



Tuckahoe Police Department

Village of Tuckahoe Residents:

On June 12, 2020, Governor Andrew Cuomo issued Executive Order 203, New York State Police Reform and Reinvention Collaborative. The order requires every municipality to review and develop a policing plan that builds mutual trust between the police and the communities that they serve. The police department welcomes the opportunity to have open and frank conversations with members of our community about police and community interactions, as well as the police services provided. These conversations are so important to promote transparency and confidence in our department. We are proud of our history in community policing, best practices, partnerships and high standards of accountability.

The following is an overview of the Tuckahoe Police Department. It summarizes some of our efforts to provide professional police services in a manner that protects public safety with respect and dignity for all persons.

Sincerely,

John Costanzo

Chief of Police

Tuckahoe Police Department

The Tuckahoe Police Department is comprised of 23 sworn officers, 3 fulltime civilian employees and 5 part-time civilian employees.

The Department has earned a distinguished reputation by maintaining a commitment to the highest standards of the law enforcement profession. Although the department is considered a small sized agency, it provides a wide-range of police services to the community. It is at the forefront of technology, training and best policing practices. In an on-going process to evaluate and improve performance and services; the Department is a New York State Law Enforcement Accredited Agency.

We are guided by our Mission Statement: "To protect the quality of life in our community in partnership with those we serve."

Patrol Division

The most visible and largest section of the police department is the Patrol Division. It is considered the backbone of the department. The primary focus of the patrol division is the protection of life and property, and to enforce the law in a fair and impartial manner consistent with the values of a free and open society.

Uniformed Patrol Officers are the most visible and have the most contacts with the community. They provide the Village with a full range of police activities that our citizens have come to rely on. They are the first responders to calls of service that run the gamut from a barking dog to an armed encounter. The most inconsequential and routine activity can develop into a potentially hazardous and volatile situation in a split second.

Detective Division

The Detective Division of the Tuckahoe Police Department is charged with the responsibility of investigating all criminal activities, internal investigations, and the records management of the entire police department.

The Detective Division is the liaison to the District Attorney's Office and the courts. Another important function is crime analysis, which is accomplished by working closely with local, county, state and federal law enforcement agencies to recognize and forecast crime trends.

Administrative Division

The administrative lieutenant's primary responsibility is to provide general management, direction and control of administrative and technical services.

New York State Accreditation

The assessment of the Tuckahoe Police Department for reaccreditation by the New York State Department of Criminal Justice Services was completed by an on-site visit of a certified assessor in July. The on-site assessment and audit of the Department verified that all qualification standards were met.

The accreditation program is a progressive way to aid the department in evaluating and improving its overall performance. It provides a formal recognition that the Tuckahoe Police Department meets or exceeds general expectations of quality service. The program is comprised of 110 standards and is divided into three categories. Standards in the *Administrative* section have provisions for such topics as agency organization, fiscal management, personnel practices and records. *Training* standards encompass basic and in-service instruction, as well as training for supervisors and specialized or technical assignments. *Operations* standards deal with critical and litigious topics such as high-speed pursuits, roadblocks, patrol and unusual occurrences. The program is voluntary and the Tuckahoe Police Department is in an elite group of only about 20 percent of police agencies that are accredited statewide.

Web Based Policy Manual

Policies create the foundation for all operations in public safety agencies and local government. The Department subscribes to a web based policy developer, Lexipol, which provides fully developed, state-specific policies researched and written by subject matter experts and vetted by attorneys. The policies are based on nationwide standards and best practices while also incorporating state and federal laws and regulations where appropriate. All policies are continually updated.

The policy manual is backed by ongoing training. Using Daily Training Bulletins, a proven system of solid, realistic, ongoing and verifiable training to help personnel learn to apply policies and improve their ability to make well-reasoned decisions. These brief, scenario-based lessons provide a convenient way to enhance members' policy understanding. Each Daily Training Bulletin takes just a few minutes to complete and includes a test question to measure comprehension.

The online Knowledge Management System (KMS) provides electronic policy acknowledgment tracking, automatic archiving of policy versions and efficient distribution of policies and training to staff via a web-based platform and mobile app.

