

**Lynbrook Police Department:  
Protecting and Partnering with our  
Communities**



*Lynbrook Police Reform and Reinvention  
Collaborative Plan*

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Attachments:

Exhibit-A

Exhibit-B

## Introduction

On June 12, 2020 New York State Governor Andrew Cuomo signed into effect Executive Order 203 entitled: New York State Police Reform and Reinvention Collaborative (EO203). While the Executive Order was created as an answer to public outcry stemming, primarily from the murder of George Floyd at the hands of a Minneapolis Police Officer, it was also devised out of concern that perhaps some Police Departments in New York State operate with antiquated policies and procedures, which allowed a culture of implicit bias and systemic racism to exist.

The Village of Lynbrook, under the leadership of the honorable Mayor Alan Beach, the Village Board of Trustees, and the Chief of Police, Brian Paladino, assembled a diverse committee of community stakeholders to take on the task of police reform. The committee assembled consists of fourteen members, twelve of which are Village residents. The fourteen members are as follows: Police Chief, Brian Paladino, Inspector of Police, Sean Murphy, two members of the Lynbrook Village Board, the Lynbrook Police Department Chaplain, a representative of the Lynbrook School District, a Nassau County Assistant District Attorney, a representative from the Kingdom Ambassadors Global Ministries Church, a local business owner, a criminal defense attorney who also specializes in Civil Rights Litigation, a social worker and community organizer, a banker, a risk management professional, and a pre-law college student. The goal of this committee was to assist in producing this Police Reform document. The Lynbrook Police Department Police Reform and Reinvention Collaborative outlines strategies developed through community input, which the Department will use to address the mandates put forth in Executive Order 203, thereby creating an atmosphere of complete transparency between the Lynbrook Police Department and the public it serves.

Paramount in Executive Order 203 is the following list of mandates that the Reform Plan is intended to address. Many of the issues listed were concerns voiced by over 500 area residents who took part in an informal, anonymous, online survey conducted by the Department. The same concerns were echoed in the sentiments put forth by many Police Reform Committee Members. Although 85% of survey respondents chose a good to excellent rating when describing their interaction with Lynbrook Police Officers, 55% of respondents believed bias awareness and diversity training, de-escalation techniques and educational and community programs were the most pressing social justice concerns the Department should address. These essential principles will be addressed in detail.

## Identified EO203 Mandates

1. Department Staffing and Recruitment
2. Officer Training
3. Implicit Bias Awareness
4. De-escalation Training and Practices
5. Policies and Standards
6. Use of Force
7. Vehicle Stops and Data Collection
8. Procedural Justice, Systematic Racial Bias and Racial Justice in Policing
9. Community Based Outreach and Conflict Resolution
10. Crime Prevention Through Environmental Design (CPTED)
11. Problem Oriented, Hot Spot Policing and Focused Deterrence
12. Violence Prevention and Reduction Interventions
13. Mental Health and Homelessness
14. Complaint Tracking
15. Crowd Control
16. Hate Crime
17. Promotion of Officer Well-Being

## Lynbrook Village at a Glance

Lynbrook, New York, is a 2.01 square mile tract of land located in the south west corner of Nassau County and primarily serves as a bedroom community for commuters who work in New York City. With two LIRR Stations, Lynbrook boasts a thriving downtown business community consisting of privately owned shops, professional offices, restaurants, a large movie theater, and commercial banks. There is light industry away from the Downtown area generally consisting of light manufacturing, service industries, fast food restaurants, and car dealerships.

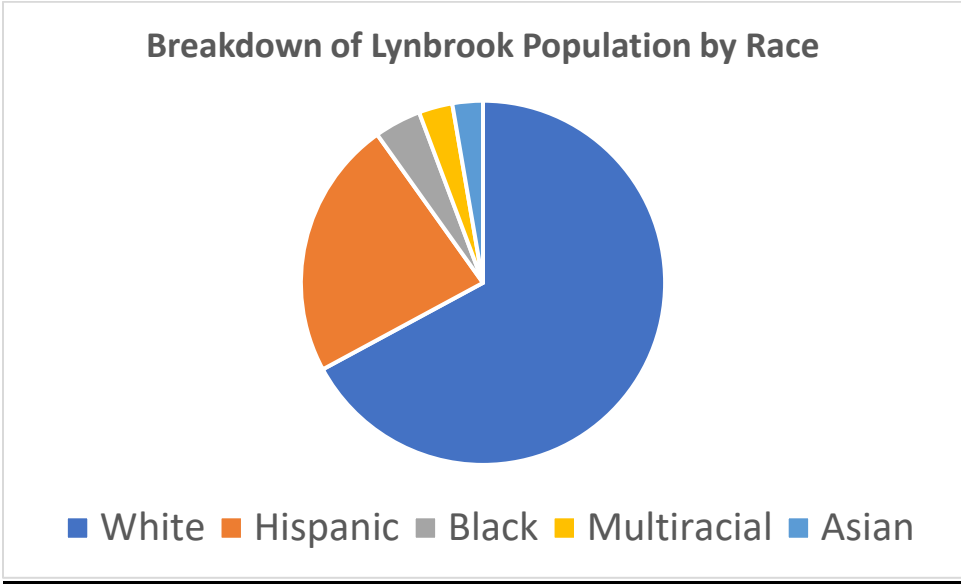
The majority of the residential neighborhoods consist of single family, owner-occupied homes. Additionally, there are rental and owner-occupied, multiple family dwellings and some single and multiple-family rental homes. The Village is served by five school districts in different proportionality throughout the community. This does pose some invisible boundaries between the residential neighborhoods each serve, but the Village Government tries to overcome that hurdle through the publication of a Village

newsletter and the dissemination of local news via the Lynbrook/East Rockaway Herald Newspaper and Lynbrook Television Channel. The Village also offers a vast array of activities through its Recreation Department and host a variety of holiday and Village-centric events that encourage Village residents to come together as one community.

Lynbrook Population Statistics

Lynbrook’s racial makeup as of 2019 is as follows:

- 69.4% White
- 23.8% Hispanic
- 4.3% Black
- 3.1% Multiracial
- 2.8% Asian



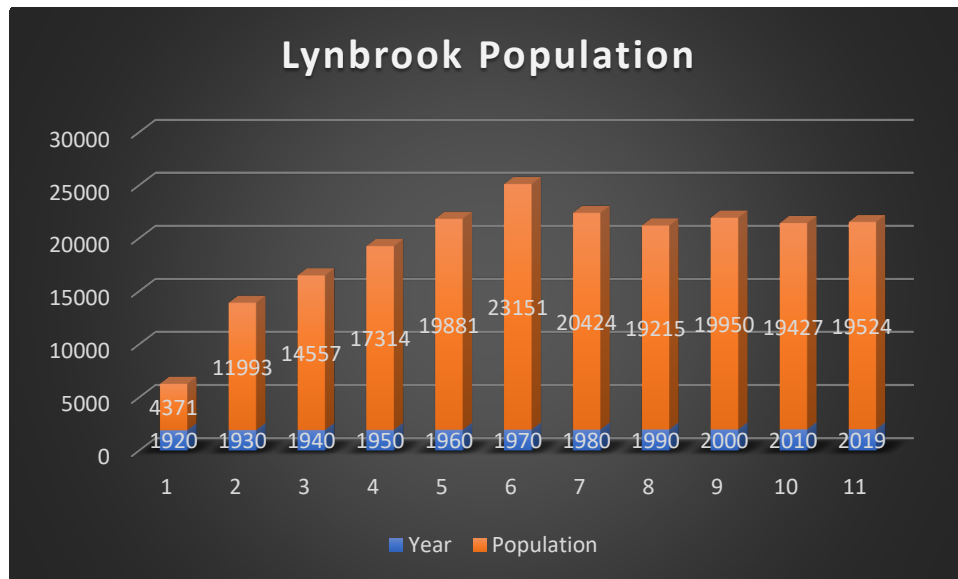
At 52.1% Lynbrook skews slightly more female than male and has a median household income of \$102,686. Lynbrook tends to be middle to upper middle class with real estate values currently trending upward.

Lynbrook Police Department History

The Village of Lynbrook was incorporated in 1911. Prior to the incorporation, the first known formal police patrol of what is now known as Lynbrook was assigned to 2 part-time constables who were answerable to the Town of Hempstead Sheriffs. In 1911, after the incorporation, the new village government hired 2 full-time patrol officers who were officially charged with policing the Village. The Village President,

an office later titled, “Mayor,” acted as Chief of Police. The duties of the patrol officers were to maintain peace and order amongst a growing population centered around the Five Corners area where Merrick Rd., Hempstead Ave., Atlantic Ave. and Broadway intersect. These settlers were a mix of longtime inhabitants of the area and an influx of settlers moving eastward due to the growth of New York City.

Lynbrook population data gathered from [www.population.us/ny/lynbrook](http://www.population.us/ny/lynbrook) displays steady population growth for the Village of Lynbrook from 1920 up until 1970 (see graph below). Due to this population growth and the public safety needs that arose from it, the Lynbrook Police Department grew in size and scope to meet the demand.



By 1918, the Department had expanded to 4 members, 2 patrolmen, 1 traffic officer, and 1 motorcycle officer. By 1921, it expanded to 12 officers. By 1923, the Department received its first uniformed Chief of Police to manage and lead a police force containing 9 Patrol Officers, 2 Motorcycle Patrol Officers, 3 Sergeants, and 2 Lieutenants, for a total of 17 uniformed officers.

