DRAFT VILLAGE OF NORTHPORT
POLICE REFORM AND REINVENTION COLLABORATIVE

March 2021

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Northport Police Department Mission Statement

The Northport Police Department (NPD) protects the rights of all persons within its jurisdiction to be free from criminal attack, to be secure in their possessions, and to live in peace. The department serves the people of the village by performing the law enforcement function in a professional manner and it is to these people that the department is ultimately responsible.

Introduction

On June 12, 2020, Governor Andrew Cuomo signed Executive Order No.: 203 (EO:203) *New York State Police Reform and Reinvention Collaborative.* The order mandates that on or before April 1, 2021, each locality which has a police agency to engage local stakeholders and develop a plan to ultimately improve police force deployments, strategies, policies, procedures, and practices for the purpose of fostering greater trust and respect between the police department and those they serve.

In response to the mandate, Mayor Damon McMullen appointed the Northport Village Police Review Committee's (NVPRC)- comprised of diverse stakeholders each providing a unique perspective and skillset to the development of the plan. Through a collaborative process, the committee worked to meet the requirements of the Governor's Executive Order and proceeded to:

- Review and evaluate the department's current policies, training and practices
- Assess the needs of the community served by its police agency through various outreach efforts
- Provide sound recommendations based on a comprehensive review and public outreach to improve effective policing and maintain public safety in a fair, just and equal manner
- Collaboratively prepare a plan for the Village Board's consideration and approval

NVPRC undertook a survey, involving multiple, distinct groups, which provided valuable data to guide and enhance the formation of the recommendations provided within the plan. The NVPRC also focused on engaging the community through a host of public outreach efforts including press releases, a social media presence, utilizing the Northport Village Website as a platform for pertinent information, public presentations of the survey and public listening sessions.

The plan examines evidence-based policing strategies enumerated in EO: 203 and outlines the action steps that have been or will to be taken by the NPD. Attention was given to diversifying and expanding policing strategies that will effectively enhance the NPD's performance to better serve the community and to comply with the mandate.

The NVPRC acknowledges that the death of George Floyd, while in custody of police, and other incidents that impacted our country, prompted EO: 203. With this in mind, the committee members seriously and humbly evaluated the local policing functions with the goal of helping to ensure that all citizens served are treated equally, fairly and justly before the law.

Accordingly, the NVPRC is pleased to present the Village of Northport Police Reform and Collaborative. The committee members are confident that the plan identifies effective police reforms that express the needs and interest of the community.

Village of Northport Demographics

Population estimates, July 1, 2019, (V2019) 7,273
Population estimates base, April 1, 2010, (V2019) 7,404
Population, percent change - April 1, 2010 (estimates base) to July 1, 2019, (V2019) -1.8%
Population, Census, April 1, 2010 7,401

Age and Sex
Persons under 5 years, percent 4.6%
Persons under 18 years, percent 19.5%
Persons 65 years and over, percent 23.4%
Female persons, percent 52.4%

Race and Hispanic Origin
White alone, percent 96.8%
Black or African American alone, percent (a) 2.2%
American Indian and Alaska Native alone, percent (a) 0.0%
Asian alone, percent (a) 0.8%
Native Hawaiian and Other Pacific Islander alone, percent (a) 0.0%
Two or More Races, percent 0.3%
Hispanic or Latino, percent (b) 4.8%
White alone, not Hispanic or Latino, percent 92.0%

Population Characteristics
Veterans, 2015-2019 344
Foreign born persons, percent, 2015-2019 8.7%

Housing
Housing units, July 1, 2019, (V2019) X
Owner-occupied housing unit rate, 2015-2019 83.5%
Median value of owner-occupied housing units, 2015-2019 $627,400
Median selected monthly owner costs -with a mortgage, 2015-2019 $3,166
Median selected monthly owner costs -without a mortgage, 2015-2019 $1,241
Median gross rent, 2015-2019 $1,618
Building permits, 2019 X

Families & Living Arrangements
Households, 2015-2019 2,914
Persons per household, 2015-2019 2.50
Living in same house 1 year ago, percent of persons age 1 year+, 2015-2019 97.4%
Language other than English spoken at home, percent of persons age 5 years+, 2015-2019 11.2%

Computer and Internet Use
Households with a computer, percent, 2015-2019 97.9%
Households with a broadband Internet subscription, percent, 2015-2019 94.9%

Education
High school graduate or higher, percent of persons age 25 years+, 2015-2019 98.7%
Bachelor's degree or higher, percent of persons age 25 years+, 2015-2019 59.6%

Health
With a disability, under age 65 years, percent, 2015-2019 6.3%
Persons without health insurance, under age 65 years, percent 2.7%

Economy
In civilian labor force, total, percent of population age 16 years+, 2015-2019 63.6%
In civilian labor force, female, percent of population age 16 years+, 2015-2019 60.4%
Total accommodation and food services sales, 2012 ($1,000) (c) 16,348
Total health care and social assistance receipts/revenue, 2012 ($1,000) (c) 32,460
Total manufacturers shipments, 2012 ($1,000) (c) D
Total merchant wholesaler sales, 2012 ($1,000) (c) D
Total retail sales, 2012 ($1,000) (c) 64,662
Total retail sales per capita, 2012 (c) $8,727[1]

Profile of Northport Village Police Department

The Northport Police Department serves the Incorporated Village of Northport which is located in the Township of Huntington in Suffolk County, New York. The Village of Northport sits on the north shore of Long Island and is located about 30 miles east of New York City and it is directly across the Long Island Sound from Stamford CT.

