

INC. VILLAGE OF OYSTER BAY COVE

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Introduction

The Oyster Bay Cove Police Department is a small Police Department located on the North Shore of Eastern Nassau County. The OBCPD is one of the smaller municipal departments within Nassau County. Hiring for our Department commences by taking the Nassau County Civil Service Entrance Exam administered by Nassau County Civil Service and Nassau County Police Department. The New York State Civil Service Law authorizes our Department to give Village Residents priority in the hiring process. Background checks for all potential hires are conducted by the Nassau County Police Applicant Investigation Bureau. The OBCPD as well as virtually every other smaller department utilize the NCPD for **some, most or all** of their support and training. The OBCPD utilizes the Nassau County Police Academy for training of new officers and for In Service training of its current ones. We utilize their detectives for criminal investigation for solving crimes. We utilize all of their vast array of support services, including but not limited to: aviation, K-9, highway patrol, marine-bureau, pistol range, ambulance service, legal bureau and many others. Our Department does not have its own Police Communications Dispatch System, so all calls for service are received and dispatched through the Nassau County 911 / Communication Bureau. As such our mindset, theories and policies are not only inline, but some are identical. The police reform mandated by Governor Cuomo is a great opportunity for all departments to take a look at how they operate and see if they are truly meeting the best needs of the communities they serve, and see what, if anything needs to be changed. Some of the Policies mandated by the Governor don't necessarily have applications within the Oyster Bay Cove Police Department. In those instances, the OBCPD simply will adhere to policies being utilized by the Nassau County Police Department.

Preserving sustained public safety is of paramount importance. However, we understand the necessity of obtaining mutual trust and respect between the police department and the people we serve. In recognition of this, the Nassau County Police Department decided to redefine their definition of duty to read:

With equity before the law, it is the Nassau County Police Department's duty, at all times of the day and night, **to uphold trust, fairness and sustained legitimacy**, protect life and property, prevent crime, detect and arrest offenders, preserve the public peace, and enforce all laws and ordinances over which the Police Department has jurisdiction.

The Oyster Bay Cove Police Department has the same mission as above, and support the NCPD with their redefinition

Since its inception in the mid-1900s, The Oyster Bay Cove Police Department has always followed a "Community First" approach to the way it handles policing. The officers of this Department are encouraged to initiate frequent personal contacts with community members on their posts, and to interact in an attentive, friendly, and compassionate manner. Enforcing the law and fighting crime remain important elements of our policing, but our community policing approach recognizes that, in reality, most police work is oriented toward nonenforcement tasks such as maintaining order and providing social services. In the wake of recent incidents involving police use of force and other issues, the legitimacy of the police has been questioned in many communities. Many cities in the United States experienced largescale demonstrations and protest marches over recent years, and in some cases, there have been riots over perception of police misconduct and excessive use of force. At that point many police departments in the country made it a priority to develop community

outreach units within their departments to help bridge the gap between their department and the communities they serve. The Oyster Bay Cove Police Department at this point was a step ahead of these other departments because our Department, as a whole, has always maintained a community-minded form of policing. The Department has always known that it is important for police to be visible in the community and to know their residents.

Many people do not interact with the police outside of enforcement contexts. For example, if the only contact people have ever had with the police consisted of receiving a traffic citation or calling the police after being the victim of a crime, this may result in citizens developing a negative association with the police. So, this Department has always strived to develop those more personal relationships with the members of our community, strived to find ways to interact with community members in a non-enforcement context, as a way to help reduce the bias community members may have toward police in general. Getting to know community residents helps break down personal barriers and overcome stereotypes. Personal interactions between the police officers of the Department and the community members they serve helps build mutual trust, which is essential to addressing neighborhood problems and reducing crime. Our community-minded policing has helped us enormously and has helped make the communities we cover two of the safest communities in the state. Just a few examples of our community minded policing are as follows:

The Oyster Bay Cove Police Benevolent Association has made yearly donations to local organizations in the community and has volunteered in many ways. The Department has done significant outreach with a local organization that assists children with pediatric cancer. The PBA donates toys to this organization and the officers donate their time to accompany the organization to the children's hospitals in the area to distribute toys to children enduring this battle. The PBA also donates to the local Boys and Girls Club to help assist in funding for programs for the children that use their facility, to help make the children's experience away from home much more productive. The PBA also makes yearly donations to Toys for Tots.