The following are the police department policies:

<u>Policy #</u>	<u>Policy Title</u>
100	Law Enforcement Authority for Police Officers
101	Chief Executive Officer
102	Oath of Office
103	Policy Manual
104	Goals and Objectives
200	Organizational Structure and Responsibility
201	General Orders
202	Comprehensive Emergency Management Plan
203	Training
204	Electronic Mail
205	Administrative Communications
206	Supervision Staffing Levels
300	Use of Force
301	Use of Force Review Boards
302	Handcuffing and Restraints
303	Control Devices
304	Conducted Energy Device
305	Officer-Involved Shootings and Deaths
306	Firearms
307	Vehicle Pursuits
308	Foot Pursuits
309	Officer Response to Calls
310	Domestic Violence
311	Search and Seizure
312	Child Abuse
313	Adult Abuse
314	Discriminatory Harassment
315	Missing Persons
316	Public Alerts
317	Victim and Witness Assistance
318	Hate Crimes
319	Standards of Conduct
320	Information Technology Use
321	Department Use of Social Media
322	Report Preparation
323	Media Relations
324	Subpoenas and Court Appearances
325	Outside Agency Assistance
326	Registered Offender Information
327	Major Incident Notification
328	Death Investigation
329	Notification of Death or Serious Illness or Injury

330	Private Person's Arrest
331	Limited English Proficiency Services
332	Communications with Persons with Disabilities
333	Biological Samples
334	Public Safety Video Surveillance System
335	Child and Dependent Adult Safety
336	Service Animals
337	Native American Graves Protection and Repatriation
338	Off-Duty Law Enforcement Actions
339	Joint Coverage Action Plan
340	Community Relations
341	Extreme Risk Protection Orders
400	Patrol
401	Racial or Bias-Based Profiling
402	Roll call
403	Crime and Disaster Scene Integrity
404	Emergency Response Unit
405	Hazardous Material Response
406	Hostage and Barricade Incidents
407	Response to Bomb Calls
408	Crisis Intervention Incidents
409	Emergency Admissions
410	Appearance Tickets
411	Foreign Diplomatic and Consular Representatives
412	Rapid Response and Deployment
413	Immigration Violations
414	Utility Service Emergencies
415	Aircraft Accidents
416	Field Training
417	Air Support
418	Contacts and Temporary Detentions
419	Criminal Organizations
420	Tour Supervisors
421	Mobile Audio/Video
422	Mobile Data Terminal Use
423	Portable Audio/Video Recorders
424	Public Recording of Law Enforcement Activity
425	Bicycle Patrol
426	Automated License Plate Readers (ALPRs)
427	Homeless Persons
428	Medical Marihuana
429	Medical Aid and Response
430	First Amendment Assemblies
431	Civil Disputes
432	Suspicious Activity Reporting

433	Void Arrest - Release from Custody
434	Department Motorcycles
500	Traffic
501	Traffic Accidents
502	Vehicle Towing
503	Impaired Driving
504	Traffic and Parking Tickets
505	Disabled Vehicles
506	Operating a Vehicle After Having Consumed Alcohol: Under Age twenty-One
507	Handicap Parking Permits Issuance and Enforcement
600	Investigation and Prosecution
601	Sexual Assault Investigations
602	Asset Forfeiture
603	Informants
604	Eyewitness Identification
605	Brady Information
606	Warrant Service
607	Operations Planning and De-confliction
700	Department-Owned and Personal Property
701	Personal Communications Devices
702	Vehicle Maintenance
703	Vehicle Use
704	Cash Handling, Security and Fiscal Management
705	Personal Protective Equipment
800	Crime Analysis
801	Front Desk
802	Property and Evidence Section
803	Records Division
804	Records Maintenance and Release
805	Protected Information
806	Animal Control
807	eJusticeNY System Operations
808	Medication Disposal Program
809	Court Security
900	Temporary Custody of Adults
901	Temporary Custody of Juveniles
902	Custodial Searches
903	Prison Rape Elimination
1000	Recruitment and Selection
1001	Performance Evaluations
1002	Special Assignments and Promotions
1003	Grievances
1004	Anti-Retaliation
1005	Reporting of Arrests, Convictions and Court Orders

1006	Time Off & Mutual Exchange of Tours
1007	Sick Leave
1008	Communicable Diseases
1009	Smoking and Tobacco Use
1010	Personnel Complaints
1011	Safety Belts
1012	Body Armor
1013	Personnel Records
1014	Request for Change of Assignment
1015	Commendations and Awards
1016	Fitness for Duty
1017	Meal Periods and Breaks
1018	Lactation Breaks
1019	Payroll Records
1020	Overtime Compensation
1021	Outside Employment and Outside Overtime
1022	Work-Related Illness and Injury Reporting
1023	Personal Appearance Standards
1024	Uniforms and Civilian Attire
1025	Explorers
1026	Conflict of Interest
1027	Badges, Patches and Identification
1028	Temporary Modified-Duty Assignments
1029	Speech, Expression and Social Networking
1030	Illness and Injury Prevention
1031	Line of Duty Deaths