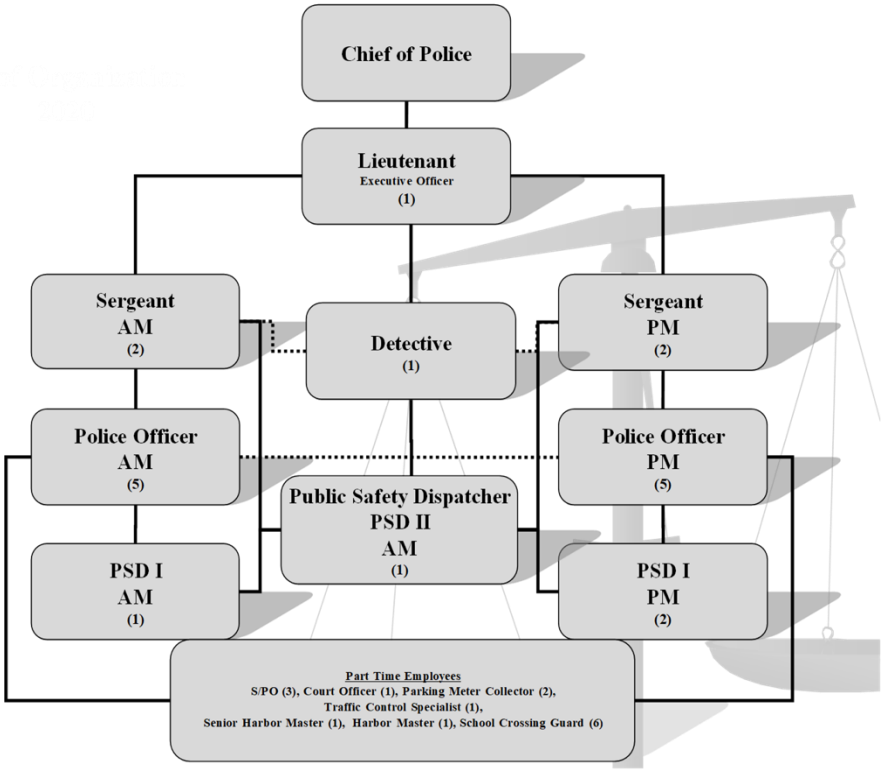
The Village was incorporated in 1894. It is about 2.5 square miles in area, with 32 miles of roadway with two business districts, one on Main Street which terminates at Northport Harbor and the other is on State Road 25A. The population of Northport is approximately 8,000 people.

The Northport Police Department, with 17 full time officers has jurisdiction over the village. All patrol and arrest processing and most investigations and training are handled in house (the Suffolk County Police Department assist in specialized cases). The department has a marine unit which patrols the waterways. In addition, the Northport Police Department is a 911 answering/dispatch center for multiple agencies.

The Northport Police Department traces its roots back to the 1880's when there was one "Constable" for the entire area. The department is now headed by Chief Chris Hughes. Chief Hughes is the eighth officer to hold the title of Chief of Police in Northport, the first being appointed in 1929. (Chiefs of the Northport Police Department: Robert King 1929, Charles Martin 1935, Percy Erving 1954, John Trunzo 1964, Robert Howard 1980, Ric Bruckenthal 2000, Bill Ricca 2015, and Chris Hughes 2019.

[1] **Northport Village, New York; United States**
https://www.census.gov/quickfacts/fact/table/northportvillagenewyork,US/PST045219

Northport Police Department Organizational Structure



At the time of the release of this report the NPD is fully staffed.

Northport Police Department Response Statistics (2020)

The following table represents a snapshot of the more than five thousand service calls handled by the NPD in calendar year 2020. This includes a detailed breakdown of the almost sixteen hundred incidents of suspected criminal activity that resulted in an arrest or issuance of a summons.

The bulk of policing activity in the Village during the year involves administrative tasks and assignments and, finally, activities that result from a direct call for assistance. It is this last category of response that is most closely associated with the highly favorable opinion with which the local community holds the NPD.

The figures below cover the most prevalent types of call in each category. Foot patrols on Main Street happen on a regular rotation. The assignment of a squad car to a neighborhood "hot spot" occurs when, for example, a cluster of complaints about an issue in the same location are received, like speeding on a residential street or blatant and continued disregard for a posted stop sign. Other types of administrative assignments occur less frequently but can result from reports of damage to Village property or failure to lock and secure a gate at a Village Beach after closing hours, for example.

The most prevalent type of calls made are for help, specifically for medical assistance, normally resulting in the dispatch of an ambulance, and where NPD is first on the scene.

Total NPD Service Calls	**5191**
Suspected Criminal Activity	
Arrests	**78**
Summons Issued	**1518**
Parking	**579**
Traffic	**888**
Desk Appearances	**51**
Administrative Assignments	
Main Street Foot Patrols	**300**
Neighborhood Hotspot Patrols	**123**
Help Calls	
Medical Assistance Calls	**450**
Neighborhood Assistance	**344**
Animal Assistance/Nuisance	**169**
Motor Vehicle Crashes	**141**
Security Alarms	**178**

Establishment of the Northport Village Police Review Committee

In accordance with EO: 203, Mayor Damon McMullen of the Incorporated Village of Northport formed a volunteer committee in the summer of 2020. The Mayor's expressed intent was to ensure the committee reflected the cultural make-up of the community and the various village stakeholders-including representation from the business, civic and the faith-based community. The committee is comprised of the following residents and stakeholders of Northport:

Damon McMullen: Northport Village Mayor and a lifelong resident of Northport- NVPRC Chair

Ian Milligan: Northport Village Trustee, Northport Village Police Commissioner and a 23-year resident of Northport

Chris Hughes: Chief of Northport Village Police Department and a lifelong resident of Northport

Joe Schramm: Multicultural marketing expert, managing partner and president of Schramm Marketing Group and a 20-year resident of Northport

Rev. Bette Johnson Sohm: Senior Pastor of Northport's St. Paul United Methodist Church and a 2-year resident of Northport

Sherry Pavone: Retired NYPD Police Officer, a graduate of John Jay College of Criminal Justice and a 46-year resident of Northport

Arthur Glad: Owner of Pumpernickels Restaurant located in Northport Village, representative of the business community and a resident of Northport

Dr. Deborah Cosher: First Vice President, League of Women Voters of Huntington, and a 40-year resident of Northport

Ralph A. Notaristefano: LCSW-R, Lisc. Clinical Social Worker, New York State. Current. A 50-year resident of Northport

Brendan M. Ahern: Member of Suffolk County District Attorney Timothy D. Sini's Executive Management Team and serves as a Deputy Division Chief of the Trial Division. He resides in Suffolk County with his wife and two children

Philip Ingerman: Retired Chief of Staff, NYS Senate 2nd District; Assistant Deputy Huntington Supervisor, and a lifelong resident of Northport.

