

I. What Functions Should the Police Perform?

How should the police and the community engage with one another?

1. Determining the Role of the Police:

a. What role do the police currently play in your community?

The Village of Bronxville Police Department is a state-of-the-art, professionally staffed law enforcement department dedicated to providing optimal services for all village residents and those who visit or do business within our environs. Through comprehensive, preventative measures, the department is continually vigilant in its efforts to maintain a lawful and peaceful atmosphere, thereby helping to facilitate a high quality of life for all residents.

b. Should you deploy social service personnel instead of, or in addition to, police officers in some situations?

Calls for service involving those in mental health crisis always include the possibility of unknown dangers to the public and responding officers. The addition of trained social service personnel would always be considered beneficial and a welcomed addition to responding police personnel.

However, as response times are critical and no such program currently exists in the County, this would require the addition of full time social service personnel to the Bronxville Police Department. The frequency with which the Bronxville Police Department is called to deal with mental health issues is relatively low and does not support additional personnel. Perhaps a better idea is the creation of social service response teams to operate throughout Westchester County and aid smaller departments that may be unable to staff full time social service personnel.

c. Can your community reduce violence more effectively by redeploying resources from policing to other programs?

authorized and budgeted and will be utilized for Youth and Community Affairs positions.

g. Should components of the police department be civilianized?

No.

h. How should the police engage in crowd control? Should the police be “demilitarized”?

The Bronxville Police Department supports the ability of citizens to exercise their First Amendment rights of Freedom of Speech and Freedom to Assemble. The Department has reaffirmed that support in the past year by safely protecting numerous rallies and protests within the Village. The Department has always made an effort to contact organizers to stress the importance of peaceful assembly and aid in any way to ensure their rights are protected.

In the event of a disorderly group Officers are trained in crowd and disorder control in Recruit Training (Police Academy) and we have started retraining annually at In-Service training through the Westchester County Department of Public Safety.

The Department does not participate in the Federal 1033 Program and does not receive any equipment from the United States Military. No part of the Department is “militarized”.

II. Employing Smart and Effective Policing Standards and Strategies

1. Procedural Justice and Community Policing:

a. Specific policing strategies that have raised concerns among the public

i. “Broken Windows” and “Stop and Frisk”

Officers are prohibited from discharging a firearm from or at a moving vehicle unless the occupants of the vehicle are using deadly physical force against the officer or a third party.

Officers are prohibited from engaging in vehicle pursuits.

viii. Use of SWAT Teams and No-Knock Warrants

Emergency Response Units (SWAT Teams) are comprised of officers with increased tactical training. Training includes the use of specialized weapons, tactics and equipment. Emergency Response Unit members train with increased frequency and must demonstrate a higher level of tactics and decision making ability.

Emergency Response Units are used to serve duly signed warrants, search or arrest, when mitigating factors are present that could present a danger to other officers. Such factors could aggravate an already dangerous situation. Factors such as the presence of a firearm or other weapon, violent nature of the crime or violent criminal history of the suspect. All decisions to use the Emergency Response Unit will be made by the ERU Commanding Officer who will determine if these increased risk factors justify the use of a Tactical Team to serve the warrant.

A “No-Knock” addendum to a search warrant allows Officers to make entry into a premises without first announcing their presence. The addition of a No-Knock amendment on a search warrant must be approved by the Judge signing the warrant and Officers must show cause that announcing their presence would lead to destruction of evidence or would compromise the safety of the Police or another individual.

ix. Less-Than-Lethal Weaponry such as Tasers and Pepper Spray

d. Community-Based Outreach and Violence Interruption Programs

The Bronxville Police Department utilizes Youth Officers and School Resource Officers to interact with youth within the village and the Bronxville School.

e. Hot-Spot Policing and Focused Deterrence

In an effort to combat perceived criminal trends personnel are directed to certain areas. In a Village such as Bronxville those areas could be the business district if there has been a trend of financial crimes such as fraud in the banks or repeated shoplifting from the businesses.

