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 Larchmont Police Department is a 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?

   i. 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 Larchmont Police Department. The frequency with which the Larchmont 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. Increased mental health training would aid officers in more effectively and safely handling mental health calls.

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

   i. Violent crime statistics remain low throughout the village. (Site crime rate for past 2 or 3 years)

   d. What function should 911 call centers play in your community?
i. 911 calls are answered by Larchmont Police Department personnel as calls for service or emergency calls are received, first responder and emergency resources are dispatched.

e. Should law enforcement have a presence in schools?
   i. The Larchmont Police Department currently has 2 certified School Resource Officers (Detective Pompilio and Officer Lent) who are specially trained to work in an academic environment. Training includes counseling, handling special needs students, violence in the school, creating drug free schools and crisis management.
   ii. The Larchmont Police Department currently has 4 officers certified as Juvenile Officers. These Juvenile Officers are specially trained in laws and procedures of juvenile custody, laws relating to juveniles and applicable case law, juvenile diversion programs, investigative techniques, interview and interrogation techniques, interviewing the child victim/witness, child abuse investigations, substance abuse, missing persons overview, signs of suicide and current trends in juvenile crime.

2. Staffing, Budgeting, and Equipping Your Police Department

f. What are the staffing needs of the police department the community wants?
   i. The Larchmont Police Department is currently comprised of 25 sworn members. The structure of the Department is comprised of 1 Chief of Police, 1 Captain, 2 Lieutenants, 2 Detectives, 5 Patrol Sergeants and 14 Police Officers. Officers staff 2 twelve hour tours of duty every day and the Detective Division handles criminal investigations.

g. Should components of the police department be civilianized?
   i. Dispatch of emergency services could potentially be considered but 5711Q dictates that a police officer must be present in addition to a civilian employee.

h. How should the police engage in crowd control? Should the police be “demilitarized”?
The Larchmont 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 and outside of 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).

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”**
      
1. The Larchmont Police Department utilizes a “Stop, Question and Frisk” policy that is also known as a *Common Right of Inquiry*. We also utilize “Broken Windows” policing theory to address minor infractions that may address bigger issues related to crime.

ii. **Discriminatory or Bias-Based Stops, Searches and Arrests**
    
1. Discriminatory or Bias-Based Stops, Searches and Arrests are prohibited by Departmental policy.

iii. **Chokeholds and Other restrictions on Breathing**
    
1. The use of Chokeholds or any type of hold or technique that obstructs the breathing or blood circulation to a person is prohibited by Department Regulations and New York State law. Officers are not permitted to use any such holds or techniques in which they have not been trained.
iv. Use of Force for Punitive or Retaliatory Reasons
   1. Use of Force is only permitted when, in performance of their duty, officers must effect the lawful arrest of a person resisting or attempting to escape from custody, in self-defense or in the defense of another person or to prevent a person from injuring themselves. Once compliance is achieved, the escalation of use of force ceases. Use of force is not permitted for punitive or retaliatory reasons.

v. Pretextual Stops
   1. Pretextual Stops are prohibited.

vi. Informal Quotas for Summonses, Tickets or Arrests
   1. There are no formal or informal quotas for summonses, tickets, or arrests.

vii. Shooting at Moving Vehicles and High Speed Pursuits
   1. 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 or are using the vehicle as a means of deadly physical force.
   2. Officers may engage in vehicle pursuits in certain circumstances, according to Departmental policy.

viii. Use of SWAT Teams and No-Knock Warrants
   1. SWAT Teams: outline criteria for use ** The Larchmont Police Department does not have a SWAT team but we can avail ourselves of use of one through a county-wide Mutual Aid Agreement in circumstances where normal police procedures and resources would not be adequate to resolve the situation.
   2. No-Knock Warrants: outline criteria for use ** The Larchmont Police Department utilizes No-Knock Warrants and are applied
for pursuant to Criminal Procedure Law procedures at the discretion of the Detective Lieutenant.

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

1. Less Lethal technology and tools provide officers with a use of force option that decreases the possibility of injury to suspect and officer. The Larchmont Police Department trains its officers in the use of several Less Lethal tools. One such option is the Taser brand X26P Conducted Electrical Weapon. The X26P CEW produces an electrical charge that can momentarily incapacitate a subject. Officers are also equipped with pepper spray.

x. **Facial Recognition Technology**

1. May be used during the course of an investigation by a request through the Real Time Crime center or the Westchester Intelligence Center.

2. **Law Enforcement Strategies to Reduce Racial Disparities and Build Trust:**

   a. *Using Summons Rather than Warrantless Arrests for Specified Offenses*

   b. *Diversion Programs –* Court or probation.


   d. *Community-Based Outreach and Violence Interruption Programs*

   e. *Hot-Spot Policing and Focused Deterrence –* If we had gang or similar types of issues.

   f. **De-Escalation Strategies**

      i. All Larchmont 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).

   g. *Can Your Community Effectively Identify, Investigate and Prosecute Hate Crimes*
i. The Larchmont Police Department is required to submit Hate Crime incident report forms to the Department of Criminal Justice Services.

