrence” as a strategy whereby officers engage directly with offenders or groups of offenders based on their prior history, sometimes in partnership with community members. The purpose of focused deterrence is to reduce the opportunities for crime in order to deter motivated offenders.

Review:

- One of the ways the Long Beach Police Department participates in focused deterrence is through the Gang Resistance Education And Training Program (GREAT). This program, which is evidence-based and an effective gang and violence prevention tool, is built around the school system and is a law enforcement officer-instructed classroom curriculum.
 - GREAT is intended as an immunization against delinquency, youth violence, and gang membership for children in years immediately before the prime ages for gang inductions and aberrant behavior.
 - LBPd has officers trained to teach the GREAT Program syllabus in the Long Beach public and private schools. These lessons focus on providing life skills to students to help them avoid resorting to delinquent behavior and violence to solve problems.

Modifications, Modernizations and Innovations:

- The LBPd conducts an analysis of persistent offenders in areas affected by criminal activity along with other intelligence and community based feedback. The LBPd reviews all information to see if they meet criteria including:
 - numerous and/or recent felony arrests,
 - major crime arrests,
 - arrests for crimes including weapons and reckless endangerment, and
 - gang affiliations.
- In order to ensure focused deterrence practices are enforced in a fair and procedurally just manner across the City, a supervisory review of officer interactions will be conducted, followed by a review by the department executive staff and balanced against other available department information and intelligence to include civilian complaint tracking to help determine that officers engage in the proper application of focused deterrence intentions and procedures.
- To involve the community in the LBPd's focused deterrence efforts, focused deterrence strategies will be added to the Civilian Police Academy and the Youth Police Academy as an educational component. Feedback from attendees will be discussed internally and appropriately incorporated into the focused deterrence segment of in-service training.
- To affirm LBPd Officers exercise the best practices in implementing proper focused deterrence, this topic will be covered during the newly expanded yearly in-service training outlined in the Training Section offered by the NCPD Police Academy.

CRIME PREVENTION THROUGH ENVIRONMENTAL DESIGN (CPTED)

The concept of crime prevention through environmental design (CPTED) is the theory that crime can be reduced and prevented through the design aspects of a given location.

Review:

This strategy addresses the relationship between the physical environment and the incidence of crime. There are five main areas that are considered when looking to reduce criminal activity through design, they are:

- NATURAL SURVEILLANCE – The intended users can observe the property. Effective lighting of a property is an example of natural surveillance.
 - NATURAL ACCESS CONTROL – Controlling and reducing the number of access points to a property. Gated communities are an example of access control.
 - TERRITORIAL REINFORCEMENT – Creating a clear delineation of space and separates your space from non-legitimate users.
 - ACTIVITY SUPPORT – Placing activity where individuals become part of the natural surveillance.
 - MAINTENANCE – Regularly scheduled maintenance routine will ensure the property demonstrates territoriality and natural surveillance.
- CPTED prevents crime by designing a physical environment which deters offenders.²
 - The LCPD assesses and helps to remind property owners and builders to consider the CPTED concepts to help to reduce or prevent crimes from occurring. Included in these in our recommendations are design considerations that include, but are not limited to:
 - lighting,
 - landscaping,
 - signs,
 - sidewalks,
 - ordinances,
 - community cleanups, and
 - pathways.

²<https://www.ncpc.org/resources/home-neighborhood-safety/crime-prevention-through-environmental-design-training-program/>

Modifications, Modernizations and Innovations:

In furtherance of its efforts to foster trust, fairness and legitimacy, the LBPd will work with community stakeholders to include the CPTED philosophy when building or designing within the City limits. Additionally, these concepts are oftentimes recommended to home and business owners to make modification to their existing structures to help reduce their vulnerability and overall attractiveness to the criminal element. Often times, suggestions made to major projects along the lines of CPTED philosophy result in a certified CPTED architect to review plans to help reduce incidence of criminal activity while reducing long term recurring expenses.