By 1933, the Department had 30 officers. Lynbrook had grown to become a center of suburban life in western Long Island with many restaurants, theatres, and a very busy shopping area. From the time period of 1929-1931, The Lynbrook Police Department experienced its only three line-of-duty police officer deaths. They all came as a result of traffic accidents. About this time, prohibition was enacted and illegal alcohol transportation, bootlegging, and home breweries, as well as bustling, unsafe, problematic roadways, were the principal issues facing the Department in this era.

Throughout the 1940's and 50's, population grew steadily and so did the police force. Population didn't cap and actually declined some until the early 1970's. During this time period the Lynbrook Police Department grew to nearly 60 total sworn police



personnel. The size, cost and specialty of which was questioned during the 1960's actually causing a Village-wide vote to disband the Department and join Nassau County. Luckily, this measure was not passed, and the Lynbrook Police Department lasts today with a very hopeful future.

During the 1970's through the 1990's the Lynbrook Police Department morphed into what is the basis of the today's Department. It was during this time period where technology and efficiency drove the direction of the Department. The 1970's saw a tremendous rise in crime throughout the New York Metropolitan Area which did not decline until the late 1990's.

Lynbrook met those challenges with what were believed to be the best ideas in modern policing. Steady foot patrols, parking enforcement and pedestrian crossing details were abolished or replaced with civilian personnel. Police Officers, for the first time were, assigned portable radios and police cars became the standard mode in which police officers patrolled the Village. Computerized record keeping and records retrieval made report taking and crime fighting less cumbersome. However, these advances came with a cost. Policing became impersonal between the Lynbrook Police Officer and the community they served. In an attempt to tear down those barriers, the Department embarked on a rigorous crime prevention program beginning in the late 1980's and throughout the 1990's. The program enabled the Department to administer community outreach and make great strides engaging with the community's youth. It was during this era, a Juvenile Detective position was created and was integral in engineering some of the community outreach programs that still last through today.

## Lynbrook Police Department – Present Day

*The Lynbrook Police Department today is comprised of 50 sworn police members.*

- (1) Chief of Police
- (1) Inspector of Police
- (4) Lieutenants
- (1) Detective Sergeant
- (6) Sergeants
- (3) Detectives
- (34) Police Officers

Sworn personnel is supplemented by 33 full and part-time sworn civilian members which include School Crossing Guards, Traffic Control Agents, Parking Enforcement Aides, Police Dispatchers, and Clerical Staff.

*The sworn police personnel assignments can be best visualized as three divisions.*

## Patrol

Patrol, consists of 4 Lieutenants, 4 Sergeants, and 28 Police Officers that make up the bulk of what the public knows to be the Department. They handle the daily functions of patrol such as responding to calls for service and other tasks assigned to them by their direct supervisors and the support division of the Department, such as a parade detail or a community event. The division, on average, is assigned to approximately 15,000 calls for service annually which require investigation and customer service. See below:

- 1,200 - 1,500 medical aided cases
- 1,200-1,400 automobile crashes
- 800 - 900 case reports
- 200 - 400 arrests
- 9,000 - 10,000 traffic summonses issued

Division members are assigned 12-hour tour patrols, the manpower of which is divided evenly between the daytime and nighttime hours of a day.

## Support

Support is led by the Inspector of Police. The Inspector's team consists of an Administrative Sergeant, an Administrative Detective, The School and Community Police Officer, the Highway Sergeant who is also in charge of training, and the three Highway Patrol Officers who also take part in the mission of the patrol force. The Support Division fulfills the administrative needs of the Department. This consists of scheduling and accounting of work time, the Department's compliance with federal and state mandates as well as the interpretation and execution of the three collective bargaining contracts that the Department is committed to follow. Support also schedules and plans many of the Village sponsored events, as well as privately run events that take place on Village property. Support is also integral in the planning and logistical deployment the Department's computer technology and all future planning for the Department.

## Detective Division

The Detective Division is a comprised of a Detective Sergeant who supervises and assists 2 Detectives that investigate and attempt to solve the Village's misdemeanor, and most of the Village's felony crime case load that is not immediately solved by the Patrol Division. These members will enhance the patrol force in any investigation that is too large or intensive for the patrol force to handle on their own. They also act as a liaison for the Department with all local District Attorney's Offices and disseminate any information regarding trending court proceedings and crime patterns.

As one can see, the Lynbrook Police Department, with a relatively small staff, is able and willing to deliver a tremendous service to Village residents and all who request its services.

## Lynbrook Police Department's Future

### Recruitment

Currently, as an initial requirement to be hired as a Police Officer with the Lynbrook Police Department, one has to have taken and passed the Nassau County Police Department Police Officer Examination. Once this is achieved, the Village of Lynbrook requires that an individual successfully complete 32 credits of college or college equivalency educational course load before being hired. Then a candidate must submit to and pass an extensive criminal and character background investigation. The candidate must then sufficiently pass medical and psychological testing, physical fitness, and polygraph examinations all of which are administered by Nassau County Civil Service Commission.

Additionally, as is mandated in civil service law, the Department must hire one of the top three candidates on the certified list and cannot skip those candidates for one that is lower in rank. This is referred to as the "*One in Three*" rule and is a widely used requirement for many civil service positions.

### Residency Requirement

From the late 1970's until 2002, Lynbrook had a Residency List which was established along with the Nassau County Civil Service Police List. This enabled anyone who was a resident the day they took the police examination, and maintained a legal home address within the confines of the Village of Lynbrook until the day they were hired, to be given preference for the Lynbrook Police Department when vacancies needed to be filled. This list would be the first list a candidate would be chosen from. Once the Residency List was exhausted of candidates, the Department would then defer to the general list of candidates to locate a prospective Police Officer.

In 2017, the Lynbrook Village Board once again voted to employ a residency list for future Nassau County Police Officer Examinations going forward. This decision was not timely for the current Nassau County Civil Service qualifications deadline employed for the 2017 Nassau County Police Examination; thus, currently, the Department does not utilize a residency list.

The Village Board's reasoning for employing the use of a residency list is centered in the belief that a resident of the Village is a community stakeholder and therefore an employee concerned with the Village's success. The Police Officer candidate would be familiar to other community members, better understand the concerns of the residents, and strive harder to deliver good service. From a Police Reform Prospective, the Department has gained a greater stake in the recruiting process, and can craft a recruitment drive focused on female and culturally diverse residents. Our community officer will attend career days at local schools, as well as other community events, and engage young residents throughout the Village encouraging these residents to consider a career in law enforcement.

## Police Officer Training

The Lynbrook Police Department prides itself on the vigorous and continuous training in which Officers participate. Training can take the form of many varied activities and disciplines which are summarized and highlighted below.

### Academy

Initially, a Lynbrook Police Officer must attend and graduate from a New York State, Department of Criminal Justice Services, Municipal Police Training Council, Certified Police Academy. The state minimum is 700 hours of training for a Police Officer Recruit. Our Police Officer Recruits generally receive close to 1100 hours of initial academy training. Lynbrook Police Officers most often attend the Nassau County Police Academy for Police Officer Recruit training; however, the Department has at times utilized the Suffolk and Westchester County Police Academies for initial Police Officer Recruit training as well.

### Lateral Transfers / Field Training

The Lynbrook Police Department does hire Police Officers laterally from other New York State certified Police Agencies and, traditionally, does not require them to attend a police academy upon being hired. A Police Officer who arrives to the Department via that route receives approximately 170 hours of “field training.” During this training, the transferred Police Officer learns the intricacies of the Lynbrook Police Department and receives all required training in Department policy, procedure, weapons training, safety and human resources training requirements. If the Police Officer shows proficiency in these areas, he remains with the Department. In both scenarios, the Police Officer is given an eighteen-month long probationary period during which he/she can be terminated without cause.

### Contractual Training Days

In 2004, the Lynbrook Police Department was ahead of the curve when a compromise between the Department and the Village was struck which brought the twelve-hour tour of duty work chart to the Department. During this negotiation, 24 hours of mandatory unpaid training time for each sworn member of the Department was instated. This compromise led to the establishment of the Training Sergeant position in the Department, who along with the Patrol and Support Division Supervisors, identifies

training needs and incorporates these needs into the mandated annual and biannual trainings.

### Mandated Training Topics

Annually, the Department is mandated to have their sworn members trained in “Blood Born Pathogens” and “Right to Know” topics which assist Officers in identifying and reporting an incident of chemical or biological exposure and the hazards of working with chemical and biological substances. Additionally, Sexual Harassment and Work Place Violence training is also required. Officers must annually train and demonstrate their proficiency in the use of their Electronic Control Device, a.k.a., the Taser, as well as participate in firearms training where use of force updates and de-escalation are also reviewed.

Biannually, as per American Heart Association Standards, the Department must train its sworn members in CPR and the use of an Automatic External Defibrillator (AED). Federal mandates also require sworn members to be trained biannually in the handling and identification of hazardous materials.