In the wake of school violence over the last few years, the Department has developed a partnership with both local schools in the jurisdiction. We have opened numerous lines of communication between the schools and the Department. We now work with the schools, with the assistance of the N.C.P.D. Homeland Security Unit, to coordinate their Lockdown and Fire Drills, and are present for all such drills. We are in and around the schools as often as possible as a way to interact with the children and their parents as a way to familiarize the children with the police and to adhere to any concerns the parents may have. We have been able to implement the R.A.V.E. active shooter response application in one of the local schools and are in the process of getting that implemented in the other. We work in coordination with the school's security system to address any issues the schools may have. Some of the officers, in coordination with local businesses, have spoken at local karate schools to children regarding the dangers of bullying and what to do should they see or hear bullying in the schools. We also always have officers at any local gatherings that may occur in the community. This is a way to guarantee safety at the event and also gives all members at the event access to speak to officers on a personal level while in a calm atmosphere.

As a general standard, the Oyster Bay Cove Police Department has always maintained an "open door" policy for all members of the community. For those residents that don't run into the officers while they are out on patrol, residents can stop by the station and speak to an officer at a time that is convenient for their schedule. Within Oyster Bay Cove, the OBCPD has worked with the residents who created Road Associations and "Road Association Presidents" on each road within the Department jurisdiction. These Road Association Presidents are the designated point people that residents can go to in the event of a major happening on the road. These happenings include but are not limited to: Power outages, trees down, road obstructions, flooding, disruptions in utility services, burglaries, larcenies, lost and/or sick animals or issues pertinent to residents on that particular and individual road.

The OBCPD worked to complete and now maintains an updated list of Road Association Presidents within Department jurisdiction that includes approximately 750 homes. In the event that the Department needs to take swift action on any of the roads, the Road Association Presidents are contacted and action is taken. Further benefit to the community is the fact that these individual Road Associations share the costs when dealing with their roads. Plowing, tree removal, road repairs or replacements are shared among the residents of that road. It is a system that residents have come to appreciate and we are working to expand on that idea. The associations have meetings and bring feedback to both the Chief of Police, the Mayor of Oyster Bay Cove and the Oyster Bay Cove Village Board when necessary.

OBCPD began serving Laurel Hollow in 2012 and has worked with their community to develop a similar program in order to reach residents in quick and effective fashion. To that end, the OBCPD has coordinated with the Laurel Hollow officials on something that they felt best served their needs while maintaining a more centralized, dissemination, system. To that end, the "SwiftReach" email delivery system was adopted.

Serving the approximately 750 homes in Laurel Hollow, SwiftReach is used by the Mayor of Laurel Hollow to disseminate information of varying importance to every resident in the village who has a registered email account with the village. The program allows each resident an opportunity to weigh in on the issues or happenings of the day. It also is an expeditious way for the Chief of Police to inform the Mayor (and in turn the residents) of any impending safety issues that might affect the everyday life of our residents. From Road closures, to board of trustee rulings, community happenings, to crime incidents, the information is sent to the residents for them to take in and take action at their leisure. The residents feel that this is the best way for them to maintain their privacy while being informed on topics that may or may not concern them.

The Department also monitors a non-emergency phone line for members of the community to call with any questions or concerns.

These are just a few of the steps the Department takes to engage in the community in a nonenforcement way. We are always striving to enhance the relationships we have with the communities we serve. As a Department we are proud to be a leader in community policing and forging stronger, mutually respectful relationships between our citizens and our law enforcement personnel.



**OYSTER BAY COVE POLICE DEPARTMENT
POLICE REFORM AND REINVENTION COLLABORATIVE**

Charles R. Goulding
Mayor

Kevin W. Cronin
Chief of Police

Public Comment Cover Letter

This draft document is being presented for public comment following collaborative meetings with community leaders and representatives. It is very important the Village and Police Department receive input on this plan for police reform. Positive change and reform can only be accomplished if our citizens review the plan and provide comments, suggestions and recommendations.

Comments and feedback may be submitted via email to

oysterbaycove@optonline.net

or dropped off at OBCPD Headquarters in writing at

25b Northern Blvd, Oyster Bay Cove NY 11771 by March 10, 2021

Police and Community Stakeholder Meetings

November 7, 2020

January 19, 2021

Police and Community Trust Initiative (PACT)

June 24, 2020

July 14, 2020

August 6, 2020

September 17, 2020

October 8, 22, 2020

November 12, 19, 2020

December 2, 7, 17, 30, 2020

Nassau County Legislature Public Safety Reform Hearing

January 7, 2021

**The Oyster Bay Cove Police Department was represented by the President of the Nassau County Chiefs Association at the PACT meetings. Representative forwarded information about community concerns and suggestions in the county at large that were discussed at these meetings.*

Introduction

The Village of Oyster Bay Cove and the Oyster Bay Cove Police Department submit this plan pursuant to N.Y.S. Executive Order 203. This plan was developed after review of current policies and procedures and input of community stakeholders.