VIOLENCE PREVENTION AND REDUCTION INTERVENTIONS

Violence prevention and reduction interventions are the theory that focusing on prevention, intervention, and suppression, reduces crime. This model calls for police departments to proactively address potential criminal activity by facilitating or participating in community programs and connecting high risk individuals with needed services and other forms of community engagement.³

Review:

- The Long Beach Police Department believes one of the most effective ways to prevent violence is to address it with the youth in our communities. By working within our communities we can help to mentor and guide the youth and adolescent community members to become model citizens that have a positive impact on society. Through our community outreach and partnerships, our goal is to help our youngest citizens from engaging in delinquent activities and instead to become productive contributors to a more balanced and peaceful society. Some ways in which the LBPd mentors our youth, specifically relating to violence prevention and reduction, is through the GREAT Program, mentioned in the Focused Deterrence section, as well as working with our local public and parochial schools in delivering Anti-Bullying lectures and other requested programs.
 - The LBPd recognizes bullying is a cause for concern among youth. Bullying comes in many forms and types, and with the proliferation of social media and that today's youth are much more exposed, on a daily basis to the influences of their peers, the police department must stand ready to assist families, schools and other civic and social groups in their efforts to promote understanding, equality and fairness. Through the education, awareness and partnership the LBPd can help to reduce bullying and aggressive behavior targeted to school-age community members. By addressing both sides of the bullying continuum, the bully and the victim, our community stands a much better chance of having our youth model appropriate behaviors into the future and thereby avoid becoming a participant in this cycle of communication based and physical violence. The LBPd Anti-Bullying lecture has a police

³<https://everytownresearch.org/report/community-led-public-safety-strategies/>

officer who presents lectures to school aged children wherein they discuss the different forms of bullying: social media cyber based bullying, name calling, physical harm, the spreading bad rumors, ostracizing, teasing in a mean way, and ganging up on someone. Creating awareness about bullying will help to avert negative behavior, while educating victims and witnesses on recognizing these behaviors and what steps are available to help remedy negative situations.

- The Long Beach Police Department understands that victims of domestic violence are a vulnerable population that is susceptible to higher levels of violence within their domestic based relationships. As such, the LBPDP has a zero-tolerance policy for any and all instances of domestic violence.
 - If it is determined that any misdemeanor crime has been committed in a domestic situation, an arrest must be made regardless of whether the victim requests such arrest. This policy is more restrictive than state law requires under Criminal Procedure Law § 140.10.
 - In situations that do not arise to a level of arrest, the LBPDP evaluates whether the continued possession of firearms, including rifles and shotguns, which do not require a permit, that are possessed in a residence, should be temporarily removed by the LBPDP until a full investigation can determine if there is an ongoing valid reason not to return the weapons, or if the return of the weapons can be facilitated safely.
 - This proactive gun removal evaluation is also used in situations where a student makes a threat of violence in a school setting, should weapons be available in the home, the LBPDP would generally remove the weapons until a complete investigation can determine if they can be possessed safely.
- In the event a shooting incident occurs in within the City limits, the investigating detective reports details of the shooting location, person(s) involved, possible subject descriptions, vehicles involved, and a descriptive narrative of the event to the Commissioner of Police, Executive Staff, along with the NCPD Intelligence Unit, Gang Unit and other key resources necessary.
 - The LBPDP and if necessary in coordination with the NCPD Intelligence Unit, will produced a comprehensive workup on the location of the shooting event and individuals involved in order to quickly identify whether the location or persons are part of a pattern or a larger underlying criminal enterprise.
 - As part of these investigations, it is also important to determine if the individuals involved have gang affiliations or if the shooting location is a known gang location. Knowledge, understanding and analysis of the people involved, conditions present at the shooting location, and events associated with a shooting provide critical insights into solving the criminal activities and also in preventing possible retaliation.
 - The intelligence and evidence gathered during the course of any investigation aids in enhancing prosecutions and therefore helps the criminal justice system hold individuals responsible for violent crimes while also greatly reducing the actor's opportunities to commit additional crimes in the future.