### Future Training Goals

The Lynbrook Police Department pledges from this time forward to incorporate the tenets of employee wellness and implicit bias into its annual training. The Department has already dispatched two departmental trainers to become educated in the field of Principled Policing and has already begun working on a spiritual wellness course with its Department Chaplain. The Department will also require every sworn member to attend a ten-hour course in Principled Policing that has been developed and offered by the Nassau County Police Department in response to Police Reform.

### Turn Outs

The Lynbrook Police Department strives to make training an everyday occurrence. Stretching past the mandates of EO203, the Department is encouraging the first line supervisors to hold “turn outs” daily with their assigned personnel. These discussions encompass county wide crime trends, identified local issues, as well as provide the patrol force with law updates, address police officer safety, and other employee concerns.

### Debriefs

All supervisors are asked to debrief with their personnel after any critical incident they are assigned to handle. Debriefing encourages Police Officers to open up and share their

past experiences, allow participants to voice concerns about the incident they just took part in, and allow for a supervisor to identify training issues. From a mental health perspective, it allows the supervisor to proactively identify any signs of post-traumatic stress a member may be experiencing related to the incident. This summer, one of these debriefing sessions resulted in the identification of a training issue regarding the execution of a felony car stop. This led to our Training Sergeant to conduct felony car stop training with the Patrol Division.

### Continuing Higher Level Education

The Department plans to reach out to one or more Local Colleges and Universities to offer guidance for its sworn and civilian membership toward getting, completing or advancing their college education. It is the view of Department leadership that an environment that encourages open discussion, training, and learning pays dividends to both the employee and the organization.

### Online Training

The Department has also embraced the online training format, which prior to Covid-19, was not readily accessible, nor popular in the police setting. The Department has found that online training is actually very effective, cost efficient, and easily accessible for its members. Thanks to our Lexipol partnership, this medium becomes more prevalent as time progresses. In-person training will never be replaced entirely, but there are many topics which can be successfully taught in an online format and thereby freeing time for “live” training on those most pertinent topics.

### Implicit Bias Awareness Training

It is imperative that Lynbrook Police Officers are more accepting and respectful to everyone’s principles and lifestyles. Respectful language, thoughtful and intentional dialogue, and consistent involvement, both formal and informal, during community engagements help to ensure relationships of trust between police and the communities we serve.

### Review

Diversity training that addresses implicit or unconscious bias can help individuals manage and minimize its effect by increasing awareness and ensuring respectful encounters both inside the organization and with communities.

During Police Academy Training, members of the community will educate recruits about their culture and address common misconceptions or prejudices they experience in their everyday lives. These speakers talk with new recruits about their community's experience with police officers and the role these officers will be undertaking as guardians of that community. These speakers include faith-based leaders and community activists. They emphasize to new officers the impact their actions have on those communities and ways to positively interact with residents. This insight helps Lynbrook Police Department members to understand cultural differences and how a Police Officer's actions might be perceived by a particular community. This interaction and discourse are invaluable in the training of Lynbrook Police Department's new Police Officers.

Citizens from the following community groups have attended this portion of training:

- African American
- Korean American
- Hispanic
- Sikh
- Islamic/Hindu/Muslim
- LGBTQ
- Gender Equality

Suggestions presented by the aforementioned speakers are incorporated into the academy curriculum by a training coordinator. The Nassau County Police Department Community Affairs Unit has created videos which will be used for training current Department members with respect to implicit bias. These videos have also been made available to the public.

One video entitled, "Every Contact Matters," is intended to guide police officers in 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://www.pdcn.org/>) and selecting "multimedia."

Another video created by Community Affairs entitled, "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://www.pdcn.org/>) and selecting "multimedia."

The Department will also utilize the training libraries of Lexipol and Fleury Risk Management (Village of Lynbrook risk management advisor) for its latest training media in Implicit Bias, as well as any other applicable fields under EO 203.

### Modifications, Modernizations, and Innovations

As previously covered in the Training section of this document (Topic 2), all sworn and civilian members of the Lynbrook Police Department are now required to participate in yearly online anti-bias instruction. Immediately following the training, members must pass an exam exhibiting their understanding.

In response to community concerns voiced from the Nassau County Police Reform stakeholder meetings, the Nassau County Police Department Community Affairs Unit started working on a new video entitled, “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 Lynbrook Police Department members during contractual training.

The Department plans to address police encounters with transgender residents. As outlined in many sections of this document, the Department will be expanding its community outreach. Engagement in these programs not only strengthens the relationship between the police and community members but also serves as “hands-on” anti-bias training.

### De-Escalation Training and Practices

De-escalation practices are integral in Lynbrook Police Department’s training and ideology. Through effective communication and techniques, officers are trained to resolve potentially escalating situations, to a successful, non-violent conclusion. De-escalation enhances the safety of police officers and the public.

### Review

The Lynbrook Police Department recognizes the importance of prioritizing de-escalation in safeguarding citizens and fellow officers. During police academy training, Lynbrook Police Officers receive their initial training in the art of de-escalation. In addition, Police Officer Candidates are thoroughly vetted and would be removed from consideration when they display aggressive personality traits or are shown to have a history of violence.



During the Nassau County Police Department Police Academy de-escalation training 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; and
- People want to have a second chance.

De-escalation requires the ability to not only be a persuasive speaker, but also 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; and
- 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 vital aspects of response to a situation. Officers are given very limited information prior to responding to a call and therefore, the initial assessment is extremely important.
- Engaging in a situation is the most critical part of conflict resolution. Officers must control themselves and free their minds of anger, fear, judgment and ego so they can respond without outside influence.
- Resolution is where the encounter will end, whether good or bad. If the officer can maintain control of the situation and themselves, a successful conclusion is a near guarantee. In all situations, it is imperative officers respond and not react.

### Modifications, Modernization, and Innovations

The Lynbrook Police Department is ahead of the curve when it comes to de-escalation training and practices. The Department has a lower threshold than the one required by New York State for reporting a use of force incident. Use of Force reporting has been in effect in Lynbrook for five years now. The training to implement this reporting was a thorough law review using case law to document actual courtroom interpretations of acceptable uses of force. The trainer also explained to the officers that documenting each incident of force, with an explanation of why the force used, is vital to preserving the reputation of the Department and preventing the reporting Police Officer from being sued or being criminally charged. When Use of force incidents occur, they are

documented, reviewed by the command staff to ensure de-escalation techniques were utilized properly, and critiqued. The success of de-escalation training and practices is gauged through the review of use of force reports and heeding suggestions from the community.

De-escalation is a topic covered in the new in-service training curriculum presented by the Nassau Police Academy. Lynbrook Police Department trainers are also scheduled to attend New York State certified classes in de-escalation to train Lynbrook Police Officers during in-house training sessions. By reviewing de-escalation annually, it ensures officers are trained in the most current and effective techniques. Patrol Supervisors also debrief and review incidents where force was used by their Police Officers with their personnel to discuss and attempt to improve on any tactics that were utilized.

In situations where de-escalation was not successful and force is necessary, the data is collected and reported bi-annually, as discussed in the Use of Force section of this document.

## Policy and Standards

### Purpose

Clear, concise, lawful policy and procedure is paramount to having a successful law enforcement organization. Once EO203 was unveiled, the executive leadership of the Lynbrook Police Department believed our organization deficient in this principal foundation. Being a relatively small police department, the well of human resources is limited. As such, the Department must find products and subscriptions from outside contractors to supplement any deficiencies.

### Lexipol – Public Safety Risk Management Software

As a result of some deficiencies the Department entered into a contract with Lexipol ([www.lexipol.com](http://www.lexipol.com)) to satisfy the essential need of clear, concise, lawful policy and procedure. The Department is currently in the midst of updating its nearly 400-page rules and regulations manual into an internet accessible based format that all Department Members will be able to access from any internet enabled device.

### Continuous Scenario Based Online Training

Along with the Lexipol subscription, Department members will be required to complete monthly scenario-based assignments administered by the company. These assignments will require the Department member to locate and review the applicable portion of subject policy and apply it to actual police scenarios. This process is utilized as a method

to address Departmental training deficiencies and foster discussion between employees. The purpose of this monthly process is to create a knowledgeable employee who is more confident in taking action when it matters most.

## New York State Best Practices

Contained within the new policy and procedure manual are New York State best practices relating to most any situation that a Police Officer may encounter. The Lynbrook Police Department, like many other departments, is steeped in tradition and has an identifiable culture. The implementation of Lexipol software, along with the tenets of Principled Policing, will help educate the Department members on widely accepted standard operation procedures. This will help to change our admittedly engrained culture in the best way possible: 'through knowledge and education. New training models and best practices will show us what our cultural biases are and offer proper solutions leading to Department reform.

## Public Transparency

The adaptation of Lexipol software will enable the public to have easy access to view the Lynbrook Police Department's most important and meaningful policies. The concept of full Departmental transparency is the crux of EO203, and Lynbrook Police Department leadership intends to fully embrace this challenge. The most important task will be reconstructing the Lynbrook Police Department website. Once modernized, the Department website will publish policies and procedures for the public read. This unfettered accessibility and transparency is a tenet of police reform that Department leadership intends to fully embrace.

## Use of Force

### Use of Physical Force

The use of force by members of law enforcement is a matter of utmost concern both to the public and the law enforcement community itself. The level of force determined by the police personnel on a scene shall be judged from the prospective of reasonableness. The use of force chosen by an officer must be reasonable to end the threat the police officer or citizenry is faced with and terminate when the situation is brought under control. 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. 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 officer on the scene. 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.