Elizabeth Alexander: Chief Aide to and representative of Suffolk County Legislator William Spencer of the 18th Legislative District, and a 13-year resident of Northport

Stuart Besen: Northport Village Attorney
Secretary to Committee: Georgina Cavagnaro- Northport Deputy Village Clerk

Meeting Dates

On August 9, 2020, Mayor Damon McMullen announced at the Village Board of Trustees meeting that he formed the NVPRC in response to EO: 203. On September 30, 2020, the NVPRC created a sub-committee of its members tasked with developing a questionnaire designed to elicit community attitudes and views about policing in Northport Village. The following is a list of dates of when the NVPRC and the sub-committee met:

August 19, 2020 – First meeting of NVPRC
September 2, 2020 – NVPRC
September 16, 2020 – NVPRC
September 30, 2020 – NVPRC
October 14, 2020 – NVPRC
October 16, 2020 – NVPRC, Sub-Committee
October 28, 2020 – NVPRC
November 10, 2020 – NVPRC
November 16, 2020 – Survey Mailing Completed
November 31, 2020 – Survey Mailing Responses Collected
December 2, 2020 – NVPRC
December 4, 2020 – NVPRC (Via Zoom)
December 7, 2020 – NVPRC (Via Zoom)
December 11, 2020 – NVPRC (Via Zoom), Sub-Committee (Virtual)
December 14, 2020 – NVPRC, Online Survey Completed
December 21, 2020 – NVPRC (Via Zoom)
December 28, 2020 – NVPRC (Via Zoom)
January 4, 2021 – NVPRC (Via Zoom)
January 9, 2021 – NVPRC (Via Zoom)
January 16, 2021 – Sub-Committee (Via Zoom)
January 18, 2021 – NVPRC (Via Zoom)
January 25, 2021 – Sub-Committee (Via Zoom)
January 29, 2021 – NVPRC, Village Board Meeting- Presentation of Survey (Via Zoom)
February 2, 2021 – Village Board Meeting, Brief Presentation of Survey and Public Listening Session (Via Zoom)
February 8, 2021 – NVPRC (Via Zoom)
February 16, 2021-NVPRC (Via Zoom)
February 22, 2021 -NVPRC (Zoom)

The aforementioned meetings do not reflect work accomplished by individual members of the committee which was extensive and immeasurable.

Review of Evidence-based Policing Strategies and Action Planning

1. **Use of Force:**

The policy of the Northport Police Department (NPD) is that Northport police officers shall use only the force necessary to effect cooperation and control of a situation which requires police intervention, and then only when all other reasonable alternatives have been exhausted or are not available. The federal and state standards by which use of force is measured are both founded in the basic premise of objective reasonableness. The amount of force that is used by police officers shall be the amount of force that is objectively reasonable under the circumstances for the officer or officers involved to effect an arrest, prevent an escape, or in defense of themselves or others.

Action:

Duty to Intervene: Any police officer present and observing another member of the service using force that he/she reasonably believes to be beyond that which is objectively reasonable under the circumstances shall intercede to prevent the use of unreasonable force, if and when the officer has a realistic opportunity to prevent harm. An officer who observes another member of the service use force that exceeds the degree of force as described above shall promptly report these observations to a supervisor. Additionally, chokeholds will not be used at any time, even in such circumstance when deadly physical force is considered objectively reasonable.

2. **Procedural Justice, Systemic Racial Bias, and Racial Justice in Policing:**

The NPD recognizes that in light of national events over the course of the past several years, the profession of law enforcement has faced intense scrutiny with respect to inherent racial bias and racial justice in policing and other aspects of the criminal justice system. The NPD prides itself on dealing with all residents in a fair and unbiased manner in an effort to provide quality police services to the local community regardless of a resident's race, religion, gender identification, social status, sexual orientation or special needs. No police officer or employee of the NPD shall engage in any form of discrimination in the performance of their official duties.

Action:

Training: All police officers shall successfully complete additional and ongoing in-service training with regard to Racial Bias, Anti-Bias Policing as well as Ethics in Law Enforcement and Community Policing Strategies. The Village of Northport has contracted with the PoliceOne Academy for this training, which is currently being offered and which many officers have already completed.

3. **Implicit Bias Awareness:**

The NPD is committed to dealing with residents in an unbiased manner and recognizes the complex nature of implicit bias which relates to automatic and unnoticed associations made between groups and negative or positive stereotypes about those groups. Understanding that although implicit bias is

not driven by an intentional or heartfelt discrimination, it can still influence outcomes between police and citizens.

Action:

In addition to trainings on racial bias, the NPD intends to provide implicit bias awareness training to elevate and enrich the professionalism of the department. Raising awareness for officers to self-reflect and detect when biases sway their work will improve their policing skills.

4. De-escalation Techniques and Practices:

The safety of both residents of Northport and of members of the NPD is of the utmost importance. It is crucial to recognize that effective communication techniques can mean the difference between a peaceful outcome and a physical altercation. It is the goal of the NPD to maintain order and to reach a favorable outcome for all parties involved.

Action:

Training: All police officers shall successfully complete additional and ongoing in-service training with regard to the use of de-escalation tactics when responding to a crisis call.

5. Law Enforcement Assisted Diversion Programs:

Incarceration or the establishment of a criminal record may not always serve either the accused or the community well. The NPD works closely with the Northport Village Justice Court and the Suffolk County District Attorney's Office to come to the most beneficial outcome for all.

Action:

Continued Engagement: Oftentimes, the District Attorney or the Probation Department will seek input from the arresting agency prior to sentencing. Police officers are encouraged to carefully detail their interaction with the accused in an effort to assist in the proceedings and help find the best outcome. This can, for example, can be a recommendation to a particular program such as drug/alcohol treatment alternative to a plea, transfer of case to Veteran's Court or restitution. While diversion options primarily occur after an individual has been arraigned, the NPD should explore pre-arraignment diversion and referral options, in partnership with the Court and Suffolk County District Attorney's Office.