- The Nassau County District Attorney's Office has implemented an Intelligence Based Prosecution Initiative. The LBPB provides the NCDA's office with all information requested that identifies violent crime offenders. While it is the NCPD Intelligence Unit that provided an actual workup of violent criminal offenders, as part of the law enforcement team that provides safety and security to the entire county, the LBPB fully partners in these efforts.
 - Although the intelligence workups have limited value for the purposes of arraignment, they still provide tremendous investigatory value.
 - The results of these investigations continue to offer solid evidence, which assists in the application of and for search warrants and to develop probable cause for arrests while supporting the prosecution of violent offenders.
 - Overall the law enforcement partnership with the NCDA uses statistical analysis, intelligence derived from law enforcement agency debriefings, confidential informants, field stops, and post-arraignment debriefings to determine the primary sources of the gun and gang violence.

COMPLAINT TRACKING

The Long Beach Police Department holds its members to the highest standards of professionalism. In furtherance of this commitment the Department has just established a new policy and procedure regarding how civilian complaints are to be handled within the department, how they are to be tracked and how they are to be answered.

Review:

The investigation policy and procedure ensures that a complete investigation of all civilian complaints is guaranteed by the department. Ensuring that every complaint is acknowledged and fully investigated is essential to gaining the public trust and as important, to ensure that all officers and civilian members of the LBPB are held accountable for their behavior while ensuring compliance with established rules, ethical standards, and department policies and procedures.

- All allegations of misconduct are investigated pursuant to the LBPB civilian complaint investigation policy (Annexed hereto is LBPB Procedural Order OPS 00027 as exhibit 9). The complaint process will be available on the LBPB Website and on printed materials available for distribution.
- Civilian complaints may be filed in several ways:
 - Through the LBPB website (under development)
 - Through email
 - By phone by directly calling the LBPB at (516) 431-1800
 - In person at LBPB Headquarters, twenty-four (24) hours a day, seven (7) days a week
 - A complaint may be filed to any other law enforcement agency or to the City of Long Beach about the actions of a LBPB employee and it will be fully investigated according to policy.

- Anonymous complaints are accepted and complaints will be taken from anyone, with or without a connection or direct relationship to the incident.
- Civilian complaints are documented using the following categories: excessive use of force, false arrest, improper tactics/procedures, neglect of duty, police impersonator, racial/ethnic bias, unlawful conduct, unprofessional conduct, violation of department rules, and other.
- Complaints will be provided with a civilian complaint number (D.O. Log Number) for their records and tracking purposes. Investigative findings are provided to complainants who choose to provide their contact information.
- Within three (3) business days of filing a complaint, 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 LBPD 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 Commissioner 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 force;
 5. Reducing him to a grade below that in which he was serving if he was above the rank of a police officer;
 6. Other disciplinary actions as deemed appropriate.
- The LBPD constantly monitors its civilian complaints and membership to identify members who may need additional monitoring, supervisory involvement, or employee assistance. Members with three or more complaints within a twelve-month period will trigger an automatic review and interview with a supervisor. Additional training and interventions are decided on a case by case basis to assist officers with behavior modification and other professional development as may be deemed necessary.
- Although it has been enforced and understood, the Long Beach Police Department has just enacted its Dedication to Duty police statement that clearly addresses each officer's responsibilities as written in the Civilian Complaint policy and procedure as follows:
 - Members of the Department will report, immediately, to a Superior Officer any delinquency, dereliction of duty, violation of the Department Rules, conduct, disorder, and neglect to the prejudice of good order, efficiency, and discipline, which they observe or of which they have knowledge; they will immediately bring to the attention of a Superior Officer a case in which

a member of the department becomes unfit for duty on account of careless, improper, vicious, or immoral conduct.

- Additionally, the LBPd requires its members keep supervisors informed of every important matter and of any action taken pertaining to those matters. Important matters include the following:
 - A Member of the Department who appears unfit for duty,
 - A serious complaint against a Member of the Department,
 - Important messages,
 - Matters that require the attention of a Supervisor.
- All recently promoted sergeants are required to attend a four-week Supervisor's School at the NCPD Police Academy. At this supervisor training, all new sergeants are informed of "respondent superior" liability, which simply means that they will likely be held responsible for the actions of their subordinates. Accordingly, they are urged to respond to all calls where there is the potential for misconduct or risk personal liability and/or department discipline thereafter.
- All complaint investigations now have a thirty (30) day completion requirement unless a valid reason is given for an extension.