Focused deterrence can and is utilized in instances such as traffic complaints where officers will pay special attention to locations receiving increased traffic violation complaints. Focused deterrence is also helpful with incidents of increased juvenile activity throughout the village. Increased patrols and walking posts can be used to interact with large groups of juveniles and prevent issues from arising.

f. De-Escalation Strategies

All Bronxville Police personnel are trained in de-escalation techniques to reduce the intensity of an encounter with a suspect and equip officers with options for gaining voluntary compliance or mitigate the need to use a higher level of force while still maintaining control of the situation. Officers are trained in de-escalation strategies during recruit training (Police Academy) and receive refresher training at least annually.

g. Can Your Community Effectively Identify, Investigate and Prosecute Hate Crimes?

The Bronxville Police Department is capable of identifying, investigating and prosecuting hate crimes. If necessary the Department is able to rely on our Westchester County Department of Public Safety partners for assistance in any investigation.

This will be addressed by Public Affairs Officer as part of their duties.

III. Fostering Community-Oriented Leadership, Culture and Accountability

1. Leadership and Culture:

a. Is your leadership selection process designed to produce the police-community relationship you want?

The goal of the Village for each promotional opportunity within the police department, is to promote a deserving individual who has the Villages best interests in mind. Without exception, part of the promotional process from the Chief's position to Lieutenant, Sergeant and Detective (technically an assignment) includes a lengthy discussion about the candidate's accomplishments in the area of building community relationships. The candidate is asked to describe, or list what they have done with respect to building a positive relationship between the department and the community. Further, each candidate will be asked of any improved or different techniques ofr undertakings that will improve these types of relationships in the future.

b. Does your officer evaluation structure help advance your policing goals?

Our officer evaluation structure reinforces the need for achieving the goals of the department and providing the Village with fair and honest enforcement of State and Local laws. This is done by constant supervision by front line supervisors (Sergeants) who ensure their officers actions are in line with the Department's goals and policies.

c. What incentives does your department offer officer to advance policing goals?

In police work, the vast majority of an officer's work is done independently outside the immediate oversight of a supervisor. But consistent enforcement of rules that conflict with a military-style culture, where obedience to the chain of command is the norm, is nearly impossible. Behavior is more likely to conform to culture than rules.

The above quote is taken from the Final Report of the Task Force on 21st Century Policing. What we have done, at BPD is to embrace a culture of Guardian rather than Warrior. This posture is made part of the fabric in the work ethic of each and every member of the Department. This culture has been established by the department leaders and is reinforced whenever possible. Given the relatively small size of our department, this culture can be observed by command staff and supervisors on nearly a daily basis.

2. Tracking and Reviewing Use of Force and Identifying Misconduct:

a. When should officers be required to report use of force to their supervisor?

All Bronxville Police personnel are required to notify their supervisor immediately following any use of force incident. Any use of force by a member of the Department must then promptly document the use of force in an appropriate report.

Executive Law 837-t requires each police department , county sheriff, and the state police to report any occurrence in which a police officer employs use of force. Reportable uses of force include:

-When an officer engages in conduct which results in the death or serious bodily injury of another person. Serious bodily injury is defined as bodily injury that involves a substantial risk of death, unconsciousness, protracted and obvious disfigurement, or protracted loss or impairment of the function of a bodily member, organ, or mental faculty.

No.

- e. Does your department leverage Early Intervention Systems (EIS) to prevent problematic behavior?*

We do not leverage early intervention systems, however due to the small size of our department our supervisory staff is able to effectively monitor the 3-4 officers directly assigned to them. This intimate knowledge of the officers allows Sergeants to serve as early intervention systems and monitor for any changes in officers conduct or performance.

- f. Does your department review “sentinel” or “near-miss” events? Does the department respond to questionable uses of force with non-punitive measures designed to improve officer performance?*

The Training Supervisor reviews all reports of use of force or sentinel events. Any discrepancy that does not rise to the level of misconduct can be addressed with retraining of the officer concerned. Retraining seeks to stress proper tactics or a more appropriate use of force.

3. Internal Accountability for Misconduct:

- a. What does your department expect of officers who know of misconduct by another officer?*

Any officer aware of any misconduct by another member of the department is required to make the proper notification to their supervisor. See attached policy regarding Duty to Intercede.

- b. Does your department have a clear and transparent process for investigating reports of misconduct?*

Yes.

See attached Personnel Complaint Form.

- c. *Are investigation outcomes reported to the complainant? Are they reported to the public? Should the department or the citizen complain review entity, if any, accept anonymous complaints?*

Investigation outcomes are reported to the complainant. Outcomes are not reported to the public due to New York Civil Rights Law 50-a. We do not accept anonymous complaints.