With important partnerships formed and/or strengthened through the work of the NVPRC, connections to a host of applicable resources were made, including the Suffolk County District Attorney's new drug intervention program- DOORS (Diversion Opening Opportunities for Recovery Services). Designed to create opportunities for intervention for those who may be struggling with addiction and in need of help, the program recognizes that the opioid epidemic is not a problem we can arrest ourselves out of. NPD will utilize their partnership with the Suffolk

County District Attorney's Office to leverage this innovative diversion program as well as to stay apprised of new initiatives.

The criminal justice system should continue to differentiate between drug sellers and non-violent drug users, and provide a continuum of opportunities to divert non-violent drug users to treatment opportunities and social services.

6. <u>Community Based Outreach and Conflict Resolution:</u>

It is imperative that the NPD maintain and improve upon ongoing relationships with the community through groups such as the Northport-East Northport School District, the Northport-East Northport Drug and Alcohol Task Force, the local youth agency YDA, various business community groups such as the Kiwanis, Rotary and Northport Chamber of Commerce, and select programs run by faith-based organizations.

<u>Action:</u>

Communication: Representatives of the NPD will continue to meet with the aforementioned organizations on a recurring basis. These relationships will continue to foster trust and offer a direct line of communication in order to address questions, concerns and incidences that may affect public safety issues of the local community.

7. <u>Problem Oriented Policing:</u>

The NPD makes every effort to be open and available to residents, visitors, business owners, and community leaders in the Northport area. Any and all issues or problems that are brought to the attention of the NPD are addressed as quickly as possible by the Department's patrol and investigative units in an effort to maintain order and reduce risks.

<u>Action:</u>

To foster engagement with the community the NPD will continue to encourage the public to communicate with them on emerging and concerning issues. The NPD will take steps to raise awareness throughout the community about their contact information, 631-261-7500 that can be used for non-emergency situations.

8. <u>Hot Spot Policing:</u>

Information gathered by intelligence resources, past police interactions and community tips is utilized to focus on "hot spots". The information obtained can reference a wide variety of problems to include but not limited to:

1. Quality of Life Issues
2. Drug Activity
3. Vehicle and Traffic Law Infractions

Action:

Investigate and Enforce: Both the patrol and detective units will continue to address intelligence-led "hot spots" through investigation and enforcement. The Department maintains a strong working relationship with the Suffolk County District Attorney Heroin Task Force. Information sharing and joint investigations have assisted in curtailing the ongoing opioid crisis in the area. The Department will continue to work towards consistently offering a safe community for its citizens. Residents can call 1-800-220-TIPS, as well as the NPD non-emergency line: 631-261-7500 with any tips regarding public safety issues.

9. Crime Prevention Through Environmental Design:

Crime Prevention through Environmental Design (CPTED) is based on the principle that proper design and effective use of buildings and public spaces in neighborhoods can lead to a reduction in the fear and incidence of crime, and an improvement in the quality of life for citizens. For residences, proper use of lighting, alarm and camera systems can reduce the incidence of crime.

The safety of residents and visitors in the Village of Northport is enhanced and supported by its built environment. "Natural Surveillance," a fundamental element included in the framework of CPTED, is central to the historic land-use design of the Village. With vibrant, walkable streets lined with an occupied mix of uses including retail, housing, restaurants, office and attractive waterfront public spaces, the streets are naturally and continuously supervised. The public spaces are actively utilized by the annual Farmers Market, main street fairs, water sports activities held at the local beach, and music festivals all culminating in an increased number of people positively using the space, thereby enhancing "eyes on the street" and preventing crime. The wonderful sense of place offered by Northport Village attracts folks from far and wide- and often manages to bring out the best in people.

Action:

The NPD will encourage Village residents to install lighting, alarm and camera systems. The Department will continue to maintain a current alarm system permitting program and utilize web-based camera systems to monitor critical infrastructure and public spaces throughout the Village.

10. Model Policies and Guidelines Promulgated by the NYS Municipal Police Training Council (NYSMPTC):

Members of the NPD typically receive their initial police training at either the Suffolk County Police Academy or the New York City Police Department Academy which meets or exceeds the standards set forth by the NYSMPTC. Officers continue their training through various agencies such as Suffolk and Nassau County Police Academies, the FBI, and the DEA among others.

Action:

Training: All NPD officers will continue to meet all standards necessary as set forth by the NYSMPTC as well as to conduct additional "in-service" training offered by the aforementioned agencies. The NPD has contracted with PoliceOne Academy to add over twenty hours of annual training in varied topics such as anti-bias awareness, cultural awareness and community policing practices. PoliceOne Academy consists of a library of over four hundred recognized police training courses.

Community Survey Initiative

The following is a summary of the plan and activities related to the implementation of a survey designed to gather individual attitudes and beliefs within the greater Northport community about the activities, policies, and procedures of the NPD. The survey involved outreach to four distinct groups, each providing qualitative and quantitative information which was ultimately used by the committee in the formation of the plan's recommendations. The Northport Village Board of Trustees held a workshop on Tuesday, January 19th, 2021, when committee member, Joseph Schramm, presented a slide show (see: Appendix "E") on the findings of the survey's first three groups.

The work of developing and implementing the survey was conducted by a sub-committee of the NVPRC, whose members include:

- Chris Hughes NPD Chief
- Joe Schramm
- Ralph Notaristefano
- Philip Ingerman
- Sherry Pavone

Rationale for the Survey:

- EO: 203, challenged the Village to provide the community with a platform where individuals could share their thoughts on police activities, policies, and procedures.
- It was determined by the full committee that a survey conducted among community residents and stakeholders would provide this platform.
- Specifically, the survey was designed to acquire both quantitative and qualitative information.
- The survey questions would remain consistent thus allowing the committee to equitably draw conclusions from the entire set of survey responses.

Objectives of the Survey:

- To track general trends of attitudes, concerns, issues, or problems that the community may have regarding the individual police officers or services of the NPD.
- To identify the most common trends among the responses to determine the community's perception of the police department's strengths, weaknesses, and opportunities for the future.
- To use these trends as a base for findings and conclusions and to make recommendations to the Village Board for consideration/adoption by the NPD.
- To make best efforts to ensure that the response analytics were scientifically reliable.