Modifications, Modernizations and Innovations:

- The LBPd is updating and reconstructing its webpage to allow individuals to attach video or other documentary evidence along with the submission of a complaint.
- The department will be providing the complaint form in a variety of languages so that persons with limited English proficiency can more easily submit a civilian complaint.
- 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.
- As a result of the repeal of Civil Rights Law 50-a, and in the interest of transparency, the LBPd will be posting monthly civilian complaint statistics. This report will include the number of complaints and allegations broken down by the nature of the complaint and determination.
- As mentioned previously in the Use of Force section, beginning April 1, 2021, the Attorney General's Law Enforcement Misconduct Office has the authority to investigate police department complaints concerning matters such as corruption, fraud, excessive force, criminal activity, conflicts and abuse.

DISPATCHING AND 911

Review:

- In 2020 the Long Beach Police Department received sixteen-thousand-nine-hundred-fifty-eight (16,958) calls for service. Approximately twenty percent (20%) of the LBPD calls were classified into the following categories:
 - Calls for medical assistance aided cases in **2020** were **1404**.
 - Auto accidents in **2020** were **722**.
 - Domestic disturbances in **2020** were **571**.
 - Disturbances (non-domestic) in **2020** were **604**.
- As a service-oriented department, the LBPD 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 department or a Fire Department ambulance. A neighbor having an issue with another neighbor will also be handled by the LBPD. Indeed, there is no assignment that is too big or small for the LBPD.

Modifications, Modernizations and Innovations:

- All LBPD department dispatcher's will be attending additional training with regards to call intake and recognizing signs and symptoms of callers in crisis.
- All LBPD dispatchers will be made familiar with our Mental Aided policy and procedure to enable greater intelligence gathering prior to the call being dispatched and to help get greater services assigned as needed. Additionally, the questions asked for these calls will be reviewed to ensure we are being as efficient and productive as we can be to ensure the proper resources are available for these calls.

MENTAL HEALTH AND HOMELESSNESS

Review:

Mental Health

- Long Beach Police Department policy requires Long Beach Police Department members to assist mental aided persons who need assistance and was enacted to ensure officers render necessary aid in a humane and sensitive manner to persons who appear to be suffering from mental illness or disability (Annexed hereto is LBPD Procedural Order OPS 1155 as exhibit 10).

- The “Mobile Crisis Outreach Team” (MCOT) may be notified of 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.
- The response to a mental aided call includes the responding police officer, a patrol supervisor as required, and an ambulance at the scene. In situations where the mental aided exhibits violent behavior and the situation is likely to result in serious harm, personnel from the Emergency Services Unit (ESU) may be requested to respond as well.
- LBPd officers are trained to 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 and during our presence,
 - 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 a medical evaluation and treatment.
- If it is determined that the individual is not a threat to themselves, 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 MCOT, the National Alliance on Mental Illness, 211, and the National Suicide Prevention Lifeline, Long Beach Aware, OASIS and others.

Substance Abuse

- As First Responders, Long Beach Police Officers are trained to respond to opioid overdose requests for assistance. In many 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 and if not present already, await a LB Fire Department ambulance to arrive at the scene. All overdose calls now require an investigation to be conducted by a detective. Nassau County Health and Human Services is also apprised of each and every overdose call. It is worth noting that pursuant to New York’s Good Samaritan Law (Penal Law § 220.78) all individuals and witnesses who request emergency assistance will not be arrested for possessing small amounts of drugs or drug paraphernalia. All LBPd officers have been trained to inform drug using aided persons that our focus is on providing medical assistance in these circumstances and not on making an arrest. The LBPd is highly sensitive to gathering the best available information from witnesses and, if possible, the aided person to identify drugs that were ingested in order to facilitate medical treatment and proper care.