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; and
7. other environmental conditions or exigent circumstances.

The Department recognizes the vital need for its members to logically analyze situations, oftentimes rapidly and under tense circumstances, and to respond appropriately to the wide range of emergent incidents, threats, and risks in which they are faced. A member's decision to use force in a particular situation, including the type and degree of force, should exhibit a rational and constructive 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; and
- continuous reassessment.

Members of the Department who witness another member of the Department using force that he/she believes 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 his/her supervisor. In every situation, members of the

Department are expected to act with intelligence and employ sound judgment in furtherance of the spirit of this policy.

*Lynbrook Police Department Policy 12410 states:*

Members of law enforcement who use unreasonable force diminish the confidence of the community they serve, expose their department and fellow officers to legal and physical hazards, and violate the rights of individuals upon whom unreasonable force is used. The Lynbrook Police Department prohibits the use of force except when legally authorized. members of the Lynbrook Police Department will only use force in accordance with existing law and Lynbrook Police Department policy, rules and procedures. Therefore, the use of force for punitive or retaliatory reasons is strictly prohibited.

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 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:

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 Lynbrook Police Department 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 pursuant to the Department's use of force policy.

## 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 Use of Force Report (formLPD101, annexed hereto as Exhibit A). Use of Force incidents are reviewed by an immediate supervisor, the training supervisor, and the Chief of Police.

The Deadly Force Response Team was established to evaluate and report findings on incidents involving the use of deadly force. This 4, person board is comprised of the Inspector of Police, the Administrative Sergeant, The Detective Sergeant, and the Training Sergeant. This board is responsible for reviewing, investigating, evaluating and making recommendations to the Chief 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;
- an unintentional firearm discharge causing injury to another; and
- 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 Chief of Police directs a review.

A 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 deadly use of force situation and generate a report that is submitted to the Chief of Police. Thereafter, if warranted, discipline and/or retraining occur.

The Lynbrook Police Department 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 will be examined to determine trends in weapons used, reasons for usage, where and when force is being used and outcomes of events. The Lynbrook Police Department will monitor all use of force complaints against all members of the Department and will document and train any member who has multiple use of force complaints within a one-year period.

Lynbrook Police Department's use of force reporting requirement is more rigorous than

that required by New York State. If an officer has a high number of use of force complaints, an internal review is conducted with possible disciplinary action. If the review deems the incident criminal, an external review is conducted by the District Attorney's Office. As of April 1, 2021, the Attorney General will have the right to review and investigate all matters of excessive force.

## Modifications, Modernizations, and Innovations

In 2016, the Lynbrook Police Department conducted a comprehensive review of its use of force policies and procedures and began recording all use of force incidents and purchased the Lexipol Policy and Procedure Software in 2020 to ensure every policy the Department publishes is lawful and meets or exceeds best practice industry standards.

The Department will issue a bi-annual Use of Force Report and will include statistics on event circumstances, demographics, type of force used, and a breakdown by community. The Use of Force Report will be posted on the Lynbrook Police Department's webpage, available for public review after the website is reconstructed.

The new Nassau County Police Academy will help to improve use of force training as the facility will allow for more hands-on training and role playing. The new academy is located in the center of the County on the campus of the diverse Nassau County Community College. The Lynbrook Police Department will partner with Nassau County Police Department and Nassau Community College to implement cross training with other police agencies and students in regards to implicit bias awareness and community engagement.

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.

## Vehicle Stops and Data Collection

Pursuant to the findings of our community-wide survey, the issue of traffic stops was a primary topic of concern for Lynbrook community stakeholders. Traffic Stops are the single most frequent interaction that people on Long Island have with the police, but the process is vulnerable to perceived and actual discrimination. It is evident from our collaboration with the community, that this topic is a concern to Lynbrook residents. Accordingly, this section is dedicated to this issue.

## Tracking and Reporting

The Lynbrook Police Department utilizes the NYS TraCS system when issuing traffic summonses. During the last build of the system in November of 2020, the “race of the motorist” option was enabled in order to track racial summons data. The Department will now use the data to monitor enforcement trends as well as analyze and identify any possible tendencies of bias among Department members. As a result, after reconstruction of the Lynbrook Police Department Website, ticket data with respects to race will be displayed biannually. This data will be used to inform the community and enhance future Department training.

### Pretextual Car Stops

The Nassau County Police Department’s Legal Bureau has advised the Lynbrook Police Department that pretextual car stops are held to be constitutional, but officers must have probable cause of a Vehicle and Traffic Law (VTL) violation to do so. This is expected to be abided by all members of the Department and will be reviewed by the Departmental Command Staff going forward.

### Informal Quotas

The Lynbrook Police Department does not hold its members to any sort of quota, informal or otherwise. Quotas are illegal.

### Data Driven Enforcement

The Lynbrook Police Department, led by the vision and direction of the National Highway Traffic Safety Administration (NHTSA), the New York State Governor’s Traffic Safety Committee and the New York Association State Chiefs of Police Traffic Safety Council, has employed the use of a crash analytics system named Crash Logic [www.crashlogic.com](http://www.crashlogic.com) (a product of Lexis Nexis) to drive Departmental Vehicle and Traffic Enforcement. This led to the creation of the Stop Aggressive Driving Now Program launched in June 2020 to attempt to curtail aggressive driving on village roads. The program uses crash analytics to track areas where most auto crashes occur. The analytics tell us where the crashes occur and the contributing factors that lead to these crashes. This data is translated by supervisors who assign Police Officer enforcement details accordingly. The goal of the enforcement program is to reduce aggressive driving, curtail auto crashes and, more importantly, reduce automobile crashes that result in injuries and deaths. Officers have discretion to issue a ticket or warning based on a number of factors including:

- nature of the infraction;
- the rate of violations and accidents at high frequency accident locations;



- complaints from the public regarding persistent traffic violations; and/or
- other variables including enforcement efforts directed as a result of traffic analysis.

## High-Speed Pursuits

As per the NYS guidance, the community is concerned of the risks involved with high-speed pursuits. The Lynbrook Police Department has Department Policy OPS 6460 with respect to vehicle pursuits. The Department recognizes that a vehicular pursuit of fleeing suspects poses a danger to the lives of the public, police officers, and the suspects involved in the pursuit. The Department also recognizes that in certain circumstances, the proper law enforcement response requires a pursuit. The policy of the 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 the pursuit itself.

## Procedural Justice, Systemic Racial Bias, and Racial Justice in Policing

### Procedural Justice

The Lynbrook Police Department understands procedural justice and police legitimacy play an essential role in establishing a positive relationship with the community and has established long lasting community partnerships to foster public confidence in the police and in its ability to safeguard the community it serves.

- 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 procedural justice directly impacts the public's willingness to defer to the authority of law enforcement and reaffirms their belief that police actions are morally justified and appropriate.
- When officers are perceived as legitimate, there is less resistance to their actions and greater potential for cooperation making officers more effective at policing.
- Officers reduce racial disparities in policing and build trust by promoting engagement over enforcement. Respect is an active process of engaging people from all backgrounds in a non-judgmental manner. Respectful treatment is practiced to increase our awareness and effectiveness. Individuals are sensitive to whether they are treated with dignity and politeness and whether their rights are being respected.

## Systemic Racial Bias and Racial Justice in Policing

Lynbrook Department Policy 4103 regarding racial profiling is currently included in the Lynbrook Police Department's Policy Manual (attached here to as Exhibit B).

- The Lynbrook Police Department does not condone 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 and a loss of creditability for the Department. 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 a 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.
  
- Respect for individual dignity is an obligation that all Department members must consider in their daily contacts with the community.
  
- The Lynbrook Police Department is committed to treat all persons with dignity and respect as individuals, and to exercise additional patience and understanding where language or cultural differences might be encountered. This is best summed up with four basic principles spelled out in Lynbrook Police Department Policies 1101,1102,1103, and 1104:
  - a. *Loyalty:* We care about the people and the Village we serve. We are proud of the Department and the services we provide. We recognize the importance of all Department members and treat each other with fairness, loyalty and respect.
  - b. *Integrity:* We obey the law and respect the human dignity of all people. We are committed to honesty and ethical behavior in all our actions. We accept individual responsibility and accountability for our actions and decisions.
  - c. *Fairness:* We are dedicated to protecting the rights of all people. We believe all people deserve impartial and effective services from the Department. We are committed to fairness, strength, respect, and compassion in our interactions with the people we serve.

- d. *Excellence:* We are committed to excellence in the service we provide. We are committed to excellence in the Village we serve. We are committed to excellence in our personal performance and professionalism.

It will be the mission of the Lynbrook Police Department command staff to expect these four tenets out of every Department employee and hold them accountable when they fall short of this accomplishment.

## Community Based Outreach, Crime Prevention, and Conflict Resolution

Police Department transparency is the goal of EO 203. Extensive community outreach is a means the Department plans to use to promote transparency. Community outreach familiarizes the public with the Police Department staff, strengthens bonds with the community and allows new relationships to blossom. Using our Police Reform platform, the Department plans an active community outreach program through community meetings, youth centered recreation, activity programs, and crime prevention efforts. This measure seeks to integrate Lynbrook Police Officers in the community.