3. Community Engagement:
   a. Community outreach plans – Coffee With a Cop, car seat installations, SRO’s, Bike Patrol, Park & Walks
   b. Citizen advisory boards and committees
   c. Partnership with community organizations and faith communities – Active with all faith based communities
   d. Partnering with students and schools – School Resource Officers
   e. Police-community reconciliation – N/A
   f. Attention to Marginalized Communities – Minimal Impact
   g. Involving youth in discussions on the role of law enforcement agencies – Youth Police Academy

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? Yes – the hiring and promotional process assists in identifying leadership traits in prospective candidates. All supervisors are required to attend additional leadership training.
   b. Does your officer evaluation structure help advance your policing goals? Yes – by addressing strengths and deficiencies, officers are able to adjust their actions with department expectations. Officers also receive input on proper corrective actions to address any concerns.
c. **What incentives does your department offer officer to advance policing goals?** Department recognition awards.

d. **Does your hiring and promotion process help build an effective and diverse leadership team?** We have a robust and stringent process that helps identify educated and capable candidates.

e. **What is your strategy to ensure that your department’s cultural-norms and informal processes reflect your formal rules and policies?**

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

   a. **When should officers be required to report use of force to their supervisor?**
      
      i. All Larchmont 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.

   b. **What internal review is required after a use of force?** Supervisory Review.

   c. **Does your department review officers’ use of force and/or misconduct during performance reviews?** Yes – we do evaluate misconduct during performance reviews.

   d. **Does your department use eternal, independent reviewers to examine uses of force or misconduct?** No

   e. **Does your department leverage Early Intervention Systems (EIS) to prevent problematic behavior?** No

   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?** There are very few instances of questionable use of force as we endeavor to keep the officers well trained.

3. **Internal Accountability for Misconduct:**
a. What does your department expect of officers who know of misconduct by another officer? They are required to report any observed misconduct to their immediate supervisor.

b. Does your department have a clear and transparent process for investigating reports of misconduct? Yes – civilian complaints and internal investigations.

c. Does your department respond to officer misconduct with appropriate disciplinary measures? Yes

d. What procedures are in place to ensure that substantiated complaints of misconduct or complaints? When appropriate, are cases referred to either the District Attorney or another prosecutor? We have an effective internal affairs process. If appropriate, certain misconduct allegations could be referred to the District Attorney’s office.

e. Does your department expect leaders and officers to uphold the department’s values and culture when off-duty? Yes – it is specified in our Operations Manual.

4. Citizen Oversight and Other External Accountability:

a. Does or should your department have some form of civilian oversight over misconduct investigations or policy reform?

b. Is there an easy, accessible and well-publicized process for members of the public to report complaints about police misconduct? Yes – the public can file complaints with the first line supervisor. If it cannot be handled at that level, it would get to a lieutenant and then potentially an Internal Affairs investigation, if necessary.

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? Yes – citizens are notified that appropriate action was taken if corrective action or discipline occurs as a result. (50A Considerations) Regarding anonymous complaints – yes / no.
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?

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?

b. How should your law enforcement agency leverage data to drive policing strategies?

c. How can your police department demonstrate a commitment to transparency in its interactions with the public?

d. How can your police department make its policies and procedures more transparent? We have comprehensive policies and procedures in place – many are law enforcement sensitive though.

e. How can your police department ensure adequate transparency in its use of automated systems and “high-risk” technologies? N/A

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

i. Beginning in 1999 the Larchmont Police Department installed approximately 21 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.

ii. Beginning in 2003 the Larchmont Police Department installed approximately 7 cameras at the main commuter parking lots within the Village of Larchmont. Cameras are positioned to capture entrance/exit points of the lots, the general area around the lots, and facing buildings
such as banks and businesses. The addition of the cameras has aided investigations and served a crime deterrence function.

iii. The Larchmont Police Department does not use 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? Yes – for a smaller agency, there is quite a bit of diversity.
   b. What are ways in which your agency recruits diverse candidates that better represent the demographics of the communities you serve? We choose the best and most qualified candidate regardless of race.
   c. What are ways in which you can re-evaluate hiring practices and testing to remove barriers in hiring underrepresented communities?
   d. How can you encourage youth in your community to pursue careers in law enforcement? We have participated in the Westchester County Youth Academy for several years.
   e. What actions can your agency take to foster the continued development and retention of diverse officers? Retention has been an ongoing issue for the Larchmont Police Department.

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?
   b. What training policies can you adopt to ensure that police officers continuously receive high-quality, relevant in-service training sessions?
c. **How can leadership training improve community policing and strengthen relationships between your police department and members of the public?** All supervisors are required to attend leadership training sessions and the police academy’s ‘Course in Police Supervision’.

d. **How can your police department use its training programs to avoid incidents involving unnecessary use of lethal or nonlethal force?**

e. **How can your police department use its training programs to avoid potential bias incidents and build stronger connections with communities of color and vulnerable populations?**

f. **How can your training program help officers effectively and safely respond to individuals experiencing mental health crises or struggling with substance abuse?** Training and equipping officers with overdose reversal drugs like Naloxone. We are also looking into the substance abuse program “Hugs not Hadcuffs”.

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

3. **Support Officer Wellness and Well-being**

   a. **What steps can you take to promote wellness and well-being within your department?** Continue to foster solid employee / management relations.

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

   c. **How can you effectively and proactively address the mental health challenges experienced by many police officers throughout their careers?** Westchester B.L.U.E / Employee Assistance Program

   d. **How can you address the well-being of an officer after a traumatic event?** Provide confidential counseling services to all members of the service.