Hostage Negotiation

- When an encounter with a mental aided involves a suicidal person, a barricaded individual, or persons held against their will, the Long Beach Police Department has trained Hostage Negotiators and also, if needed works with the Nassau County Police Departments Hostage Negotiation Team (HNT) when indicated.
- The NCPD HNT is comprised of experienced, specially trained members of the NCPD. The HNT is composed of members of different ranks assigned to various units /bureaus within the NCPD. The average law enforcement experience of a crisis/ hostage negotiator is currently twenty (20) years. Members assigned to the HNT, as well as members of the LBPD, undergo initial training with the Federal Bureau of Investigation's Crisis Negotiation Team and participate in refresher training as needed. Members of the HNT also attend training in other jurisdictions where they obtain up-to-date information and, techniques and strategies used to successfully diffuse and resolve crisis/hostage incidents. HNT Negotiators conduct department-wide in-service training with recruits, active force members, Communications Bureau Operators, and outside agencies on topics such as de-escalation, crisis communication, rapport building, and verbal threat assessment.

Homelessness

- LBPD members are trained on interacting with homeless persons and identifying those who require additional and necessary treatment.
- During the winter months, all department members are reminded of the Nassau County Department of Health and Human Services' "Warm Bed" project, an outreach program offering persons without shelter housing for a night, without question. Members are directed to apprise all homeless individuals they encounter of such services and, where appropriate, transport the homeless person to a shelter.
- The LBPD works with the Long Island Coalition for the Homeless to survey our homeless population and to provide medical and mental health services as identified. It is well known that many of the homeless population refuse help for various reasons. The LBPD is dedicated to constant intervention and outreach to this particular community within the City to provide interventions. It is through the relationship building process that we hope to gain more trust and thereby achieve a higher rate of involvement by this challenging population to the service's available
- The LBPD has recently partnered with Temple Emanu-El of Long Beach to distribute care packages that have been donated by the Temple for the un-domiciled, which includes essential items such as socks, undergarments, a tooth brush, a hat and other items that have proved most useful to our homeless population.

Modifications, Modernizations and Innovations

- It is through the EO 203 process that the LBPd updated its written policy for Mental Aided Persons, areas for improvement were identified and amendments were made. When a 911 call is received regarding a person who acts in a manner consistent with a mental aided person; in addition to assigning two (2) police officers and a Fire Department ambulance, the Dispatcher also assigns a Patrol Supervisor and, if the person is reported as violent or is barricaded, we notify the NCPD Emergency Services Unit. The supervisor on the scene may contact MCOT and advise them of the present situation and in turn, will receive guidance.
- Department dispatchers will receive additional training on fielding mental health calls for service. The Mobile Crisis Outreach Team will be providing 911 Call Takers with a script to utilize when caller appears to be under mental distress that we will acquire from the NCPD.
- It has been suggested that as part of police reform, that the dispatching of police resources to calls for individuals experiencing mental illness and related distress, should be eliminated. As part of our discussions we have outlined our response and what our focus is at these calls to our community stakeholders. The LBPd is aware of the value of having a mental health professional at these scenes and will be participating with the NCPD's program for the establishment of a "dual response" model with the Mobile Crisis Unit in these cases.
 - It is respectfully submitted that the extensive training that our officers receive best promotes public safety with regard to police response to mental health calls for service. Our officers handle requests for services from the public twenty-four (24) hours a day, seven (7) days a week and our members are trained as a service-oriented department. Our members respond with care and compassion to every request for service. MCOT will be notified of all instances involving a person suffering from a mental health crisis and works in conjunction with department members on all mental aided calls. MCOT can respond separately to offer their services to repeat offenders prior to the offender requesting emergency assistance. That intervention hopefully removes or mitigates the need for further police response by providing them with the necessary resources.
 - The program will have 911 Operators inquire with callers, a series of questions provided by MCOT to determine if the caller can be referred directly to MCOT diverting from police involvement.
 - In situations where emergency response is warranted, our department will respond and will notify MCOT from the scene.

CROWD CONTROL

It is the policy of the Long Beach Police Department to protect individual rights related to assembly and free speech and to ensure we are able to effectively manage crowds to prevent loss of life, injury and or property damage while minimizing the disruption to those who are not or do not wish to be involved.

