

Village of Sag Harbor Police Reform and Reinvention Collaborative



- January 2021





How does somebody
become a Police Officer ?

Recruitment, Testing,
Processing and Initial
Training

Civil Service Test

- To become a Police Officer in any municipality in Suffolk County, you must take a civil service exam.
- The exam is given every 4 years, the latest was in June of 2019. The exam costs \$125 to take. An eligible list was established in January of 2020.
- There two separate lists; Police Officer and Police Officer (Spanish Speaking).
- Minimum qualifications of a Police Officer; between 20 and 35 years of age with a High School Diploma or GED
- U.S citizen
- NYC, Nassau County and NYSP all require 60 college credits or 4 years military for appointment
- The 5 east end Towns and Villages establish resident only lists. In theory, this was to allow those who lived locally to have a chance to become a police officer in their communities. Once those lists are exhausted, you can move to the Suffolk County list.
- Rule of 3
- An appointing authority is required to request a certification of eligibles before filling any vacant position in the competitive class. The Civil Service Department determines the eligible list most appropriate for the position to be filled and certifies a sufficient number of eligibles to the appointing authority from which selection may be made from the three highest willing acceptors. All eligibles receiving the same score will be included on the certification.

Pre Employment testing

If the municipality wants to hire a police officer. They must call for a list, canvas the list and wait to hear back from the candidates if they are interested.

“Reachable” interested candidates names get forwarded to the SCPD Applicant Investigations Section for their mandatory tests.

The process usually takes about six months to complete.

Many do not successfully complete this process.

- Mandatory tests include;
- Medical screening
- Physical Agility Test
- Written psychological test
- Interview with a psychologist
- Polygraph Exam
- Extensive Background review

Suffolk County Police Academy
Suffolk Community College Brentwood, NY

Full time vs. Part Time

700-1000 hours of training in law, search and seizure, arrest procedures, driving, defensive tactics, conflict resolution, dealing with mental illness, implicit bias training and a whole lot of running and pushups.

Almost 7 months of initial training followed by a minimum of 160 hours of Field Training after graduation.

In Service and Annual Training

Upon completion of the initial academy and field training, officers receive a minimum of 56 hours of training per year. Most receive more. Annually, officers complete the following trainings

Law Updates,
Defensive Tactics,
AED, Trauma Care and First Aid
Firearms x2 with DPF and Use of Force
Active Shooter response

Further training to follow

Sag Harbor Village Police Department

- 12 Full time officers including the Chief
- 1 Lieutenant
- 2 Sergeants
- 8 Police officers
- 10 Male, 2 Female

Duties and responsibilities

- Chief
- CEO/CFO. Planning, Budgeting, Scheduling, Managing, Purchasing etc.
- Emergency manager

- Lieutenant
- Oversees Department Operations.
- Lead Investigator, works with partner agencies

- Sergeants
- First Line Supervisors
- Oversee Patrol Operations, day to day
- Collateral Duties- Training, Fleet, Equipment, Uniforms, TCO's, P/T Officers

- Police Officers
- Routine Motor Patrol
- Handle calls for service
- Traffic Enforcement
- Usually the ones that have most day to day interactions with the community.

- In a small department, roles intermingle all the time.

Scheduling

- All members except for the Chief are assigned to one of the 5 squads.
- The squads rotate around the clock. Officers work a week of day tours, followed by a week of afternoons, the midnights and back to days.
- The Lieutenant rotates days and afternoons only.
- There is almost always a minimum of 2 officers on duty at a time.
- P/T officers cover vacation relief and provide extra coverage during the season.
- All officer, except for the Chief, are members of the Sag Harbor Village Police Benevolent Association.
- The PBA has a Collective Bargaining Agreement with the Village.
- The CBA states that they work 1904 hours (or 238 days) annually.
- It can be very challenging to schedule 24/7/365.

Annual Stats

•	2018	2019	2020	% change 19 to 20
• Calls for Service	129	7552	7791	3.2%
• Arrests	282	193	131	-32.1 %
• DWI Arrests	30	19	10	-47.4%
• UTT's	1469	1360	893	-34.3%
• Parking Tickets	3705	5205	3110	-42.2%


What is the function of the Police ?

- Public Safety
- Enforcement
- Crime Prevention
- Emergency Response
- Community Relations

- All the Above?



All that and
more...

- The Police Dept. handles many calls that are not police related such as;
 - Civil Disputes
 - Utility Issues in houses
 - Code violations
 - Non-Violent Mental Health calls
- 



Why is that ?

- The police depts., especially in the east end of the county, are the only 24/7 constant.
- We always answer the phones and we always respond.
- We have to be a jack of all trades and a problem solver for everything.
- Is that difficult? Yes.

Going forward, what should the role of the police be? Should it be changed ?

- There are many opinions of what the role of the police should be. Every community is different. In Sag Harbor, we strive to do the best job we can with the resources we have.
- Too small of a municipality to have specialized services. We would have to rely on County and State assistance, which is already lacking.
- In the last five years, we have been able to add an additional police officer to the department. We will be exploring adding one or two more in the next budget cycle.
- Lack of qualified candidates and no training academy in sight.