Police Officer Recruitment Program

The Department actively campaigns to recruit members of the community to participate in the New York State Civil Service Police Officer Exam. The goal of the recruitment effort is to attract qualified individuals of diverse backgrounds, education and experiences. Prior to the exam, the Department sponsors cram-course to prepare applicants for the test. The goal of our recruitment efforts is to have a pool of highly qualified candidates from all walks of life to become Police Officers and the future leaders of the Tuckahoe Police Department and beyond.

Hiring Process

New Recruits are considered from a list established by the Westchester County Department of Human Resources. Eligible candidates must be in the top three test scores of the current New York State Civil Service Police Officer Exam for consideration. The Police Department conducts a thorough background investigation on each candidate. The investigation includes deep examinations into past employment, education and

relationships. The process involves visits and interviews with neighbors, educators, employers, co-workers, family members and associates, as well as screening of social media. They must pass a physical agility test, psychological evaluation and medical examination. Candidates are interviewed by specially trained investigators, command staff and the Village Board. The process is to ensure that the applicant is fit physically and mentally and possesses the character and integrity to meet department and community standards.

Law Enforcement Explorer Program

The Tuckahoe Police Law Enforcement Explorer Post #2008 is a program geared toward young men and women, ages 14-18, who have an interest in law enforcement. The Cadets are exposed to all aspects of law enforcement and gain a working knowledge of police functions. The program is organized and run by the Department Youth Officers, who serve as Post Advisors. Many of the department's sworn officers are involved in training the Explorers during the weekly Post meetings, which are held every Wednesday evening at 7:00 PM at the Tuckahoe Police Department. There is an established educational curriculum with classroom hours, based on law related topics, which compliments the hands-on practical portion of the program. The Explorers' have participated in field trips to other government agencies and will receive various certifications through additional training hours.

The three main goals of the program are to further the Explorer's education, encourage their participation in a rewarding and productive service activity, and enhance the Explorer's preparation for their roles as citizens, community members, leaders and possibly for future law enforcement careers. The Post has an established leadership structure modeled after the Police Department. The Chain of Command is established for the efficient operation of the Post. This rank structure encourages leadership skills and responsibility.

Since the start of the program in 2008, many former Explorers have gone on to successful law enforcement careers, including four current members of the Tuckahoe Police Department.

Use of Force Simulator

A state of the art use of force simulator that has the ability to use both lethal and less than lethal (Taser®, baton, pepper spray) options in hundreds of different scenarios. It has proven to be a great tool to promote sound judgmental training in scenarios that builds de-escalation techniques, requires officer to assess the appropriate use of force, as well as increase weapon proficiency. The sound system, visual effects and fire-back option make the scenarios very realistic.

Midnight Tour Communications Project

The Village of Tuckahoe Police Department and the Westchester County Department of Public Safety entered into a shared services agreement for the Department of Public Safety to handle communications and dispatch duties for the Tuckahoe Police Department on the midnight shift. This arrangement allows the Tuckahoe Police Department to optimize police operations while maintaining the Department's policing style, philosophy, response time, supervision requirements, anti-terrorism practices and community policing mission. The increased efficiency of this shared service allows for more officers on patrol with reduced costs.

Security Cameras / License Plate Reader Project

The police department deploys security cameras and license plate readers for the busiest intersections in the north and south ends of the Village. The purpose of the project is to improve public safety by reducing crime rates and increase apprehension rates with evidence gathering and suspect identification. Our Department began working with other public entities, namely the Mount Pleasant Police Department and the Westchester County Department of Public Safety to implement the project. In addition, the license plate readers are linked and monitored 24/7 by the Westchester County Department of Public Safety Real Time Crime Center. The Center will notify our department immediately of any stolen or wanted vehicles that are identified by the LPR. This partnership has been instrumental in crime prevention and solvability.