The Style of Survey:

- Two pages when printed
- No more than 15 questions
- Less than 10 minutes to complete
- Mostly multiple choice, with some open-ended questions

(See: Appendix "A" for the survey questions.)

Targeted Groups of Respondents and Methodology:

The survey remained consistent across all groups. Group Three had a minor editorial adjustment, but the nature of the question remained the same for all groups.

- **Group One**: Residents: This was a random survey of bill-paying residents within the Northport postal district (including village residents as well as residents within the greater Northport community). All replies were anonymous.

  Each prospect within this Group had received a hard-copy print survey via U.S. Mail.

  The outer envelope reflected that the sender was the Village of Northport.

  This outer envelope contained two (2) items, the printed survey (printed on two sides of one 8.5" x 11" sheet), and a Self-Addressed Stamped Envelope (SASE) for returning the completed survey. To ensure anonymity of the respondent, the SASE reflected the village address as both the addressee and the sender.

  The objective was to send the survey to an actual name of a living adult residing at the address. It was determined that the addressee be a person whose name appeared on a recent monthly utility bill sent to the address, this enabled the survey to include renters as well as homeowners.

  Names and addresses were selected within the 11768 postal zip code and were chosen at random with equal number mailed to each carrier route within the zip code service area.

  The list was compiled by a third-party mail house facility. No member of the sub-committee had access to the list.

  All replies were anonymous. Questionnaire and response data are available (see: Appendix "B").

- **Group Two**: Business and Community Leaders: These are current members of the Northport Chamber of Commerce, Northport Rotary and/or Kiwanis Clubs who targeted with the same survey as Group One.

The survey was delivered via email (invitation to respond with a link to the survey) and the Survey Monkey app was utilized to manage the responses.

All responses were anonymous. Questionnaire and response data are available (See: Appendix "B").

The app permitted only one response per IP address. This served to eliminate duplicate responses. Since prospective respondents may have been members of two or more of the participating associations, they would have received more than one email with the link to the survey. The intention was to ensure there was only one response per individual.

- **Group Three**: Students: The members of the Northport High School Senior Class received an email invitation to complete the survey online. One question was adjusted slightly, at the request of the school district.

  All responses were anonymous. Questionnaire and response data are available (See: Appendix "B").

- **Group Four**: Open – After an initial public presentation of the survey responses from the groups above, the public at-large was invited to answer the survey at their convenience by accessing the link provided on the Village's website.

  This opportunity was publicized at the Village Board meeting when the results and findings were first presented, followed by a press release, social media posts, a voluntary citizen email campaign, and announcements in local print and digital publications. (See: Appendix "D" for materials related to this publicity effort.)

  All responses were anonymous. Questionnaire and response data are available (See: Appendix "C").

Timing of Survey by Group:

Each group was provided approximately two (2) weeks for response.

- Group One - November 9, 2020 through end of November
- Group Two – Late November through early December 2020
- Group Three – Early to mid-January 2021
- Group Four – Mid-January through January 30, 2021

Sample Size and Response Rates:

Group One: Five hundred (500) survey questionnaires were mailed to a random sample of residents in the Northport zip code. Twenty-seven (27) were returned to Village Hall as undeliverable, leaving a base sample of four hundred seventy-three (473) valid addresses. Among the base sample, the response rate of complete surveys was **20%.**

Group Two: Two hundred eleven (211) business and community leaders were invited to complete the same survey on-line. The response rate for Group Two was **12.5%.**

Group Three: Four hundred twelve (412) members of the Northport High School senior class were invited to take the survey online. Their response rate was **5%.**

Group Four – The survey was then opened to the public at-large, who were invited to complete it by visiting the Northport Village government website. One hundred twenty-four (124) public responses were submitted.

How data was used:

The response rates for Group One and Group Two were sufficient to determine that the resulting data were statistically reliable and could be used by the NVPRC to draw conclusions used to inform recommendations**.** Although the student response rate was too small to be statistically reliable, the responses that were received provided useful insights and tracked along the lines of the first two groups.

The responses from the general public (Group Four) also provided very useful information and tracked closely with beliefs and attitudes expressed in the other three groups. The NVPRC notes that the responses from this group were received after results from the other groups were released and the survey was widely reported on by the local media. Therefore, as with the surveys complete by participating high school seniors, the NVPRC treated these responses and those received during the "Public Listening Session" on February 2nd, conducted by the Village Board, following the public presentation by the NVPRC, as reliable statements of "public opinion" which were used to support data drawn from the original two groups.

Attitudes, Beliefs and Requests Captured from Survey

The material in this section of the draft Village of Northport Police Reform and Reinvention Collaborative was derived from the results of a survey as detailed above in section. The survey included two open-ended questions in which respondents were asked to provide written comments and suggestions aimed at enhancing policing in Northport Village. The open-ended questions were:

- *Q 10. In a few words, what do you think the Northport Police Department can do better?*
- *Q 11. In a few words, what would you say are the Northport Police Department's strengths?*

Question 10

With respect to question "what can the NPD do better" more than 40% of those offering written comments in the random sample survey to the Northport zip code expressed only praise for the job the police force was doing and urged the department to carry on with words like "keep up the good work." The same sentiment was expressed by nearly 40% of the businesses responding to the survey.

Comment Cluster I: Visibility/Foot Patrols

Approximately, 6% of the residents responding thought that the Village needs to increase foot and bike patrols. That response rate nearly tripled among the businesses responding to the survey online. Some of those responses further qualified that the need for police officers to be more visible was particularly important during in the summer months.

Action I:

This requests for more foot patrols was deemed by the NVPRC to be both appropriate and viable and is under consideration for implementation.

Comment Cluster II: Community Engagement

Both residents and business owners, approximately 4% and 7%, respectively, cited the desire for more community engagement, including more direct engagement with teens.

Action II:

The NVPRC reviewed this request and found it to be both appropriate and viable and suggested that this could be accomplished by outreach programs, which would include working with the Northport –East Northport School District and existing Suffolk County and local faith-based programs. All of these approaches could be implemented on a continuing basis. Educational seminars were also considered as a means to reach out to the teenage population.