Review:

- This past summer of 2020, in the wake of George Floyd's death, Nassau County experienced unprecedented protests. While the City of Long Beach had a limited number of protests, there were close to 300 protests that took place this year across the county. The LBPB was responsible for ensuring and respecting the protesters' First Amendment rights and ensuring the protesters and the general public alike were able to remain safe and secure. The leadership of the LBPB has learned from their experiences and through the experiences of our law enforcement partners across the county, and adopted the modality of reaching out to all protest organizers prior to their events. During these contacts we have been able to establish the basis for ongoing relationships, and have been able to establish the "ground rules" for behavior while conducting their events. Additionally, we were able to inform the groups of the measures that the LBPB would take to ensure their safety and expressed the LBPB's commitment to keeping an open line of communication if the event organizers experience any issues. This cooperative environment allowed the LBPB to handle these protests with zero arrests and no intentional property damage attributed to any of the protests.
- The Long Beach Police Department, as expected, exhibited professionalism and restraint during protests through their understanding and application of de-escalation techniques utilizing verbal judo, active listening and persuasive speaking to maintain control.
- The LBPB has as available resources, the NCPD Mounted Unit and Bureau of Special Operations to assist our department should the need arise for any large scale events.
 - The Nassau County Police Department's Bureau of Special Operations (BSO) is the County's highly trained tactical team. BSO is also the County's primary tactical unit. Members chosen for assignment to the Bureau of Special Operations have consistently demonstrated high levels of self-initiated activity, the ability to be a leader, and use good judgment while assigned to other commands. It has been the experience of the LBPB that BSO officers to maintain excellent physical fitness and excellent firearms proficiency.
 - The LBPB has trained officers on every tour in patrol rifle's usage and deployment. Should the need arise where the City requires additional assistance, the NCPD BSO would be requested. BSO is responsible for Special Weapons and Tactics assignments. These include the execution of high-risk search warrants, search and apprehension of violent and armed perpetrators, response to armed and barricaded subjects and some hostage situations. Other tactical assignments may include assignments to special events, crowd control situations, dignitary protection and escorts and tactical vigilance patrols.

- The Long Beach Police Department does not utilize surplus military equipment for crowd control. The only surplus military equipment obtained through the NYS Military 1033 Program are high-water rescue vehicles used during natural disasters and other emergency rescue responses.

Modifications, Modernizations and Innovations:

- Historically, crowd management techniques were based upon long standing tactical formations and riot control. While these methods remain viable for certain situations, such as when violence is occurring; today we prefer to rely upon pre-operational planning, communication and collaboration, when possible, to achieve public safety and protect civil liberties.
- It is our vision for the future of the Department and the community, to maintain and enhance the confidence and trust of the people we serve. The LBPD continually strives to strengthen and expand the partnership between the police and the communities we serve. The LBPD is committed to maximizing community participation in identifying problems, developing solutions, and establishing relevant department priorities and policies.

SUPPORTING OFFICER WELL-BEING

As stated in the NYS Guidance, law enforcement is inherently a physically and emotionally dangerous job. Long Beach is committed to supporting and promoting the physical, emotional, and mental wellness of the men and women of the LBPD.

Review:

- Confidential meetings and counseling with licensed social workers are available to members of the LBPD through the NCPD Employee Assistance Office. At times, officers can be mandated to Employee Assistance by supervisors.
- 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.). Traumatic events are covered by the Nassau Police Conference (NPC) Peer Support Team who, when requested will 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.

Modifications, Modernizations and Innovations:

- The LBPD initiated the use of the Nassau Cares Application on all departmental phones and encourages officers to add the site to their personal phones to have instant access to references for help for a variety of concerns. This application lists all county and most state resources relating to mental health, drug abuse, alcohol abuse, suicide prevention resources, homeless services, runaway hot line, as well as push button connection for emergency, mental health and substance abuse lines.

The application also has geographical mapping software that shows the exact location for needed services. These services are not just for the officers to use while working, but also can be of great for assistance in their own personal lives.