New York State has been adopting new legislation over the last few years which has changed the criminal justice system. Reforms that have occurred pertain to juvenile justice, bail reform, and discovery changes. With the death of George Floyd in Minneapolis in May of 2020 and the associated civil unrest many states are re-evaluating their legal and justice systems, Governor Cuomo signed the “**Say Their Name**”, reform package. This reform includes the repeal of section 50-a of the Civil Rights Law, (the release of Police Personnel Records), Banning of Chokeholds, the Prohibition of race-based 911 calls and the appointing the Attorney General as an independent prosecutor to investigate all police involved deaths.

In accordance with the mandates set forth by Executive Order 203, each local government has been ordered to adopt a police reform plan by April 1, 2021. The purpose of the plan is to ensure that police policies and procedures foster trust and fairness within the community. All communities should be asking what goals they want their police department to accomplish.

Oyster Bay Cove Police Department

The Oyster Bay Cove Police Department was established in 1940 and has been an important part of the community since its formation. The Department is located on the North Shore of Nassau County and in its current form serves two villages, Oyster Bay Cove and Laurel Hollow through a joint protection agreement. The Department covers approximately 7 square miles and serves approximately 2,500 residents. OBCPD has 14 sworn members and two residents that serve in the position of Police Commissioner. Given the Department size and geographical area covered we are able to provide a personal level of service to the communities that we serve.

OBCPD also has a close working relationship with the Nassau County Police Department. NCPD provides detectives for criminal investigations, K9, Helicopter and Marine assistance, and other specialized units when needed. OBCPD civilian hires are assigned to the Nassau County Police Academy for recruit training and current members attend in-service training at the academy. The Nassau County Police Academy training program follows the NYS DCJS guidelines.

Throughout its history the Department has expanded and strengthened its ties with the community it serves.

Mission

The mission of the Oyster Bay Cove Police Department is to provide quality Police service to all people within the Oyster Bay Cove and Laurel Hollow communities with respect, fairness, and compassion. We are committed to the enhancement of the quality of life by providing a safe and secure environment; the enforcement of all laws and regulations; the prevention and detection of crime, and the apprehension and prosecution of violators; to continually improve the professional operations of our department; to seek the support of the entirety of both communities; and to support the Villages of Oyster Bay Cove and Laurel Hollow.

Goals

The primary goal of the New York State Reform and Reinvention Collaborative is to bring the community and the Department together to solve issues and overcome obstacles reinforcing a sense of trust between the two.

Plan Summary

To meet the requirements of Executive Order 203 The Oyster Bay Cove Police Department has developed the following plan. This plan will seek comment and input from community leaders to further expand the publics expectations of the Police Department. The Department will also continue its education and training programs which include but are not limited to; Use of Force, De-Escalation, Reporting Requirements, Implicit Bias Awareness and Hate Crimes. This plan will be transparent and encourages ongoing dialog with the communities this Department serves.

Evaluate Current Practices Review:

1) Review the needs of the community;

- a) Determine the expected role of the police department and define its primary activities.
 - (1) Prevention of crime, protection of life and property, preservation of peace, the enforcement of laws and safeguarding constitutional guarantees.
- b) Determine why people are calling 911 and the non-emergency police line.
 - (1) In 2020, OBCPD received 1,842 calls for service.
 - (2) OBCPD receives calls relating to medical emergencies. OBCPD officers, who are trained first responders, respond along with paramedics to all medical emergency calls. Typically, OBCPD officers are the first to arrive to the scene of a medical emergency and provide life saving measures until a paramedic arrives on scene and the patient can be transported to the hospital.
 - (3) As a service-based police department, OBCPD responds to any and all requests for assistance. These may include assisting the elderly resident who has fallen and needs help getting up, neighbor disputes, vehicle and home lockouts and many minor assignments that would not generally be considered police activities.
- c) Evaluate in what situations police self-initiate interventions in the community.
 - (1) Officers routinely patrol local houses of worship and schools. Officers come in contact with leaders and security of both and ascertain any needs or problems that need to be addressed.
 - (2) Officers are encouraged, as part of their daily patrol activities, to park their vehicles and visit with the public, speak to visitors at our nature preserves and interact with residents. These interactions allow the department to hear community members concerns and alert the officers to any crime conditions in the community. Developing trust and confidence between the Department and the community enabling members to quickly address any issues that the police department might have not been previously aware of.
- d) Maintain and strengthen the civilian complaint process against Police Officers.
 - (1) Increase the frequency of review for complaints against members.
 - (2) All complaints are documented and investigated fully by the administration. Any appropriate discipline is administered and is in the accordance with negotiated discipline outlined in the employment contract with the Oyster Bay Cove PBA.