### Social Media

Familiarization with the community, through social media platforms, has already begun. This fall the Lynbrook Police Department entered the world of social media when it launched the Lynbrook Police Department Community Outreach Facebook Page. Department leadership has monitored local community social media group pages for police related community issues and trends. This method is necessary, but has proven to be a bit reactionary- causing the Department to chase community trends instead of being ahead of them. With the evolution of the Lynbrook Police Department Community Outreach Facebook Page, the Department is able to release crime prevention information, hoping to stay ahead of crime trends, post Lynbrook Police Officer community interactions, and keep residents informed by sharing accurate police and community information. So far this has been successful and has been met with positive feedback.

### Schools

For many years, the Department has had an active role in the school buildings located within the Village, however, as mentioned earlier, there are portions of many different school districts contained within the Village boundaries, preventing our interactions from benefiting the entirety of Lynbrook's youth population. In order to remedy this, the Department plans to host youth activities such as evenings under the lights at the Village's new turf facility at Greis Park, community walks through the different neighborhoods of

the Village, and a youth “police academy,” where youths 13 years old and up can be guided through police interactions. This platform will allow both the Police Officer and teen to gain one another’s perspective and foster positive police interactions between Police Officers and community youth, going forward.

### Crime Prevention Officers

The Department is appointing two new Crime Prevention Police Officers. The Lynbrook Police Department has had an active Crime Prevention Program dating back to the late 1980’s. For over 20 years, the Village hosted the Crime Prevention Expo at Greis Park. This event invited the community to meet members of many local law enforcement agencies and witness various demonstrations of police expertise. This allowed community members to meet and interact with Police Officers in a positive way. Although the Expo has since ceased, the idea of Police Officer interactions with the community on a non-emergency basis is essential to building a healthy relationship between and the Department and the community it serves. The establishment of both a daytime and a nighttime Crime Prevention Officer encourages a positive community relationship. Both Police Officers will be NYS trained and certified in the latest methods of crime prevention and will be encouraged to seek out private, federal, and state grant funding slated for crime prevention projects. Additionally, they will attend community meetings and address residents’ crime concerns, and offer up solutions to current and future crime trends. They will be encouraged to perform Crime Prevention Audits utilizing the concepts of Crime Prevention Through Environmental Design (CPTED). Having both a day and a night Crime Prevention Officer will allow for more versatility in the unit, and allow the unit to be proactive addressing community concerns.

### Quadrant Meetings

The Department will institute quadrant community meetings to listen to the voices of the people. Along with the establishment of the Lynbrook Police Department Reform and Reinvention Committee, the Department, with the help of its Crime Prevention Police Officers and Community Liaison Police Officer, intend to identify community leaders who will create community-led groups throughout the four corners of the Village to address local concerns. The Police Officers assigned to the meetings will report back to Police Department leadership and follow up on the concerns voiced by the community.

### Conflict Resolution

Resolving any problematic relationships with community members is of paramount concern of this reform. Thankfully, the Lynbrook Police Department does not have an extensive history of conflict with the community it serves. However, relying on past

success and not improving to meet future needs is an equation for failure. As Lynbrook grows into the 21<sup>st</sup> Century, it is apparent that the Village is trending younger and more racially and culturally diverse. Recently, the Department has witnessed a spike in juvenile crime and conflicts between youths and Department members. The Department has begun to mentor youth by presiding over community service projects assigned to youth violators. This has allowed Police Officers and youths to bond as they work side by side and learn to respect one another. This has been a pathway to restorative justice wherein the juvenile is encouraged to learn from their mistake and the Police Officer can witness the steps the juvenile is taking to reconcile with the community. This fosters positive relationships between Police Officers and community youth which will result in a successful community interaction.

### Report Follow-ups

The Department looks to enhance this form of community outreach with the establishment of report follow-ups. This will take two forms. One being the assignment of Police Officers to follow up on incidents where the Department had previously taken a report for a crime, a domestic incident, a medical aided, etc. and get feedback on the service provided or offer more comprehensive services to assist the person who filed the report. The second form of follow up would be focused more on locations and persons who require on-going assistance. There are times when the Department is dispatched repeatedly to a persistent problem, varying from a deteriorating domestic partnership, a resident with significant psychological problems, residents who suffer from drug and alcohol abuse, or even a persistent traffic or parking problem. The Department plans to assign these issues to key Department members who are more expert in identifying and rectifying these problems with the hopes of resolving the problem, not temporarily fixing it.

### Conclusion

The Lynbrook Police Department finds the area of community outreach, crime prevention, and conflict resolution to be an area where the greatest gains can be made within the police reform platform. As with anything that needs improvement, police department relationships can only flourish when there is an opportunity for open dialogue and interactive communication. The Lynbrook Police Department strives for better communication through the initiatives stated above as well as any future initiatives the community may request. This is a starting point that can only improve with time and more community dialogue. The Department is ready and willing to join the conversation.

### Problem-Oriented and Hot Spot Policing & Focused Deterrence

Good communication within the Police Department, between the Police Department and other Police Departments, and between the Police Department and the Community is essential to foster successful problem solving. Successful problem solving is the greatest service a village police department can deliver to its customers. Due to its smaller size, and the time members are allotted to pay attention to detail, the delivery of outstanding customer service to the Lynbrook Community is expected from Lynbrook Police Officers and is a hallmark of the Department. Members of the Lynbrook Police Department take pride in that fact and seek to improve this by expanding its community outreach. The expansion of community outreach will foster communication with the Department and allow its members to be more responsive to the community's needs.

## Review

In 2019, the Lynbrook Police Department employed the use of Planit Rollcall and Communication Software. This implementation has streamlined the administrative processes for the Department freeing Police Officers and Administrators alike to save time and be more serviceable to community concerns.

Planit has allowed Department Members direct access (through a cell phone application) to the latest news, communication, and crime trends throughout the Village. Members can view policy updates and communicate with one another without necessarily having to meet face-to-face.

Planit has allowed Department members to have access to a constantly-updated list of "hot spot" crime areas. This list takes the form of an online forum where officers can post their initial observations and other officers can reply to the main thread with updated information, including pictures, which may aid their colleagues in investigating a hot spot crime area.

Crash Logic crash data system has allowed the Department to employ aggressive driving deterrence throughout the community by pinpointing patrols to areas where the most auto crashes occur.

Through re-establishing a fulltime school and community liaison Police Officer, a better relationship has been established with the Lynbrook school and youth communities.

Increasing the Detective Division's investigative role, by taking on the majority of the Department's felony case load, has increased the Department's status as a lead crime fighting agency in Nassau County. This status has allowed our Detectives to gain superior knowledge of the programs and services offered within the Nassau County Court System. They have been able to employ this knowledge to enhance the scope of all Departmental

investigations. Overall, this shift allows Department members to be more responsive to the needs of residents and provide better service.

## Modifications

The Lynbrook Police Department intends to improve its community outreach. This improved outreach will hopefully allow the Department to lessen the barriers that residents may experience between the Police Department and themselves. With these barriers removed, Department members hope to gain the trust of stakeholders to come forth without feeling their problems will be minimized.

Nighttime larcenies from parked motor vehicles are a persistent problem that will not be solved without community involvement and assistance. The Department plans to launch a Village-wide educational campaign, making residents aware of this crime, and reminding them to secure their vehicles from opportunist criminals. The Department will also institute night time vehicle checks and increased back street patrols to thwart these individuals from victimizing our residents.

The Department will offer educational services to residents as a proactive measure to prevent crime. For instance, the Department will offer the adult leadership of youth organizations a program that helps identify the signs and symptoms of child physical and sexual abuse.

The Department plans to use data gathered through our Facebook page and online surveys to directly ask the public what educational subject matter they believe would be most beneficial. Our community officer would then craft an educational program in response. This symbiotic relationship between the community and Department is imperative if our future plans are to be successful.

## Violence Prevention and Reduction Interventions / Mental Health and Homelessness

Violence prevention and reduction intervention 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.

An issue that the Lynbrook Police Department often confronts is when we are tasked with addressing particular situations within the same family unit again and again. It is the theory of the Lynbrook Police Department that when the Department receives repetitive calls for service

for this situation, our response and actions taken only serve as a temporary remedy to the situation. The issue at hand is past the scope of police officers' expertise and constant calls to assist with the problem cause friction with all parties involved. Situations such as these could benefit from intervention and follow-up by a more expert member of the department or a professional with expertise in the area of the complainant's problem. In order to facilitate this connection, the Department plans to task a follow-up police officer whose only task is to get to the root of an ongoing problem thus alleviating an overburdening to the patrol force and lowering the chances of a situation ending in a use of force incident. A follow-up officer would serve as a de-escalation tactic and evidence of further community outreach while allowing better focus for patrol force services.

Another facet to following up on calls to service will be as customer service satisfaction / community service function. This aspect will be delved into further in the Complaint Tracking Section.

## Mental Health

Lynbrook Police 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
- the individual's past violent behavior.

The Lynbrook Police response to a mental-aided call includes at least two responding police officers and, if available, a patrol supervisor, and a Nassau County Police Department or Northwell Health Ambulance. In situations where the mental aided exhibits violent behavior and the situation is likely to result in serious harm, personnel from the Nassau County Police Department Emergency Services Unit (ESU) will respond as well.