The Last 5 Years

- Since 2016, a lot of overall improvements have been made at the Police Dept.
- Improved Equipment computers, radio's etc.
- Newer vehicles
- Updated forms
- Have rewritten the policy manual that was last reviewed in the early 80's- 95% complete at this time.
- Writing a procedure manual to go along with it.
- Online form for reporting complaints or compliments
- One officer resigned and three have retired
- Hired 5 new officers to date
- Increased training by 50 % (DIIT)
- Language Line



Moving Ahead, the Next 5 years.

At our next meeting, we will discuss what steps we are taking as we move forward and putting the plan together.

Feel free to email me with any questions or thoughts.

In June, 2020, New York State passed sweeping police reform

1. Repeal of 50-a

Basically afforded more rights to police and firefighters in regards to personnel records. This law protected police disciplinary records from the public.

2. Establish an Office of Special Investigations in the Attorney General's Office

3. NY ers Right to Monitor Act

Those not in custody are allowed to record police activity and to maintain custody and control of the recording.

A person who is in custody has the right to have any recording of them returned to them.

4. Eric Garner Anti-Chokehold Act

establishes the class C felony of aggravated strangulation for placing someone in a chokehold

* Chokeholds were never legal, an approved practice or permitted in any police policy

- 5. Law Enforcement Misconduct Investigative Office

- The mission of the office is to study and review law enforcement policies and make recommendations to improve policing. It requires police officers to report to the Office any information regarding acts of misconduct they observe.

- 6. Police Statistics and Transparency Act (STAT)

- Provides for the collection of data concerning misdemeanors and violations, allowing researchers to evaluate the effectiveness of criminal justice policies.

- 7. Preventing the Misuse of 911

- The Karen calls

- 8. Provide medical and Mental Health Attention During Arrests
 - I have never heard of a Department not doing this. Every person who is under arrest and brought to the police station is screened by the police officer for medical and mental health issues and provided with medical attention if requested by the prisoner or something observed by the officer and they are both constantly on video surveillance during the processing phase. Since the Introduction of Criminal Justice and Bail Reform introduced in January, 2020, most defendants are released and not held. In the year 2020, we only held 10 prisoners (131 arrests), most which spent the night in East Hampton.
- 9. NYS Police Worn Body Cameras Program
 - Not required for any other Police because the State doesn't want to pay for it.
- 10. Requirement to Report the Discharge of a Weapon
 - We have also been doing this since I have been a police officer
- 11. NYS Police Reform and Reinvention Collaborative
 - Why we are here today

The collaborative process should;

Review the needs of the community and evaluate the departments policies and practices

Establish policies that allow police to effectively and safely perform their duties

Involve the entire community in the discussion

Develop policy recommendations resulting from this review

Offer a plan for public comment

Present the plan to the Village Board for ratification and adoption
certify adoption of the plan to NYS by April 1st.

In Sag Harbor, this process started long before 2020

Starting in 2016, all policies, procedures and practices of the Sag Harbor Police Department were evaluated.

It appeared that a comprehensive evaluation had not occurred since the mid 80's.

Rewriting this would be a tremendous undertaking

We signed on with Lexipol in 2018 to help with this project

Lexipol is a comprehensive platform that includes best practices, state and federal law and updates as laws and best practices change

It includes daily training bulletins

Ability to track who has acknowledged receipt of the policies

To date 124 of about 150 policies have been released.



Policies and procedures go hand-in-hand but are not interchangeable.

A policy is a set of general guidelines that outline the organization's plan for tackling an issue. Policies communicate the connection between the organization's vision and values and its day-to-day operations.

A procedure explains a specific action plan for carrying out a policy. Procedures tells employees how to deal with a situation and when.

Using policies and procedures together gives employees a well-rounded view of their workplace. They know the type of culture that the organization is striving for, what behavior is expected of them and how to achieve both of these.

Working with a consultant from Lexipol along with an independent consultant, we are almost complete with the policy manual and have started work on the procedure manual. The policy manual is the most important.

So, as we involve the community. What would you like to see from this process?

From this Police Department ?


My hope is this collaborative work and constructive dialogue is only a beginning

I have provided a general overview of the department

- steps to becoming a police officer
- initial and continued in-service training
- We have discussed the police reform act of this year and the steps we are taking to further the process
- We have gone over our new policy manual and how we got there
- Looking toward today and the future

At this time, what would you like to review?

What do you want to discuss going forward?



New records management system paid for by Suffolk County. Niche. Has the ability to track race and ethnicity of car stops, which we don't currently have. To maintain transparency.

SRO- School Resource Officer. Be a full-time part of the school community, not for discipline, but for education, community policing.

Camera's- Body worn and/or vehicle. As discussed, we will follow suit with other local agencies.

Professional Staffing Analysis/Management Study.

Continue to work with Lexipol on keeping policies legal and relevant.

Peer Support group has just come on line this year.