In-Car and Body Worn Cameras

The Department has utilized in-car video cameras since 2000 and body worn cameras since 2015 to improve the high quality police services provided by the Department. The program is part of a strategy to promote public trust, procedural justice and transparency, which our community has come to expect. The cameras are used to increase public safety by strengthening officer performance, improve evidence collection and resolve complaints.

Community Outreach

The following community outreach programs were conducted over the past years:

SAFE RIDER'S DAY

Both the Tuckahoe and Eastchester Police Departments hosted our first joint "Safe Rider's Day" which focuses on Bicycle Safety instruction & course, Car Seat installation, crime prevention, raffles and games. The event was held at the Eastchester Town Hall and a strong local turnout was present. Outside agencies such as the Westchester County Police, Eastchester Fire Dept. and EVAC also participated in the event with displays and hands on demonstrations.

COPS FOR KIDS

Young people participate in softball or kickball games (age dependent), with family and friends in attendance. Police Officers participate in both of these events. Food and refreshments are served.

TORCH RUN

Every year, the Tuckahoe Police Department participates in the Westchester County leg of the Annual Law Enforcement Torch Run for Special Olympics. Officers from across the County join together for this amazing event with a mission to promote the Special Olympics and to protect the "Flame of Hope" as it makes its way through Westchester County.

DONUT DAY OPEN HOUSE

The Tuckahoe Police Department held its second annual "Donut Day" Open House at our Police Headquarters. Kids were treated with free donuts while they toured our facilities and learned about some basic day to day operations that go on at the Tuckahoe Police Headquarters. Children were also presented with Community Safety coloring books and police badges. The kids all enjoyed taking pictures inside the police cars and interacting with our Officers.

SANFORD GARDENS COMMUNITY BLOCK PARTY

Members of the Tuckahoe Police Department attended the Sanford Gardens Community Block Party. Inflatable sporting games were provided as well as prizes and giveaways. Members of the Police Department enjoyed interacting with residents in various games and being in one another's company

D.A.R.E. PICNIC

In June, the Tuckahoe Youth Division/D.A.R.E. Officers hosted the annual D.A.R.E. Picnic at Lake Isle for the 5th and 7th grade D.A.R.E. students. Swimming, lunch, snacks, beverages and dessert were provided for all students and faculty.

CONE WITH A COP

The Tuckahoe Police Department held our first annual "Cone with a Cop" day this year outside Swirl N Joy. It was a great opportunity for the youth of Tuckahoe to come out and meet their Police Department while enjoying free ice cream!

CHILI COOK OFF

Members of the Tuckahoe Police Department, along with other local Police, Fire, and Medical services, took part in a charity Chili Cook Off at the Broken Bow Brewery last year. All proceeds from the event were donated to The Sharing Shelf, a Family Services of Westchester program.

MEAL DELIVERIES

During the Covid 19 pandemic, the police department using funding from The Community Fund of Bronxville, Eastchester and Tuckahoe delivered meals on three occasions to senior citizens and veteran organizations.

Staffing

Police Department staffing and deployment requirements are extremely complex requiring the consideration of many factors, as well as volumes of data. Commissioned studies on staffing levels by recognized law enforcement professional organizations such as the International Association of Chiefs of Police or the New York State Department of Criminal Justice Services require weeks of study and on-sight visits. There is no one size fits all approach to police staffing. Staffing is unique to each community and police department. Staffing levels are driven by policing style and philosophy, response time, supervision requirements, anti-terrorism practices and community policing roles.

The following police services provided daily are considerations: calls for service, proactive patrols, traffic enforcement, report writing, crime prevention, training, court preparation and appearances, community policing and problem solving. Other factors include population and density, demographics, transiency of population and policies and practices of the department.

Per Capita Rate (per 1000): Tuckahoe 3.44

Similar size Villages Bronxville 3.44
 Pelham 3.55
 Ardlsey 4.12
 Elmsford 3.90
 Irvington 3.32