Evidence Based Policing:

1) Use of Force

The use of force by members of law enforcement is a matter of utmost concern to the public and the department. **The police use of force must be “objectively reasonable”,**

the officer's actions were reasonable in the light of the facts and circumstances confronting him/her, without regard to his/her underlying intent or motivation. The policy of the Oyster Bay Cove Police Department is that a member shall use only the minimum force necessary to achieve their lawful objective. Members shall use the least amount of force necessary to effect cooperation and control of a situation which requires police intervention, and then only when all other reasonable alternatives have been exhausted or are not available. No member shall exceed the limits of his/her authority under Article 35 of the New York State Penal Law.

The use of **Deadly Physical Force** is only justified when it is to protect him/herself 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 the member has probable cause to believe the suspect has committed a felony involving the infliction or threat of serious physical injury and the member reasonably believes that the suspect poses an imminent threat of serious physical injury to the member or others.

Reform:

- a) All sworn members have been informed of the new law, **Aggravated strangulation, New York Penal Law 121.13-a.**
- b) To ensure that OBCPD officers are aware of the most updated legislation regarding use of force, this topic will be included in the annual in-service training provided by the Nassau County Police Academy. OBCPD policy changes or updates will be communicated to all members on an on-going basis.
- c) The new police academy being constructed will allow for more hands-on and scenario-based training when it comes to use of force. Facility is scheduled to open in April 2021.
- d) Members of the Department who witness another member using force that he/she believes to be clearly beyond what is reasonable are duty bound to intervene to prevent unreasonable or unnecessary force being used. Members who observe another using force that exceeds the use of what is objectively reasonable shall promptly report these observations to his/her supervisor. In every situation, members are expected to act with intelligence and use reasonable judgement.
- e) Members of the Department shall notify their supervisor as soon as possible in incidents involving the use of force. In any use of force incident members are required to prepare NCPD form 258, Use of Force report. All use of force incidents shall be investigated and reviewed by the Chief of Police to ensure that the force used was justified, necessary and reasonable and in accordance with Department policy.
- f) After any level of force is used, a member shall immediately evaluate the need for medical treatment for the person upon whom the force was used, and arrange for such treatment when the person has a visible injury, or complains of an injury, or requests medical attention.

- g) The Administrative Sergeant will conduct a periodic review of the use of force reports to determine trends that may indicate training needs, patterns, or policy modifications.

2) Procedural Justice, Systematic Racial Bias and Racial Justice in Policing:

The Oyster Bay Cove Police Department recognizes that procedural justice and police legitimacy play an essential role in establishing a positive relationship with the community. OBCPD has a long-standing relationship with our local houses of worship and local public schools and private schools to foster public confidence in the police and its ability to safeguard the community. Members of the Department will not engage in any form of racial profiling. Officers are trained in the inherent dangers of conscious and unconscious bias and prejudice that affect decision making.

Reform:

- a) In accordance with the NYS Criminal Justice reform laws passed in April 2019, as a general rule, when a person is arrested for an offense OTHER than a class A, B, C or D felony, or for a violation of Penal Law section 130.25, (Rape third degree), 130.30, (Criminal Sexual Act third degree), 205.10, (Escape second degree), 205.17, (Absconding from a community treatment facility), and 215.56, (Bail Jumping second degree), a **Desk Appearance Ticket must be issued.**
- b) To ensure that members of the community with limited English proficiency have equal level of access to service by OBCPD, we have partnered with NCPD and will implement a Language Access Plan. Members of OBCPD will use the department issued I-Phone to access a video conference with an interpreter to ensure both parties properly understand each other. This language line will also provide access to a sign language option to assist residents who are hearing impaired.
- c) OBCPD's new TRACS upgrade requires that when an officer issues a summons the driver's ethnicity be recorded in the "**Ethnicity Field**". While not mandated by law this will increase transparency, accountability, and data collection going forward.