The **"Mobile Crisis Outreach Team" (MCOT)** is notified of all instances involving a situation where a person is experiencing a mental health crisis. MCOT is a unit composed of mental health professionals who provide on-site intervention and evaluation for community members and their families.

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 himself/herself or others, and transport to a hospital is not necessary, the officers at the scene will reach out or provide referrals, to resources such as MCOT, the National Alliance on Mental Illness, 211, and the National Suicide Prevention Lifeline.

## Substance Abuse

As certified first responders, Lynbrook Police Officers are trained to respond to all opioid overdose requests for assistance. In most circumstances, our police officers are generally the first members to respond to the scene of an overdose. Police Officers, in accordance with training, render first aid, including the administration of NARCAN, to the overdose victim until the AMT arrives to the scene and takes over for the patient's care.

All overdose calls require a supervisor to respond and 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. The Lynbrook Police always take great care to inform all witnesses and, if possible, the aided of this provision and the necessity of knowing what drugs the aided ingested so that proper care and treatment can be administered.

## Hostage Negotiation Team

When an encounter with a mental-aided involves a suicidal person, a barricaded individual, or persons held against their will, the Nassau County Police Department Hostage Negotiation Team (HNT) may be assigned. The HNT will respond when a trained negotiator is needed at a scene so that the situation can be hopefully brought to a peaceful conclusion.

The HNT is comprised of experienced members with specialized training in the art of hostage negotiation. The HNT is composed of members of different ranks assigned to various units/bureaus within the Nassau County Police Department. The average law enforcement experience of a crisis/hostage negotiator is currently twenty (20) years. Members assigned to the HNT undergo initial training with the Federal Bureau of Investigation's Crisis Negotiation Team and participate in mandated annual in-service training. Members of the HNT also attend training in other jurisdictions where they obtain up-to-date information, 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

Lynbrook Police Department Members are trained on interacting with homeless persons and identifying those who require additional necessary treatment.

During the winter months, all Department Members are reminded, of the Nassau County Department of Health and Human Services' "Warm Bed" project. The "Warm Bed" project is an outreach program offering housing for a night without stipulation to anyone without shelter. Members are directed to apprise all homeless individuals they encounter of such services and, where appropriate, transport the homeless person to a shelter.

## Modifications, Modernizations, and Innovations

After review of the Lynbrook PD policy on mental-aided calls, 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 an ambulance, the Police Communications Operator also assigns a Patrol Supervisor, and if the person is reported as violent or is barricaded, the NCPD Emergency Services Unit is also assigned. The supervisor on the scene will contact MCOT and advise of present situation and, in turn, will receive guidance.

Lynbrook Police Department Operators will receive additional training on fielding mental health calls for service. MCOT will be providing 911 Call Takers with a script to utilize when caller appears to be under mental distress.

It has been suggested that police reform should include eliminating a police response to calls for individuals experiencing mental illness related distress. The Lynbrook Police Department has participated in these discussions and has heard the concerns of the stakeholders. The Department is aware of the value of having a mental health professional at these scenes and is working on establishing a "dual response" model with the Mobile Crisis Unit in these cases.

It is respectfully submitted that the extensive training that Lynbrook Police Department Officers receive best promotes public safety with regard to police response to mental health calls for service. Lynbrook Police Officers handle requests for services from the public, as we operate twenty-four (24) hours a day, seven (7) days a week, and members are trained that the Department is a service-oriented organization. Members respond with care and compassion to every request for service. MCOT is 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 aided-people with significant health issues in order to address the mental health issues of the person and to reduce the request for police assistance in the future.

## Complaint Tracking

The Lynbrook Police Department holds its members to a high standard of professionalism, as reflected in Article 5 of the Lynbrook Police Department Rules and Regulations. In furtherance of its commitment to this mission, Department leadership has been hypersensitive to the image of the Department and seeks to input many quality assurance methods as displayed throughout this manual to improve the Department's professionalism and performance.

### Review

Lynbrook Police Department has had an extremely effective complaint tracking system and does not sway from properly disciplining an employee for any poor conduct they may portray. Police Officer complaints are not an ordinary occurrence at the Lynbrook Police Department, but when they occur, they are handled quickly and professionally by the leadership staff of the Department.

Since December 1, 2018, the Lynbrook Police Department has had nearly 30,000 documented interactions with the public and quite possibly another 30,000 undocumented interactions. During that time, the Department received only eight documented complaints against nine members of the Department: eight against Police Officers, and one against a Neighborhood Parking Aide. After extensive investigation, none of the eight incidents were found to warrant command discipline. Two of the incidents, involving three of the Police Officers, were followed up with training to address concerns which led to the complaint. The other events were unfounded, however were brought to the Department member's attention. The Lynbrook Police Department is proud of the statistics displayed above but are not naïve to the fact that many negative interactions between the Police Department and the public are not always officially documented. The Department wishes to address this with its police reform measures in order to improve Departmental performance allowing it to be completely transparent to the public.

### Modifications, Modernizations, and Innovations

The Lynbrook Police Reform Reinvention Collaborative realizes that it is intimidating for a member of the public to take all of necessary steps to fully document a complaint against a Police Officer. They also understand that there are certain circumstances where the

complaining party would need, or be more comforted by, anonymity when lodging a Police Officer complaint. Although the Lynbrook Police Department policy on the receiving and recording of a complaint against a Department member allows for an anonymous complaint to be taken, oftentimes through rudimentary investigation, the identity of a complainant can be determined. The Lynbrook Police Department, taking a cue from the Lynbrook School District, will employ an anonymous, online, complaint reporting system on its refurbished department website. Department leadership was also keen on the idea of sending customer service surveys to randomly selected individuals who have had documented interactions with the Department. As much as the public wishes the Lynbrook Police Department to be more transparent, Department Leadership is very eager to open the discussion about how we can serve the public better. Finally, the Lynbrook Police Department has begun to explore an affordable body-worn camera option for Police Officers to wear. Although research in this area is in its infant stages, the Department realizes that in the future, body-worn cameras may become mandated by law, and would allow the Department and the public an even more transparent view into a controversial incident that the Department may become involved.

## Crowd Control

The Lynbrook Police Department strongly believes in protecting individual rights related to assembly and free speech. That said, the Department also strives to effectively manage crowds to prevent loss of life, injury, or property damage, and seeks to minimize disruption to persons who are not involved.

## Review

This summer, in the wake of George Floyd's death, The Lynbrook Police Department experienced four protests through the Village. The leadership of the Nassau County and Lynbrook Police Departments were in direct communication before and during each protest. This communication kept the Department informed and allowed for the safe navigation of protestors through major village thoroughfares with minimal traffic disruptions and zero incidents of violence. Nassau Police Department leadership commended the Lynbrook Police Department when, during one protest, participants were urged and abided the request of Lynbrook Police to cross at the traffic light and remain in the cross walk while crossing Sunrise Hwy. There were no arrests or summonses issued at any of these protests and there seem to be a mutual respect gained by protestors and police personnel.

The Lynbrook Police Department members assigned to the protests exhibited professionalism and restraint due to their understanding and application of de-escalation techniques, proper verbal commands, active listening, and persuasive speaking to maintain control.

Specialized units from Nassau County assisted on the biggest protest which occurred on June 5, 2020, but the subsequent three protests were successfully handled by the Department with assistance from the Malverne Police Department.

## Modifications, Modernizations, and Innovations

Historically, crowd management techniques were based upon long-standing tactical formations and riot control. While these methods are still legitimate when violence is occurring, today the Lynbrook Police Department prefers to rely upon pre-operational planning, as well as communication and collaboration, when possible, to achieve public safety and protect civil liberties.

It is the vision for the future of the Department and the community to:

- maintain and enhance the confidence and trust of the people we serve;
- continually strengthen and expand the partnerships between the police and the community;
- maximize community participation in identifying problems, developing solutions;
- establish relevant Department priorities and policies; and
- strive to effectively resolve problems of the communities we serve while protecting life and property.

## Hate Crimes

### Review

The Lynbrook Police Department is committed to identifying, investigating, and prosecuting hate crimes. It is the Lynbrook Police Department policy to defer to the Nassau County Police Department 5<sup>th</sup> Squad Detectives who will be assigned as the lead agency. This will be done on any call where a hate crime is alleged to have occurred in the Village, even the lowest level crime influenced by any type of bias or hate is recorded and investigated.

The Nassau County Police Department, Office of the Chief of Detectives assigns a control number to all bias incidents/hate crimes and maintains daily, weekly, monthly and annual statistics. These incidents are categorized by the type of bias:

- Race and ethnicity;
- National origin and ancestry;
- Gender;

- Religion and religious practice;
- Age;
- Disability; and
- Sexual orientation.

The bias incident/hate crime data is reviewed and monitored by the Department Bias Crime Coordinator within the Office of Chief of Detectives. This data is shared monthly with the Chief of Department, District Attorney's Office, New York State Division of Criminal Justice Services (DCJS) and Anti-Defamation League.

Detectives investigating hate crimes will research prior bias incidents and hate crimes to determine if there is a discernable pattern or commonalities.

The Department emphasizes the importance of reporting crimes and acknowledges that 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 Lynbrook Police Department will communicate with community representatives to address any instances in which victims may be afraid to report a crime and educate the community through its outreach of what a hate crime is and what they should do if they are a victim or a witness to one.