Characteristics

Race

White: 19 Males , 3 females

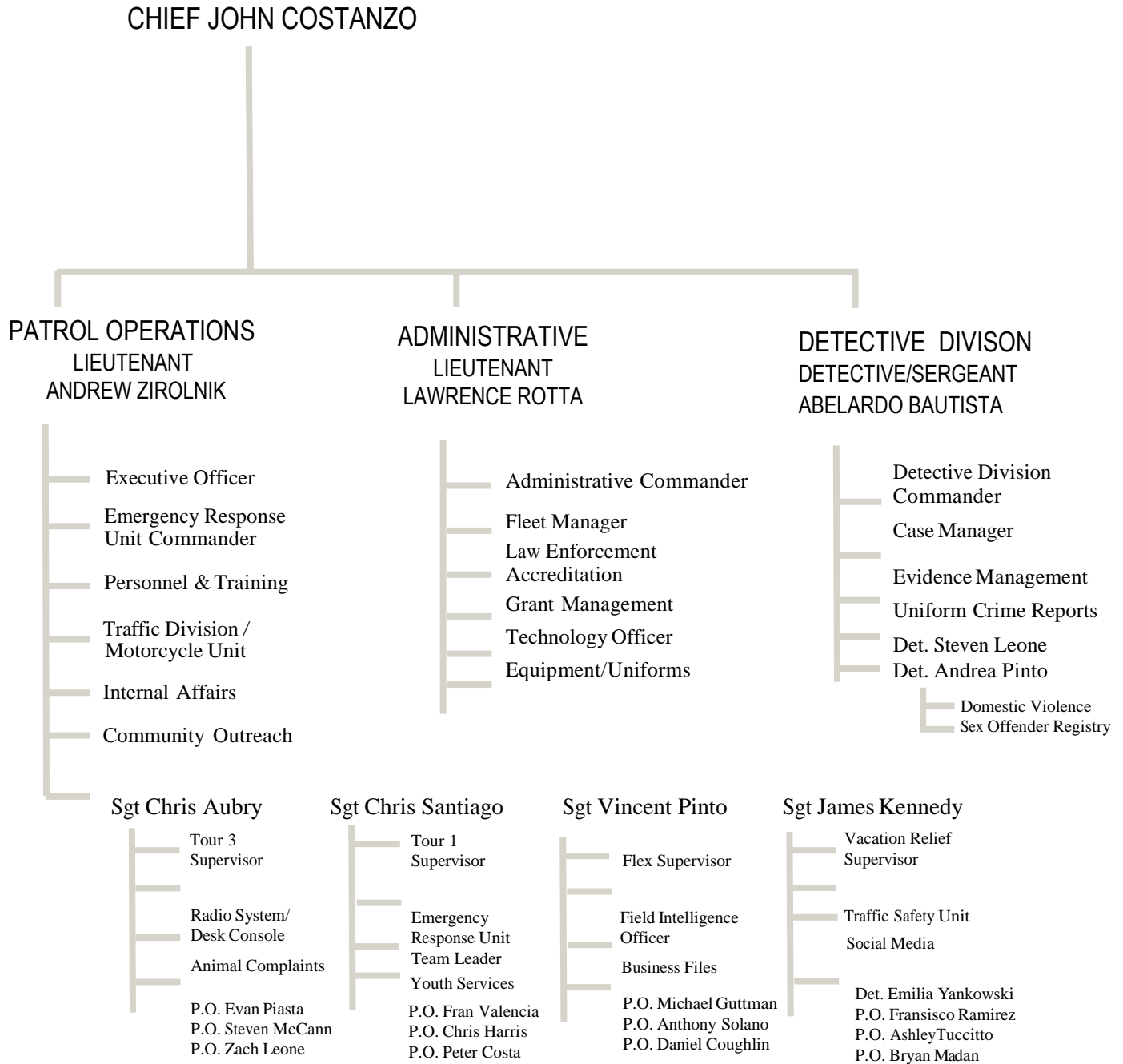
Black 1 Male

Ethnicity

Hispanic 5 Males

Non-Hispanic 15 Males, 3 Females

Organizational Chart



Special Units

ALCOHOL AND DRUG ENFORCMENT TASK FORCE

The Town of Eastchester, and the Villages of Tuckahoe, Bronxville and Scarsdale reformed its Alcohol and Drug Enforcement Task Force over the last year. The Task Force is run out of the Detective Division who work tirelessly, following up on leads obtained through police duties. The cooperative efforts of the task force focus on the sale and consumption of illegal drugs and the sale of alcohol to minors, as well as, underage drinking. The "B.E.S.T.A.D.E." Task Force is comprised of members of all four departments assigned on a part-time basis. Detective Steven Leone is assigned to the task force. Members work in tandem with neighboring jurisdictions to strengthen enforcement and awareness. The collaborative effort of the task force has been very successful and has achieved results that could not have been attained working independently.