3) Implicit Bias Awareness Training:

Implicit Bias refers to the attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner. It is imperative that OBCPD officers are accepting and respectful of everyone's principles and lifestyles. Respectful language, thoughtful and intentional dialogue, and consistent involvement both formal and informal during community engagement helps to ensure relationships of trust between police and communities we serve.

Reform:

- a) Every OBCPD member has successfully completed, **Changing Perceptions a Fair and Impartial Policing Approach**, an online training class. In addition, all members will participate in an online anti-bias class. Immediately following, the members must pass an exam exhibiting their understanding of the topic and course material.
- b) Every OBPCD member completes an annual sexual harassment training program and certifies completion of this annual training requirement to NYS.

4) De-escalation Training and Practices

OBCPD recognizes the importance of de-escalation in safeguarding citizens as well as officers. Through effective communications and techniques, officers attempt to resolve situations which might otherwise escalate towards a physical confrontation.

Reform:

- a) OBCPD members will attend the Nassau County Police Academy's eight-hour course on De-escalation techniques. The De-escalation course centers on Dr. George Thompson's Five Universal Truths of Human Interaction.
 - (1) People feel the need to be respected
 - (2) People would rather be asked than told
 - (3) People have a desire to know why
 - (4) People prefer to have options instead of threats
 - (5) People want to have a second chance
- b) Inclusive of previous outlined use of force reforms, all use of force investigations will review if any de-escalation techniques were necessary and utilized.

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 mental health treatment may provide a better alternative for both the individual and the community. NCPD Community Affairs Unit has many Law Enforcement Assisted Diversion Programs:

- a) Bullying/Cyber Bullying Programs
- b) Bias Crime/Hate Crime Training
- c) Drug Awareness and Prevention Programs
- d) Bicycle Safety Demonstrations

Nassau County District Attorney's Office offers the following diversion programs:

- a) Mental Health Court
- b) Misdemeanor drug treatment Court

- c) Treatment alternative Plea Part
- d) Drug Treatment alternative to Prison
- e) Veterans Treatment Court

Reform:

OBCPD will continue to dispatch Officers to the local schools to interact with the youth in the community as part of an ongoing effort to explain the role of the police and to build trust between the police and the youth and maintain good community relations. Furthermore, through partnerships facilitated by various professionals on the Village Board of Trustees, the OBCPD is in the process of further educating its membership on various programs offered by certain local agencies and how and when to refer these services in the event an Officer comes across a social issue in which an individual would benefit from such a referral of services. Through meetings arranged by Board members with program directors and social workers, additional useful information is being disseminated to the OBCPD regarding these services. This includes coordinating with the local Life Enrichment Center (LEC) which provides services to seniors including a “friendly visitor” program in which LEC members check in on people in the community in connection with the status of their food, utilities, medicines, etc. The LEC also assists with meals delivered to homes, assistance with benefit/entitlement programs and referrals to elder care attorneys.

This also includes coordinating with the local Youth and Family Counseling Agency (YFCA) which works with people of all ages to assist with drug rehabilitation, psychiatric intervention, critical incident debriefing, domestic violence and mobile crisis. The YFCA has a psychiatrist and nurse practitioner on staff and Officers of the OBCPD can refer individuals to these services when appropriate.

1) Restorative Justice

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

OBCPD works with the Nassau County Special Victims Detectives unit when dealing with victims of family violence or sexual abuse. These detectives work in tandem with the Nassau County Safe Center, which is an advocacy agency that services these victims and assists them when needed.

Reform:

OBCPD will educate its Officers and Staff of the availability of offered programs from State agencies such as Probation, Department of Corrections, and Community Partnership programs. The Community Partnership Program employs former gang members as outreach workers to engage with groups and individuals involved in gang

related activities. CPP workers assist with tattoo removal, job training and parenting workshops for individuals who leave gang life and want to become more involved in the lives of their children.

2) Community based outreach and conflict resolution

Increasing the availability of police officers in the community puts a focus on growing and strengthening community relationships to provide more comprehensive services and responds to citizens in a geographic area. Community-based outreach and conflict resolution allows police agencies to provide education to the communities to increase crime awareness, advise of services offered, and enhance collaboration and trust through proactive outreach.

- a) OBCPD officers are assigned and encouraged to visit all houses of worship and local schools to build working relationships with the leaders of these institutions. These personal relationships that are formed affords direct communication of any needs directly to officers patrolling the area.
- b) The Oyster Bay Cove Police Department partners with the Nassau County Police Department's Community Affairs Unit. This unit plays a critical role in achieving the Department's goals against crime by strengthening community relationships and trust.
- c) The OBCPD works closely with its partners at the Nassau County Department of Homeland Security and the Cold Spring Harbor Laboratory to develop and implement a detailed security for the Laboratory campus. OBCPD members continue to familiarize themselves with this facility and the international staff and visitors to further foster a relationship of trust and safety.