See attached Department Policy section 125-5.

- d. *Does your local legislature engages in formal oversight of the police department? Should any changes be made in the legislature's oversight powers or responsibilities?*

The Bronxville Village Board serves as a board of police commissioners and serves as an oversight board. The Bronxville Village Board must accept any changes the Department makes to Policy and Procedure and serves as final arbiters in matters of oversight or misconduct investigations.

- e. *Is your police department accredited by any external entity?*

No.

- f. *Does your police department do an annual community survey to track level of trust?*

No.

5. Data, Technology and Transparency:

- a. *What police incident and complaint data should be collected? What data should be available to the public?*

Officers are required to be diligent in collecting all pertinent information in any interaction with the public. The information collected increases when Officers are dealing with the investigation of crimes or issuing summonses. Basic information collected every time an Officer responds

The Bronxville Police Department does not use automated systems or “high-risk” technology. Any information gathered by any technology employed by the Department is vetted by Investigators or Officers before any action is taken. Examples include any License Plate reads by License Plate Reading technology affixed to patrol cars. Each Officer must authenticate any read by the technology before taking police action.

f. Should your police department leverage video cameras to ensure law enforcement accountability and increase transparency?

Beginning in 2012 the Bronxville Police Department installed approximately 13 cameras throughout the interior and exterior of Police Headquarters. The cameras record sensitive locations within the department and capture locations where there are interactions between officers and suspects who may be in custody.

Beginning in 2016 the Bronxville Police Department installed approximately 43 cameras throughout the Village of Bronxville. Cameras are positioned to capture entrance/exit points of the village, along busy downtown areas and facing buildings such as banks and schools. The addition of the cameras has aided investigations and served a crime deterrence function.

Beginning in 2020 the Bronxville Police Department adopted a Body Worn Camera program where all officers performing patrol functions are required to wear and use Body Worn Cameras.

IV. Recruiting and Supporting Excellent Personnel

1. Recruiting a Diverse Workforce

a. Does your agency reflect the diversity of the community it serves?

- e. ***What actions can your agency take to foster the continued development and retention of diverse officers?***

The Department does not have an issue with retention or development. Based on our experience there is no need for changes in our operations. We will continue to operate an inclusive and supportive work environment.

2. Training and Continuing Education

- a. **How can you develop officer training programs that reflect your community values and build trust between police officers and the communities they serve?**

Training programs are constantly adapted to better serve growing trends in tactics and techniques. The training program is continuously changed to reflect changes to the law and best practice, as well as, the needs of the community.

- b. **What training policies can you adopt to ensure that police officers continuously receive high-quality, relevant in-service training sessions?**

Officers currently complete between 36-48 hours of in-service training annually. Officers assigned to specialized units or serve as instructors complete additional annual training. The New York State Law Enforcement Accreditation Program establishes a standard of at least 21 hours of in-service training per year. The Officers of the Bronxville Police Department are currently exceeding that number and we continue to add training programs.

- c. **How can leadership training improve community policing and strengthen relationships between your police department and members of the public?**

during In-Service training. The training curriculum is constantly adjusted to reflect changing tactics and emerging trends in responding to mental health and substance abuse calls for service.

All Police Officers are trained in the use of and issued Naloxon to combat the affects of Opiod overdoses. Training in the use of Naloxon is recertified annually at In-Service training.

g. What practices and procedures can you put in place to measure the quality and efficacy of your police department's training programs?

Training programs are constantly evaluated by the training staff to ensure they are in line with current tactics and trends. Each training program is adapted to fit the needs of the officers and the community.

3. Support Officer Wellness and Well-being

a. *What steps can you take to promote wellness and well-being within your department?*

The Department is an active participant in the Employee Assistance Program with our Westchester County partners and actively encourages our Officers to take part if necessary.

b. *Are there ways to address officer wellness and well-being through smarter scheduling?*

Approximately 4 years ago the Department switched from a work chart that had Officers changing their tours every week to a steady work chart. Numerous studies have been conducted linking shift work to an increase in health issues. The steady tours allow officers to recover on days off and maintain a more consistent schedule during the work week.

c. *How can you effectively and proactively address the mental health challenges experiences by many police officers throughout their careers?*