Comment Cluster III: Vehicle & Traffic Enforcement

Among the residents responding to the written survey, roughly 6% said the NPD should enforce speeding and stop sign violations on village streets more strictly. That number nearly doubled among those members of the general public responding to the survey online. Some residents and business owners, however, urged the department to go easier on minor infractions (e.g., parking tickets).

Action III:

The NPD will continue to address all vehicle and traffic concerns in a balanced manner to reflect the desire of the community.

Comment Cluster IV: Minority & Female Officer Hiring

A small percentage of residents and business owners raised the subject that the Village may wish to consider hiring more minorities and female police officers.

Action IV:

The NVPRC reviewed this request and provided a recommendation under NVPRC Recommendations"

Comment Cluster V: Mobile Parade/Woodbine Avenue Incident

A significant number of written comments, approximately 20% of the residents responding to the written survey and more than 5% of the businesses, expressed pointed dissatisfaction with the handling of the "mobile parade" or truck caravan last fall that resulted in a confrontation on Woodbine Avenue and the arrest of a Woodbine Avenue resident. The Survey comments expressed that political bias influenced the law enforcement response to the "mobile parade" and that NPD needed to better prepare to respond to such events in the future. This sentiment was also reinforced in both the general public's online survey responses and among opinions voiced during the public listening session.

Action V:

The NVPRC realizes that the entire phenomenon of "mobile parades" is new to local policing. The dynamics are complex due to factors such as the number of participants and vehicles that can be mobilized in a relatively short period using social media and, unlike traditional foot parades, participants remain in their vehicles without congregating at a single location.

Among the suggestions under consideration are that NPD needs to work more closely with and engage other policing agencies when the potential for an overwhelming turnout and/or aggressive demonstration exists. The goal should be to exercise appropriate policing and safe community strategies at all times. This includes lawful control over participant vehicles and placing a premium on protecting the health and safety of bystanders and those living along the "parade" route. The NVPRC recommends that NPD engage the Suffolk County Police Department and work on the use of selective policing and other law enforcement techniques to protect life and property in the Village. This is an area of concern that needs to continue to be reviewed and monitored.

Question 11

With respect to question "what are the NPD's strengths" those residents and business owners responding offered very similar positive assessments as shown below in order of the first word mentioned. Among the business there were no negative responses. Among residents less than 4% responded negatively to this question. The most often used word to describe NPD's strengths was dependable.

Q.11 Residents	**Q.11 Businesses**
Courteous	Friendly-Approachable
Dependable	Dependable
Friendly-Approachable	Respond Quickly
Professional	Professional
Respond Quickly	

NVPRC Recommendations

The purpose of this section is to explain the process by which the NVPRC used to identify and recommend improved policing, protocols and methods for the NPD.

There was considerable discussion over many meetings by both the full and sub-committees concerning issues that were not only identified by the survey results, but also by committee members, who, after careful review of the procedures and the framework set forth by EO:203 offered additional recommendations to strengthen the plan. The material below is an outgrowth of that process.

1) **Training:**

From the outset, it was recommended that enhanced police training would benefit both the NPD and the Northport public at large.

NPD employs well trained officers, who have secured their training from various police academies. This includes training courses on procedural justice, systemic racial bias and racial justice in policing, implicit bias awareness, cultural diversity, de-escalation, and dealing with emotionally disturbed and handicapped individuals.

Chief Hughes secured a training vendor, who offers over 400 different courses and topics relevant to current policing needs to enhance Northport policing. A Department standard of a minimum of twenty hours of enhanced training per officer per year was immediately established and put into effect.

The NVPRC recommends the NPD offer increased training of police officers, when dealing with individuals with special needs, which include physical and emotional issues and age and gender related concerns. Ongoing Social Work consultation, i.e. Child Protective Services, Adult Protective Services, Advocacy Related Issues, Crisis Intervention, and related course offerings would be most helpful to police officers in these areas.

2) Body Cameras:

The NVPRC examined the option of equipping the members of the NPD with body cameras as a tool to build trust, enhance accountability and improve safety for the police and the public.

There is existing evidence that in jurisdictions where body cameras are in use, video has resulted in fewer complaints against police officers while the number of arrests were not reduced. Video footage also provides a reliable source of evidence in adjudication proceedings.

With respect to smaller suburban forces, the primary budgetary consideration is less the cost of the actual cameras than it is the cost of storing and maintaining the digital video content captured by those cameras.

The NVPRC recommends that Northport coordinate with other local villages to petition the state for funding to overcome this impediment to deploying body cameras. This might include centralized regional "digital warehouses" for storing video evidence. The NVPRC further notes that the committee chair, Mayor McMullen, has already contacted the Governor's regional representative to propose the concept of a central location for storage of police camera footage.

3) Police Accreditation:

Accreditation is a progressive and contemporary way of helping police agencies evaluate and improve their overall performance. It provides formal recognition that an organization meets or exceeds general expectations of quality in the field. Accreditation acknowledges the implementation of policies that are conceptually sounds and operationally effective.

The New York State program became operational in 1989 and encompasses four principal goals:

- To increase the effectiveness and efficiency of law enforcement agencies utilizing existing personnel, equipment and facilities to the extent possible

- To promote increased cooperation and coordination among law enforcement agencies and other agencies of the criminal justice services
- To ensure the appropriate training of law enforcement personnel
- To promote public confidence in law enforcement agencies

The Accreditation Program is comprised of a set of standards developed to further enhance the capabilities of an agency and is divided into three categories: administrative, training and operations.

The NVPRC recommends that the NPD achieve accredited status within a timeframe to be determined by the Chief of Police.

4) Police Officer Hiring Practices:

As indicated in the survey slide presentation (See: Appendix "E"), a majority of the police officers in the NPD make their home in Northport Village and many are Northport High School graduates. These factors reflect a positive connection with the profession of policing in Northport.

Currently, the NPD has one female officer on staff.

Recommendations for hiring other minority police officer candidates, such as a Spanish speaking officer, or other minority police officer candidates, was fully endorsed by the NVPRC.