Reform:

While OBCPD officers are interacting with local houses of worship and schools they will encourage all to update their contact information with the department. This information will be used in times of emergency or if the department needs to contact these institutions for any reason.

3) Problem Oriented Policing

Problem oriented policing replaces primarily reactive incident driven policies with strategies that proactively identify underlying issues that can be targeted to alleviate crime at its roots.

OBCPD administrative staff routinely communicates with community stake holders and community leaders about issues or problems that need to be addressed in the community. Local residents are also routinely in contact with the department to report suspicious activity that they observe. This information is relayed directly to officers

patrolling the area affected. In addition, NCPD regularly notifies OBCPD personnel of any conditions that are affecting our neighboring communities.

4) Hot Spot Policing

Hot spot policing focuses on intelligence gathering and crime analysis to focus resources in a particular area to reduce crime. OBCPD routinely utilizes information gathered from previous incidents to detect patterns and focus resources to a specific area. This information is gathered from the following:

- a. Directed Patrol assignments
- b. Vehicle and Traffic Enforcement
- c. License Plate Readers
- d. Information gathered from other agencies and Detective units.
- e. 911 calls
- f. Information gathered from the community

5) Focused Deterrence

Focused deterrence is 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 alter the opportunities for crime in order to deter motivated offenders.

- a. NCPD intelligence will identify known offenders in each jurisdiction and relay that information to the appropriate law enforcement agency.
- b. OBCPD through NCPD intelligence unit has access to their real time intelligence information through a computer portal. This portal allows OBCPD officers to receive up to date information on wanted and known individuals. Intelligence bulletins, and interactive maps of major crime.

Reform:

OBCPD officers will continue to implement focused deterrence. This topic will be reinforced during the newly expanded annual in-service training program at the Nassau Academy.

6) Crime Prevention Through Environmental Design

Crime Prevention Through Environmental Design is based on the theory that crime is a man-made hazard which can be resisted through quality design. The effective use of buildings and public spaces can lead to a reduction in the incidence of crime.

Reform:

- a) OBCPD will educate residents on precautionary measures to secure their home and property, with proper use of lighting, alarm and camera systems.
- b) During routine patrol officers will observe any street lights not working and make appropriate notifications for repair.

7) Violence Prevention and Reduction Interventions

Violence prevention and reduction interventions is 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.

- a) NCPD Community Affairs Officers visit local schools to discuss different forms of bullying. OBCPD will continue to work in conjunction with NCPD Community Affairs to ensure a safe learning environment.
- b) OBCPD follows a strict domestic violence policy that is pro-arrest when allowed by law and proactive gun removal.

Reform:

OBCPD will seek and implement increased training on crime prevention techniques.

8) Model policies and guidelines promulgated by the NYSPMT

- a) OBCPD officers receive training at the Nassau County Police Academy which meets or exceeds the standards set forth by the NYS Municipal Police Training Council.
- b) Members also attend additional training through the FBI, Suffolk County Police Academy, NYPD, IACP, Southern Police Institute and the COPS office training portal.

Reform:

OBCPD will continue to work with the Nassau County Police Department to determine if the training provided to our officers is relevant to the mission of the department and its community. The department will continue to investigate other outside training opportunities to enhance the skills of our officers and benefit the community we serve.

Offer the plan for public comment

Involve the community

Make the plan available for review to:

Elected Officials

Employees, (Police Union, Civilian Employees)

Residents
Houses of Worship
Civic Associations

Announce the plan at a public meeting

Announcement of plan, at the village of Oyster Bay Cove Public meeting on February 16, 2021.

Develop policy recommendations resulting from the review, evaluation and discussion

Finalize policies that allow the Department and its members to effectively and safely perform their duties.

Certify the adoption of the plan to the State Budget Director before April 21, 2021

Present the plan to the Oyster Bay Cove Board of Trustees to certify and submit to New York State.

Implement the plan

Implement and communicate progress to the public and community stakeholders.

Conclusion

The NYS guidance asked that our plan include how we will measure success. OBCPD will measure success with an expanded police community partnership. OBCPD will continue to monitor and measure the success of our plan by reviewing data, expanding and modifying our training and listening to the community.