By engaging the public through positive community interactions, the Lynbrook Police Department hopes to further gain the public's confidence and trust to alert the Department of potential hate crimes. With the help of the community, the Department can respond quickly to hate crimes and apprehend suspects.

### 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 relief in law or equity.

Nassau County Police Department Legal Bulletin 20-004, was issued notifying the members of the Police Department 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 the least, falsely reporting an incident. While a 911 call taker would be unable to establish if the call is a falsely-reported incident, the police officer or detective assigned to the call will conduct an investigation to determine whether a crime has been committed.

## Supporting Officer Well-Being

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

### Review

The Nassau County Police Department Office of Health and Welfare reports directly to the Commissioner of the Nassau County Police, from which the command staff of the Lynbrook Police Department is made aware of current trends, both physically and emotionally, of the Department's members.

Confidential meetings and counseling with licensed social workers are available to members of the Lynbrook Police Department through the Employee Assistance Office of the Nassau County Police Department. At times, officers can be mandated to Employee Assistance by supervisors.

The Department utilizes the Member Assistance Program and the Peer Support Group through the Nassau Police Conference. Member Assistance is a program where a licensed psychologist with extensive training help Police Officers through not only job matters, but matters involving interpersonal relationships, as well. The Peer Support Team is a group of current and retired law enforcement personnel with expertise in post-traumatic disorders. This team is activated at the Department's request to speak with any Police Officer in Nassau County who may have experienced a traumatic on the job experience and would like to talk about it.

The Department understands that the stress level of an Officer could be correlated with the length of a shift. The Lynbrook Police Department's Officer charts are negotiated by the Lynbrook Police Benevolent Association and the Village. The Lynbrook Police Department observes a nine (9) hour rule which states that once a member signs off-duty, they are not permitted to sign on-duty for a minimum of nine (9) hours. This rule promotes officer wellness by ensuring Department members have adequate time to rest and recharge between tours.

## Modifications, Modernizations, and Innovations

The Lynbrook Police Department has installed Deacon Kevin McCormack as its new Police Department Chaplain, and will employ him to deliver annual wellness talks during one of the Department's annual Contractual Training Cycles

Department and Union Leadership plan to team up and embrace the wonderful history of the Lynbrook Police Department. This is expected to bring a healthy outlet for Departmental comradery and pride in organizational membership.

The Department will partake in annual wellness challenges to improve both physical and mental fitness to all Department members.

## Conclusion

The Lynbrook Police Reform and Reinvention Collaborative Plan cannot possibly have all of the answers to perfecting the Lynbrook Police Department. However, this plan serves as a guideline for the Department and the Village Governing Body to improve upon the police services that are provided. Going forward, the Committee will communicate, meet, and review the Department's progress on Police Reform. Each of these meetings will be an opportunity for the Committee to adjust the plan's goals or direction.

As the Department implements the plan and embraces change, the Committee may realize different concerns and adjust the focus of the plan accordingly. Upon reviewing the online survey data, the Committee learned that the Department was looked on by the non-white community in a 71% favorable to excellent light. The Committee was clear in its request that we make efforts towards reaching out to persons of color and improve upon our already solid relationship with the community. The Police Reform Committee, the Police Department and the Village Board wish to build on that positive starting point and strive to deliver the most exceptional police service possible.



**POLICE DEPARTMENT, VILLAGE OF LYNBROOK, NEW YORK  
USE OF FORCE REPORT**

**NOTE: IF AN INCIDENT INVOLVES THE USE OF A FIREARM, SUPERVISORS WILL COMPLETE LYPD FORM 470, DEADLY FORCE RESPONSE TEAM, FIREARM DISCHARGE INVESTIGATION REPORT**

<b>TYPE OF WEAPON/TECHNIQUE USED (Check all that apply):</b>		<input type="checkbox"/> <b>PHYSICAL FORCE TECHNIQUE</b>	<input type="checkbox"/> <b>OTHER</b>
<b>INTERMEDIATE WEAPON:</b>	<input type="checkbox"/> <b>BATON</b>	<input type="checkbox"/> <b>CANINE</b>	<input type="checkbox"/> <b>PROPELLED BEANBAG ROUND</b>
	<input type="checkbox"/> <b>OC SPRAY</b>	<input type="checkbox"/> <b>ECD</b>	

DATE OF INCIDENT	TIME OF INCIDENT	ARREST NO.	CASE REPORT NO.	PRECINCT OF OCCURRENCE	POST
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WEATHER CONDITIONS <input type="checkbox"/> SUN <input type="checkbox"/> CLOUDS <input type="checkbox"/> WIND <input type="checkbox"/> FOG <input type="checkbox"/> RAIN <input type="checkbox"/> SNOW <input type="checkbox"/> OTHER (specify) _____	LIGHTING CONDITIONS INSIDE <input type="checkbox"/> UNLIGHTED <input type="checkbox"/> GOOD <input type="checkbox"/> POOR <input type="checkbox"/> FLASHLIGHT USED LIGHTING CONDITIONS OUTSIDE <input type="checkbox"/> DAYLIGHT <input type="checkbox"/> DUSK/DAWN <input type="checkbox"/> DARK
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<b>SUBJECT INFO.</b>	UNDER WHAT CIRCUMSTANCES WAS THE SUBJECT CONFRONTED? <input type="checkbox"/> DWI <input type="checkbox"/> VTL STOP <input type="checkbox"/> FAMILY DISTURBANCE <input type="checkbox"/> NEIGHBOR DISPUTE <input type="checkbox"/> ARREST (describe) _____ <input type="checkbox"/> BUSINESS DISPUTE <input type="checkbox"/> ASSAULT ON OFFICER <input type="checkbox"/> ASSAULT ON CITIZEN <input type="checkbox"/> OTHER (explain) _____					
	ADDRESS/PLACE OF OCCURRENCE (Include exact location)			LOCATION TYPE		<input type="checkbox"/> INDOOR <input type="checkbox"/> IN VEHICLE <input type="checkbox"/> OUTDOOR
	LAST NAME		FIRST	M.I.	DATE OF BIRTH	SEX <input type="checkbox"/> MALE <input type="checkbox"/> FEMALE
	HEIGHT	WEIGHT	ETHNICITY <input type="checkbox"/> WHITE <input type="checkbox"/> BLACK <input type="checkbox"/> HISPANIC <input type="checkbox"/> ASIAN <input type="checkbox"/> OTHER (specify) _____			

MEMBER USING FORCE	RANK	LAST NAME	FIRST	SERIAL NO.	COMMAND	ON DUTY <input type="checkbox"/> YES <input type="checkbox"/> NO
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**APPLICABLE CONDITIONS PRIOR TO USE OF FORCE (check all that apply):**

<p><b>Subject's Actions:</b></p> Passively Resistant ..... <input type="checkbox"/> Actively Resistant / Self-Destructive Behavior (includes imminent threats) ... <input type="checkbox"/> Deadly Active (includes imminent threats) ..... <input type="checkbox"/> Weapon Reported to be Involved ..... <input type="checkbox"/> Type of Weapon _____ Actual Weapon Involved ..... <input type="checkbox"/> (specify) _____ Used/Discharged Firearm ..... <input type="checkbox"/> Used Other Weapon ..... <input type="checkbox"/> Other ..... <input type="checkbox"/> (specify) _____	<p><b>DID THE SUBJECT APPEAR TO BE UNDER THE INFLUENCE OF:</b></p> Drugs ..... <input type="checkbox"/> YES <input type="checkbox"/> NO Alcohol ..... <input type="checkbox"/> YES <input type="checkbox"/> NO  <p><b>DID THE SUBJECT APPEAR TO HAVE A MENTAL ILLNESS:</b> <input type="checkbox"/> YES <input type="checkbox"/> NO</p> <p><b>WAS THERE KNOWLEDGE OF:</b></p> Prior Contact(s) ..... <input type="checkbox"/> YES <input type="checkbox"/> NO Prior Criminal History ... <input type="checkbox"/> YES <input type="checkbox"/> NO History of Violence ..... <input type="checkbox"/> YES <input type="checkbox"/> NO  <p><b>WAS WARNING GIVEN BEFORE USE OF FORCE:</b> <input type="checkbox"/> YES <input type="checkbox"/> NO <input type="checkbox"/> NOT FEASIBLE</p> <p><b>Use of Force Necessary to:</b></p> Control Subject ..... <input type="checkbox"/> Defend Self ..... <input type="checkbox"/> Defend Another ..... <input type="checkbox"/> Make Arrest ..... <input type="checkbox"/> Prevent Escape ..... <input type="checkbox"/> Other ..... <input type="checkbox"/> (specify) _____
<p><b>ADDITIONAL INFORMATION:</b></p>	

**DID USE OF FORCE RESULT IN**  NO VISIBLE INJURY  MINOR PHYSICAL INJURY  SERIOUS PHYSICAL INJURY  DEATH

<b>SUBJECT ARRESTED</b> <input type="checkbox"/> YES <input type="checkbox"/> NO	<b>ASSESSED BY AMT</b> <input type="checkbox"/> YES <input type="checkbox"/> NO	<b>TAKEN TO HOSPITAL</b> <input type="checkbox"/> YES <input type="checkbox"/> NO	<b>IF TRANSPORTED, TO WHERE</b>
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AMBULANCE ASSIGNED	AMB. NO.	RANK	LASTNAME	FIRST	SERIAL NO.	COMMAND
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**INTERMEDIATE WEAPON(S) USED (See Page 2 if OC Spray or ECD was used.)**