The current police hiring practices in New York State require that police officer candidates are selected from the Suffolk County police exam and those who score highest are generally considered first in accordance with Civil Service law. This law makes hiring from a more diverse group difficult, if not impossible.

The NVPRC recommends that the Village Board develop strategies to overcome these hiring barriers. Such strategies may include partnerships with local non-for profits to conduct outreach to minority community members and provide forums and/or seminars geared toward recruiting efforts. The committee also recommends that the Village Board advocate for the Governor and New York State Legislature to provide greater hiring flexibility within the Civil Service process.

5) Program Development: Tracking Demographics, Arrests & Vehicle Stops:

In light of the current issues regarding racial and ethnic bias, which were outlined in EO:203, the NPD is in the process of obtaining a new computer dispatch and record management program, which will allow an officer to compute by a mobile terminal all police stops.

This will allow the police officer on the scene to log in information regarding the reason for the stop, and, if a search was conducted, the reason for the search. It will prompt a short survey on a timely basis using department reporting guidelines and police review procedures. It will also enable information regarding ethnicity and gender to be collected. This information is critical to determine if bias was present as a result of police stops.

They recognize that the NPD has already taken steps to implement a plan to track the aforementioned data to address biases when detected. The NVPRC supports the complete the plan's implementation and routine inspection of data collected to ensure no bias exists within the NPD

6) Name (Identification) Tags:

Currently, Northport Police Officers do not wear name tags. It was recommended that name tags be worn by all Northport Police Officers on the outermost garment of their uniforms, while on duty, and be clearly visible at all times to the general public.

This is aimed at increasing the visibility of officer's engagement with the community and accountability while on duty. The use of identification tags is aligned with the evidence based policing strategies, of community-based outreach and conflict resolution.

The NVPRC has recommended name tags be worn, and the village has since accepted, adopted the recommendation and it is currently in the process of being implemented.

7) Northport Police Department's Liaison Officer:

Throughout the process of developing the plan, the request for more engagement between teens and the NPD was raised. Presently, the NPD Liaison Officer works closely with the Suffolk County Police Department School Resource Officer (SRO) to assist students and school officials as needs arise. This partnership is instrumental in providing a connection between students who reside in Northport Village and the NPD, as the school district's two middle schools and the high school are located outside of the NPD jurisdiction.

The SRO also works closely with the Northport Drug and Alcohol Task Force and other social agencies, to support the well-being of Northport School District's students.

The NVPRC recommends regular communication and coordination between the NPD Liaison Officer and the SRO as a useful step toward community-based outreach and conflict resolution- an evidence-based policing strategy supported in EO:203.8)

8) Formation of "Special Attention" Registry:

The Special Attention Registry would be completely voluntary and open to residents of the Incorporated Village, who have a family member who they believe may be unable to respond appropriately in the event of an emergency or other incident that is likely to require a police response.

It is a commonly recognized fact that one of the more potentially dangerous situations for both law enforcement officers and for residents is when the police are called to the scene of an incident

involving family members. This can be even more problematic when the family member suffers with mental illness, developmental disabilities, is on the autism spectrum or has dementia. These disabilities can affect the way a family member responds to the lawful orders and directions of a police officer.

Such disabilities may not be readily apparent to responding officers. In an emergency this creates the potential to seriously endanger both the resident and/or the law enforcement personal.
The purpose of the registry is to make the responding officers aware, in advance, and enable them to take whatever precautions the specific situation may require. It would also inform the officers that additional resources such as an ambulance, an EMT, or a social service agency working with the family may need to be called in to assist.

The NVPRC recommends the formation of a "Special Attention" Registry.

9) Regularly Scheduled Reports on Progress of Plan's Implementation:

In an effort to track and evaluate the progress and challenges on the implementation of the plan and to continue the community engagement process that the making of this plan prompted, the NVPRC recommends that the NPD provide update reports to the public during select Village Board Meetings. It is recommended that the date and time of the update reports be visibly posted on the Village's website and shared on the Village's Facebook Page.

The NVPRC acknowledges that the recommendations within the plan will take time, attention and funding. With this in mind, we offer this final recommendation in the hopes that increased transparency will add to the mutual trust between the NPD and the community and will keep the public and stakeholders apprised of the progress and foster a continued collaborative effort.

Conclusion

The NVPRC thanks Mayor Damon McMullen, Police Commissioner Ian Milligan, Police Chief Chris Hughes and the Northport Village Police Department for their cooperation and strong commitment to the ideal that police work be ethical, highly professional and community based. It is with this in mind that the NVPRC, made up of many different stakeholders in the community, Village officials and the NPD, collaborated closely on the development of the Village of Northport Police Reform and Reinvention plan.

The NVPRC worked together for many months and met on a regular basis to review the needs of the community in relation to the NPD. The NVPRC sought public engagement by conducting four sets of community surveys and public listening sessions held at meetings of the Northport Village Board of Trustees. The response from the local community was overwhelmingly positive. Approximately nine out of ten of those who responded to the community survey and public listening sessions said they were "satisfied" or "very satisfied" with the NPD. An additional critical indicator of the performance of the NPD, similar numbers of respondents said they felt "safe" or "very safe" walking the streets in the Village and nearly every respondent said they felt safe or very safe living in their home.

Interestingly, when given the opportunity in an open-ended survey question to offer constructive criticism and say what the NPD could do better, roughly 40% of all respondents used this as a chance to reiterate their satisfaction with the NPD and urged the police department to keep up the "good work." The committee also notes an observation made by Mayor McMullen early in the police review committee process that Northport is small, generally harmonious suburban village and for this reason, its police department seldom experiences the intractable policing issues that challenge some other police forces.

Despite the often-different demands of policing in a small village, the NVPRC were thoughtful in addressing the template laid out in EO: 203 and the concerns from which it originated while taking into account the unique needs of this community as the NVPRC developed its recommendations in the form of a working plan. It represents the committee's determined effort to reach out and understand the local community as well as the existing policies and procedures of the NPD and the hard work of translating that information into a plan. The committee hopes that the recommendations will be beneficial to the community, the officers and staff of the NPD.