EMERGENCY RESPONSE UNIT

The Tuckahoe Police Departments Emergency Response Unit is a highly trained and skilled tactical team used as a resource for the department in the handling of critical incidents. The use of well managed police tactical units has shown to substantially reduce the risk of injury or loss of life to citizens, police officers and suspects with a high success of favorable resolutions of critical incidents. The Unit trains and deploys with members of the Eastchester Police Department, Bronxville Police Department and Pelham Police Department. The team received certification from the New York State Division of Criminal Justice Services after meeting and exceeding all accreditation standards.

The Emergency Response Unit consists of five active tactical operators. While emergency call-outs were minimal, the team continued partaking in Operation Hercules exercises and training. Training opportunities have been consistent throughout multi-jurisdictional team training with the Westchester County Police SRT team on a monthly basis. The members continue to be enthusiastic and eager to assist whenever called upon.

MOTORCYCLE UNIT

The Unit consists of four specially trained officers who operate three fully outfitted Harley-Davidson Electra Glide motorcycles. The motorcycles were purchased with a grant from the Generoso Pope Foundation. The motorcycles are very visible means of patrol, with the primary function of traffic enforcement. The maneuverability of the motorcycles and the ability to accelerate quickly make them excellent tools to enforce speeding violations and other traffic offenses. The goal of the added enforcement is to increase traffic safety and decrease motor vehicle accidents. They maneuver through traffic for improved response time and reach areas such as parks that are not easily accessed by patrol cars. In addition, the unit participates in ceremonial escorts, which include funeral escorts, parades, charity rides and the Law Enforcement Torch Run for Special Olympics.

TRAFFIC SAFETY UNIT

The Traffic Safety Unit was formed in 2019 and is comprised of five officers who have attended increased enforcement training. The unit holds monthly traffic details that targets drivers under the influence, unsafe commercial vehicles, vehicles failing to yield to pedestrians, motorists using cellular phones without hands free devices, along with many other targeted enforcement areas.

BICYCLE PATROL UNIT

The Bicycle Patrol Unit is in operation from May 1st through October 31st. The high profile, proactive bicycle promotes positive public relations, deters serious crimes, addresses quality of life complaints and fosters and maintains the commitment to the community policing philosophy. Almost all members of the Department, in their career, have taken the treacherous five day Police Mountain Bike Patrol Course.

YOUTH OFFICERS

Youth Officers are specially trained officers who serve the interests of the youth and the community. They implement programs to prevent and control delinquent, criminal or anti-social behavior by youths. Through intervention, they attempt to divert juveniles away from the Criminal Justice System by referrals to other social service agencies.

The Youth Officers maintain a close working relationship with the schools that provides a forum for the officers to partner with students, parents and faculty to enhance the safety and welfare of our young people.

CHILD SAFETY SEAT UNIT

The Department has specially trained Child Safety Restraint Technicians who are available by appointment to inspect, install and provide instruction on proper child safety restraint seats. These officers, in cooperation with the Eastchester Police Department and the Bronxville Police Department conduct Safety Seat Events during the year.

POLICE DEPARTMENT ADOPTED BUDGET 2020-2021

Personnel Svc – Power of Arrest	\$2,752,418
Typist Clerk/Secretary	\$59,100
Jail Matron	\$919
Overtime	\$337,453
Holiday Pay	\$155,332
Longevity	\$59,515
Sick Pay Incentive	\$15,000
Equipment	\$17,000
Investigation	\$2,400
Materials & Supplies	\$45,100
Fuel – Police Vehicles	\$32,000
Repairs & Maintenance	\$17,500
Telephone	\$18,660
Energy & Traffic Lights	\$7,000
Contractual Uniforms	\$27,000
Radio Maintenance	\$12,150
Traffic Control	\$8,600
Education & Training	\$6,250
Printing & Advertising	\$200
Miscellaneous	\$7,750
Care of Animals	\$1,600
Computer Software	\$14,650
Chiefs Expenditures	\$3,325
Total	\$3,600,922

Police portion of total budget: 27.29 %

Annual Training

Department-Wide Training

Unified In-Service Training (Westchester County Police Academy) - 2020

3 individual dates per officer; 24 hours in total

- Day 1; firearms qualification, weapon maintenance
- Day 2; Defensive Tactics, Legal Updates (Bail reform/discovery reform), Use of Force, Drug Recognition Program
- Day 3; Lethality Assessment & Risk Management for Domestic Violence, Procedural Justice, Understanding Implicit Bias and Police Ethnicity Training

3 individual dates per officer; 24 hours in total - 2019

- Day 1; firearms qualification, weapon maintenance
- Day 2; MTA operations & emergency Response, legal updates, report writing, Officer Resilience
- Day3; First Aid, Blood borne, PPE, Hazmat, CPR updates, AED, Nar Can, Taser & Pepper spray recertification's

TPD Annual In-Service Training Day - 8 hours - 2019, 2020

- Response to Hazmat Situations, Amber Alert, Emergency Management/Mutual Aid, Swatting, Harassment in the workplace, Use of Force legal updates, Domestic Violence DV Questionnaire, and 2020 Criminal Justice reform legislation.