Baton \*  Canine \*\*  Propelled Beanbag Round  Other \_\_\_\_\_

\* If baton used, indicate serial number: \_\_\_\_\_

\*\* If canine used, indicate dog's name and shield number: \_\_\_\_\_

Was the use of the intermediate weapon(s) effective?  YES  NO If not effective, explain:

**POLICE DEPARTMENT, VILLAGE OF LYNBROOK,  
NEW YORK USE OF FORCE REPORT**

**CASE REPORT NO:** \_\_\_\_\_

**MEMBER USING FORCE:** \_\_\_\_\_

**OLEORESIN CAPSICUM (OC) USED**

OC SERIAL NO.	DISTANCE FROM SUBJECT WHEN SPRAYED (Feet) <input type="checkbox"/> 3-5 <input type="checkbox"/> 6-8 <input type="checkbox"/> 9-11 <input type="checkbox"/> 12-15	NUMBER OF HALF-SECOND BURSTS SPRAYED	DURATION OF SPRAY (Seconds)	HOW LONG DID THE OC TAKE TO BECOME EFFECTIVE (Seconds) <input type="checkbox"/> 1-2 <input type="checkbox"/> 3-4 <input type="checkbox"/> 5-6 <input type="checkbox"/> 7-10 <input type="checkbox"/> 11-15 <input type="checkbox"/> NOT EFFECTIVE
WHERE WAS SUBJECT SPRAYED <input type="checkbox"/> EYES <input type="checkbox"/> NOSE <input type="checkbox"/> MOUTH <input type="checkbox"/> FOREHEAD	WAS FURTHER USE OF FORCE NECESSARY AFTER SPRAYING <input type="checkbox"/> NO <input type="checkbox"/> YES (Describe) _____		WAS OC EFFECTIVE <input type="checkbox"/> YES <input type="checkbox"/> NO (Explain) _____	
WHAT WAS SUBJECT'S REACTION TO BEING SPRAYED	<input type="checkbox"/> RETREATED <input type="checkbox"/> COVERED FACE <input type="checkbox"/> CONTINUED ACTIVITY <input type="checkbox"/> STOPPED ACTIVITY <input type="checkbox"/> DROPPED WEAPON <input type="checkbox"/> ASSAULTED OFFICER <input type="checkbox"/> CLOSED EYES <input type="checkbox"/> FELL TO GROUND <input type="checkbox"/> ANXIETY REACTION <input type="checkbox"/> OTHER(Describe) _____			
STEPS TAKEN TO DECONTAMINATE SUBJECT <input type="checkbox"/> COLD WATER <input type="checkbox"/> FRESH AIR <input type="checkbox"/> DEPT. AMBULANCE <input type="checkbox"/> HOSPITAL	HOW LONG BEFORE EFFECT OF OC DISSIPATED (Approx. Minutes) <input type="checkbox"/> 10 <input type="checkbox"/> 20 <input type="checkbox"/> 30 <input type="checkbox"/> 45 <input type="checkbox"/> 60 <input type="checkbox"/> 90 <input type="checkbox"/> >90			

DESCRIPTION OF TREATMENT

\_\_\_\_\_

**ELECTRONIC CONTROL DEVICE (ECD) USED**

ECD SERIAL NO.	NUMBER OF PROBES DISCHARGED	NUMBER OF HITS	DISTANCE FROM SUBJECT WHEN ECD WAS DEPLOYED (Feet)	DID OFFICER RELOAD AND DISCHARGE SECOND SET OF PROBES <input type="checkbox"/> YES <input type="checkbox"/> NO
APPLICATION <input type="checkbox"/> DISPLAY <input type="checkbox"/> LASER PAINTING <input type="checkbox"/> DRIVE STUN <input type="checkbox"/> PROBE DISCHARGE	LOCATION OF PROBES ON SUBJECT'S BODY		DID PROBES PENETRATE SKIN <input type="checkbox"/> YES <input type="checkbox"/> NO	
DESCRIBE SUBJECT'S CLOTHING			WAS THE ECD <input type="checkbox"/> VERY EFFECTIVE <input type="checkbox"/> EFFECTIVE <input type="checkbox"/> NOT EFFECTIVE <input type="checkbox"/> CONTACT NOT MADE	
IF NOT EFFECTIVE OR IF CONTACT NOT MADE, WHY <input type="checkbox"/> SUBJECT MOVED <input type="checkbox"/> MISSED <input type="checkbox"/> MALFUNCTION <input type="checkbox"/> ONE PROBE <input type="checkbox"/> HEAVY CLOTHING <input type="checkbox"/> CLOSE PROBE STRIKES <input type="checkbox"/> LOW MUSCLE MASS <input type="checkbox"/> OTHER _____				

SUBJECT'S REACTION TO THE ECD (Be Specific)

\_\_\_\_\_

**PHYSICAL FORCE TECHNIQUE / OTHER WEAPON (check all that apply):**

PHYSICAL FORCE: <input type="checkbox"/> EMPTY HAND <input type="checkbox"/> MARTIAL ARTS TECHNIQUE <input type="checkbox"/> KICK <input type="checkbox"/> OTHER (specify) _____ <input type="checkbox"/> PUNCH _____	COMPLIANCE / CONTROL HOLD: <input type="checkbox"/> TWIST LOCK <input type="checkbox"/> TAKE DOWN <input type="checkbox"/> WRIST LOCK <input type="checkbox"/> OTHER (specify) _____ <input type="checkbox"/> PRESSURE POINT _____	<input type="checkbox"/> OTHER(specify and explain below)
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Was this effective?  YES  NO Describe how the technique was used. If not effective, explain.

\_\_\_\_\_

**SUBJECT'S INJURIES (indicate where on the body a given weapon/technique was applied)**

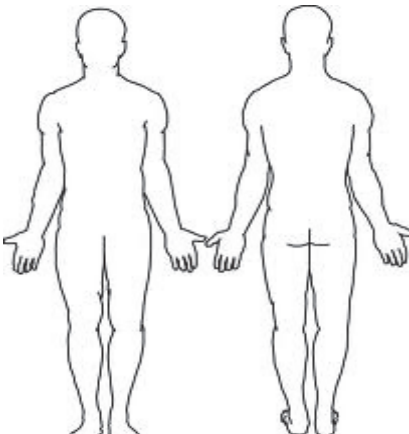
A = Intermediate Weapons (specify)

B = Oleoresin Capsicum

C = ECD - Drive Stun Only

D = ECD - Contact Point

E = Other



**Check all that apply:**

None Visible . . . . .

Bruises. . . . .

Abrasions. . . . .

Lacerations . . . . .

Broken Bones . . . . .

Other (specify) . . . . .

\_\_\_\_\_

**POLICE DEPARTMENT, VILLAGE OF LYNBROOK, NEW YORK  
USE OF FORCE REPORT**

**CASE REPORT NO:**

**MEMBER USING FORCE:**

**WERE ANY MEMBERS INJURED AT SCENE**     YES     NO    **(include members who were exposed to OC)**

RANK	LAST NAME	FIRST	SERIAL NO.	COMMAND	INJURY NO.	HOW INJURED
1.						
2.						
3.						
4.						

**ADDITIONAL MEMBERS AT SCENE**     YES     NO

RANK	LAST NAME	FIRST	SERIAL NO.	COMMAND
1.				
2.				
3.				
4.				

**ADDITIONAL COMMENTS / NARRATIVE**

PREPARED BY	RANK	LAST NAME	FIRST	SERIAL NO.	COMMAND	SQUAD	<input type="checkbox"/> UNIFORM <input type="checkbox"/> PLAINCLOTHES	<input type="checkbox"/> ON DUTY <input type="checkbox"/> OFF DUTY
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<b>SUPERVISOR REVIEW</b>	RANK / NAME	SIGNATURE	SERIAL NO.	DATE
	RECOMMENDATIONS / COMMENTS			

<b>CO REVIEW</b>	RANK / NAME	SIGNATURE	SERIAL NO.	DATE
	RECOMMENDATIONS / COMMENTS			

<b>DIVISION CHIEF REVIEW</b>	NAME	SIGNATURE	SERIAL NO.	DATE
	RECOMMENDATIONS / COMMENTS			

<b>COD REVIEW</b>	NAME	SIGNATURE	SERIAL NO.	DATE
	RECOMMENDATIONS / COMMENTS			

## Exhibit B

### POL 4103 Racial Profiling

The Police Department does not condone racial profiling and Members of the Department will not engage in racial profiling. It is inconsistent with effective policing and equal protection of the law for all persons. Racial profiling undermines the efforts of law enforcement by causing a loss of respect for the law and a loss of credibility for the Department. Even the perception of racial profiling creates a distrust that discourages participation in the criminal justice system. Department Policies Police Operations POL 4000 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.

Discretion is the core of a police officer's job and it permits innovative, flexible problem solving. However, it also provides opportunities for conscious and unconscious bias and prejudice that could affect decision-making. A Fourth Amendment basis to stop does not legitimize stops which are initiated essentially because of race or ethnicity. Such stops can cause deep cynicism about fairness and legitimacy of law enforcement and the judicial system.