- The LBPd Chaplain's offers their services to any member of the LBPd who would benefit from their guidance and counseling.
- The LBPd utilized the NCPD Employee Assistance Program (EAP) for their own stress and wellness related issues. These services are also available to their families and are free of charge to the members and their families alike.

TRANSPARENCY

Review:

The community has expressed interest in various categories of the police department and its operations. Prior to this document the LBPd operational statistics were in its annual report. This report was only made available through the City administration. The annual report only had minimal statistical information, although it did contain our NIBR reporting that we provided to NYS DCJS. Additionally, the department did provide requested information through Freedom of Information Law (FOIL) requests.

The Department views openness in matters of public interest an important issue in gaining the public trust through transparency in operations. The Long Beach Police Department strives to disseminate accurate and factual accounts of occurrences of public interest, consistent with the protection of legal rights, the safety of persons involved, and with consideration for maintaining the confidentiality of certain department records. In addition, the department strives to make known its policies and objectives.

Modifications, Modernizations and Innovations:

- In recognition of fostering trust and fairness through police reform, the LBPd will be publicizing its operational statistical data and issuing reports to be posted on the department's website:
 - Use of Force- The LBPd will post use of force statistics no less than quarterly and will include statistics on event circumstances, demographics, type of force used. The Use of Force Report statistics will be posted on the LBPd webpage at LBPd.com.
 - Civilian Complaints- The LBPd will post monthly, civilian complaints for each of the following categories: excessive use of force, false arrest, improper tactics/procedures, neglect of duty, police impersonator, racial/ethnic bias, unlawful conduct, unprofessional conduct, violation of department rules and other. Founded findings statistical data in the unlawful conduct category will be disclosed. This report is posted on the LBPd webpage at LBPd.com

- Crime Statistics-The LBPd will post monthly, major crime statistics on the Department's website. 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. These statistics will be posted on the department website at LBPD.com
- Arrest Statistics- Arrest data will be posted each month on the LBPd webpage as well and can be accessed at LBPD.com.
- Summons and Field Stop Data- This data will also be posted monthly on the LBPd website to include a detailing of summonses issued by type categories, gender, and race. This report is available at LBPD.com
- The LBPd is participating in the NCPD in-service training class. The LBPd and NCPD value community feedback and the NCPD has released the new in-service training lesson plan on its webpage at NCPD.org.

CONCLUSION

The NYS Guidance asked that our plan include how we will measure success. True success in law enforcement can only be gained through the fruitful engagement of and with our community stakeholders. The City of Long Beach and the LBPd are committed to partnering with the public and will continually monitor and measure the success of our plan by reviewing data, expanding our commitment to improvement through training and by listening and partnering with our community.

The constant review and modifications to our policies and procedures while engaging with members of the community on issues which relate to police reform and strengthening trust, the LBPd has defined its definition of duty to read as follows:

With equity before the law, it is the Long Beach Police Department's duty, at all times is to uphold trust, fairness and sustained legitimacy, protect life and property, prevent crime, detect and arrest offenders, preserve the public peace, partner with our community and enforce all laws and ordinances over which the Police Department has jurisdiction.

Exhibits

- Exhibit 1 - Police Department, City of Long Beach, New York Use of Force Report
- Exhibit 2 - LBPD Use of Force Policy OPS 00018
- Exhibit 3 – NCPD Legal Bureau Bulletin 20-004
- Exhibit 4 – NCPD Legal Bureau Bulletin 09-006
- Exhibit 5 – LBPD Pursuit Policy OPS 00022
- Exhibit 6 – LBPD Department Notification 16-01-21
- Exhibit 7 – LBPD Communicating with Individuals with Limited English Proficiency OPS 10001
- Exhibit 8 – NCPD Legal Bureau Bulletin 19-004
- Exhibit 9 – LBPD Civilian Complaint Policy OPS 00027
- Exhibit 10 – LBPD Mental Aided Persons Policy OPS 1155
- Exhibit 11 – LBPD Crowd Control Policy OPS 12215
- Exhibit 12 – LBPD Department Notification 16-04-21