Principled Policing & Modern Trends - 2020

- Focuses on the way police interact with the public and how these interactions influence crime rates and the public's view of police and willingness to obey the law. Participants discuss the tenets of Principled Policing, gain a deeper understanding of the core concepts of police legitimacy and to build better relationships within the communities that they serve.
- **Procedural Justice and Police Legitimacy:** understanding police legitimacy and procedural justice, the relationship between the community and the police and the role history has played in hindering legitimacy in some communities.

Path of the Guardian (weekly roll call training) – 2019, 2020

- Daigle Law Group and its Consultants have developed this weekly online program to focus on important policy and police practice issues developing across the country. The videos focus on Supreme Court updates, police practice issues, important court rulings, high liability issues, Department of Justice investigations and accreditation standards.

LexiPol Policy and Procedural Updates and training quizzes

- Department rules and regulations manual in digital format which provides critical content immediately available to staff as well as training updates/quizzes relevant to our individual policies and/or recent law changes at the state or federal level.

Tuckahoe Police Defensive Tactics and Response to Emotionally Disturbed Person; Cooper Physical Standards Exam; 8 hours - 2019, 2020

Tuckahoe Police In-House Firearms Qualification & Use of Force – 8 Hours - 2019, 2020

Individual Training Classes & Certifications

Glock Firearms Armorer School; Firearms Instructors- Certification (1)

Emergency Response Unit- 96 annual hours per operator (4)

Response to barricaded subject, dynamic entry, slow methodical searches, active shooter responses, land navigation, less lethal devices, team leadership drills, entry and threshold room clears, low light movements, hostage rescue, tubular assaults, shield entry and movement, structure clears and tactical medical care.

New York Tactical Operator Association Conference; 32hrs (4)

Course material included advanced tactical self-defense, barricaded subject resolution lecture, chemical munitions instructor course, combat leadership, M16 armorers certifications, emotional intelligence; your primary weapon for success, high risk warrant planning for supervisors, debrief of FL Pulse Nightclub active shooter.

Instructor Development; general topics certification; 80hrs (1)

Breathe Test Operator Course; 32hr certification (3)

BTO re-certifications; 8hrs

FBI Survival School; 40hrs (1)

Provides officer with the skills and mind set required to identify and handle critical situations in a

high risk environment. Instruction will include mental and physical preparation, firearms skills for survival, shooting and moving, room entry and clearing techniques, subject control techniques, tactical operations in a low light environment, and basic survival techniques. Attending officers will be confronted with reality based scenarios utilizing non-lethal force-on-force training ammunition and reactive targets.

Domestic Violence Seminar; 8hrs. (5)

Understanding patterns of abusive behavior, Advocacy programs, lethality assessment, safety planning, education and support options, and signs of child abuse strategies to work with children.

Police Bicycle School; 40hrs (2)

Interview and Interrogation Training; 24hrs (2)

Provides the officer with methods and skills to use during the course of various interview and interrogation situations and how to obtain information effectively through various methods and techniques; verbal and non-verbal communication as well as ways to detect deception through verbal and non-verbal observations of others.

Hostage Negotiation School; 40hrs; (1)

Search & Seizure / Hidden Compartments; 16hrs (2)

Principled Policing & Modern Trends; 40hrs Train the Trainer Cert (1)

Focuses on the way police interact with the public and how these interactions influence crime rates and the public's view of police and willingness to obey the law. Participants discuss the tenets of Principled Policing, gain a deeper understanding of the core concepts of police legitimacy and to build better relationships within the communities that they serve.

Procedural Justice and Police Legitimacy: understanding police legitimacy and procedural justice, the relationship between the community and the police and the role history has played in hindering legitimacy in some communities.

A Tactical Mindset: Through visual and scenario-based training modules, the second training puts into practice the basic principles of Procedural Justice to increase officer safety improve the ability of police officers to do their jobs and recognize situations where procedural justice principles may apply.

Calibre Press Tactics in Traffic; 8hrs (1)

Traffic Stop Fundamentals, Communication Skills Contemporary Search and Frisk Techniques, Dealing with Combative Motorists, Case Laws that pertain to Vehicle Stops.

Alert / Active Shooter Instructor School; 32hrs (1)

Advanced Law Enforcement Rapid Response Training as well as coordinating large scale response between law enforcement, Fire, and EMS to active shooter attacks. Train the trainer certification for local level implementation to include EPD, BPD, EFD and EVAC.

Social Media in Law Enforcement; 16hrs (1)

Use of Force Seminar/ Eric Daigle; 32hrs (2)

Preparation of Officer involved shooting investigation, force reporting and force investigations, Perception of Police for Use of Force and Police and Media relations.

Traffic Stops- Enhanced Techniques; 8hrs (5)

MALEEDS Executive Leadership Conference; 40hrs (1)

The Mid-Atlantic Law Enforcement Executive Development Seminar (MALEEDS) hosts its annual training conference at Princeton University each year since 1993. This unique educational opportunity is designed to provide leadership training for police chiefs and law enforcement executives who lead agencies with 75 sworn police officers or fewer. MALEEDS is a highly successful and selective program that provides insight into some of the many challenges facing today's police executives.

Police Academy Probationary Recruit Officer

947 Total Hours; 787 classroom and hands-on training hours as well as 160 additional field training hours

**** (NYS requirement is 699)

Common Themes: De-Escalation, Officer Safety, Professionalism, Physical Fitness, Attention to detail

- **Cultural Diversity / Bias related Incidents**
Develops awareness about cultural diversity, prejudice, discrimination, sexual harassment, biased policing and bias related incidents. Identify strategies to effectively deal with people from various cultural backgrounds.
- **Procedural Justice**
Challenges students to critically think and discuss reasons for biases. Identifies traps, how they interfere with procedural justice and ways to overcome interference.

- **Crisis Intervention**
Taught by a Department of Mental Health Professional and focuses on de-escalation of incidents and obtaining professional mental health assistance for an individual in crisis promoting communication skills for communicating with people in crisis.
- **Reality Based Training**
Places recruits in stressful scenarios where they must use communication and proper tactics to deal with realistic situations. Scenarios include suicidal subjects, officer shot, and person with a weapon, emotionally disturbed individual with a weapon and a non-threat scenario.
- **Officer wellness**
Provides officers resources to manage stress and wellness. Officer well-being is critical to positive interactions with the public.
- **Ethics and Professionalism**
Topics include values and ethics, ethical decision-making, and the effects of positive and negative ethical behavior.
- **Professional Communications**
Covers stages of conflict, maxims of communication, professional communication skills and barriers to communication. Class concludes with scenarios.

General Curriculum

Intro to Criminal Justice	Emergency Vehicle Operation
Jurisdictional Responsibilities	Firearms Training
Adjudicatory Process and Court Structure	Supervised Field Training
Constitutional Law	Traffic Direction and Control
Discretionary Powers	DWI and Standardized Field Sobriety Tests
Physical Fitness and Wellness	Off-Duty & Plain Clothes Encounters
Penal Law	Decision Making Skills
Physical Force and Deadly Physical Force	Community Resources
Criminal Procedural Law	Elderly Abuse
Juvenile Law	Crime Prevention & Crime Control Strategies
Civil Liability and Risk Management	Suspicious Activity Recognition
Ancillary NYS Statutes	Civil Disorder
NYS Vehicle and Traffic Law	Domestic Violence
Essential Response and Investigative Skills	Sex Crimes
Report Writing	Narcotics and Dangerous Drugs
Electric Communications	Missing Persons
Observation and Patrol	Human Trafficking
Case Preparation	Animal Abuse Cases
Arrest Processing	Community Policing
Vehicle Traffic Stops	
Defensive Tactics	

Federal Excess Property Program

The Department has been very successful in acquiring vehicles and equipment through the 1033 Department of Defense Federal Excess Property Program. The equipment was provided free of charge, except for transportation costs.

- Humvee Vehicle (4,000 miles) \$38,500
- John Deere Excavator/Backhoe \$33,800
- Compressor Units (2) \$10,500
- M-16 Rifles (5) \$5,000

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