The recommendations are intended to set forth both measurable short- and long-term goals in specific areas of focus. The NVPRC believes that these recommendations will continue the longstanding tradition in the Village of Northport of highly professional police officers working together with members of the Northport community and public at large. It is with this spirit of cooperation the NVPRC presents its plan to the Northport Village Board and trusts that it will contribute to creative and innovative local policing.

The committee, finally, recommends that the review process initiated here be continued and conducted on an ongoing basis as the Village Board may determine.

Appendix

Appendix “A”

Northport Police Review Committee Survey

Dear Northport Community Member,

An Invitation To Participate in The Northport Police Review Committee Survey.

Kindly, take five minutes to reply to this brief survey about the Northport Village Police (Note: We are asking specifically for the Northport Village Police Department, not for Suffolk County Police or Asharoken Police).

Recently, Governor Cuomo issued an Executive Order (#203) which requires local government jurisdictions that operate a police agency to undertake a full review of policies, procedures, practices and deployment of its police force. In response, Northport Village Mayor Damon McMullen has created the Northport Police Review Committee comprised of a group of Village residents and local officials. The Committee is to undertake this review of Northport Village's policing.

One aspect of this review includes community participation, which is why we are asking you to assist us by completing this survey.

Your input is valued greatly and your response will remain completely anonymous.

Thank you for your assistance.

Your Northport Police Review Committee

1. In general, how satisfied are you with the Northport Village Police Department?

Very Satisfied Satisfied Somewhat Satisfied Not Very Satisfied Dissatisfied

2. How safe do you feel in your home?

Very Safe Safe Somewhat Safe Not Very Safe Unsafe

3. How safe do you feel walking in Northport?

Very Safe Safe Somewhat Safe Not Very Safe Unsafe

4. How satisfied are you with the Northport Police Department's enforcement of State and Local laws (i.e., traffic, crime and local Village Code)?

Very Satisfied Satisfied Somewhat Satisfied Not Very Satisfied Dissatisfied

5. How satisfied are you with police enforcement of Covid-19 safety restrictions?

Very Satisfied Satisfied Somewhat Satisfied Not Very Satisfied Dissatisfied

6. To what extent are you satisfied that Northport Village police officers carry out their duties without bias in regards to ethnicity, national origin, language, age, gender, sexual orientation, special needs and religion?

Very Satisfied Satisfied Somewhat Satisfied Not Very Satisfied Dissatisfied

7. In your experience, do the Northport Police treat the public with courtesy, respect and fairness?

Always Usually Sometimes Rarely Never

8. How recently have you had contact with the Northport Police Department in person or on the telephone?

Last 30 Days Last 6 Months A Year or More Never

9. If you have contacted the Northport Police Department, how satisfied were you with the Department's response?

Very Satisfied Satisfied Somewhat Satisfied Not Very Satisfied Dissatisfied

No Contact

10. In a few words, what do you think the Northport Police Department can do better?

11. In a few words, what would you say are the Northport Police Department's strenghts?

12. Your gender identification?

- Female
- Male
- Other

13. Your age range?

- Under 18
- 18-34
- 35-49
- 50-64
- 65+

14. Do you identify by any of the following (check all that apply)?

- Asian
- Black
- Hispanic
- LGBTQIA
- Mixed-Race
- South Asian
- Special Needs
- White
- Other

15. In what area of the local community do you live?

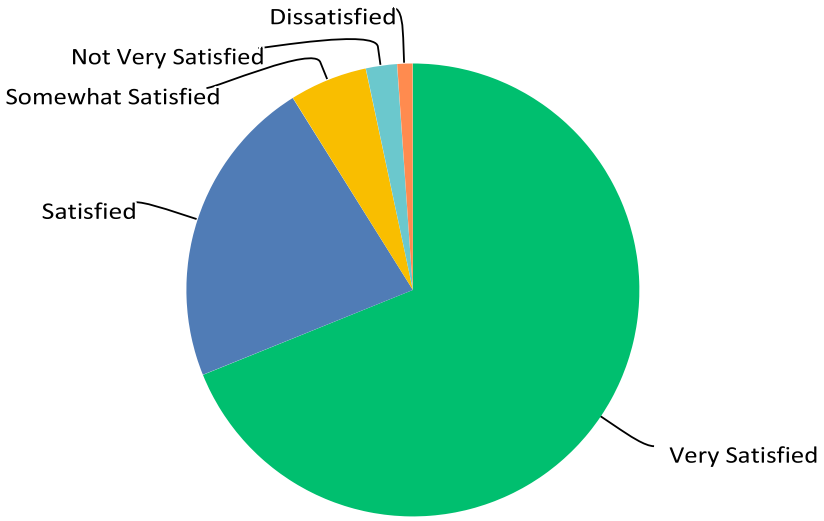
- Asharoken
- Crab Meadow
- Eaton's Neck
- Fort Salonga
- Northport Village
- Other

Appendix B

Northport Police Review Committee Survey (Mailed Version) SurveyMonkey

Q1 In general, how satisfied are you with the Northport Village Police Department?

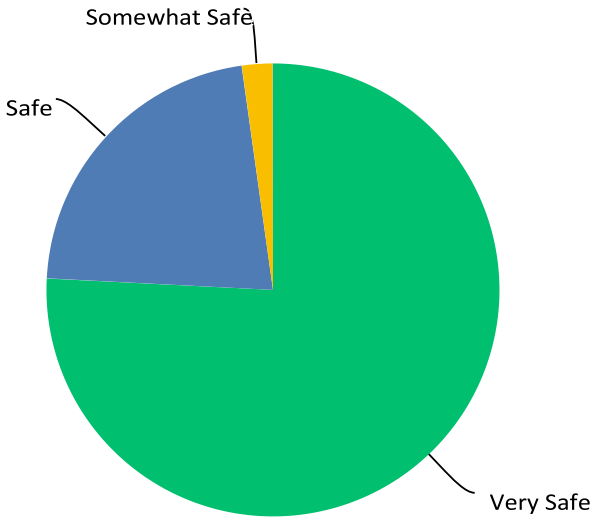
Answered: 90 Skipped: 1



ANSWER CHOICES	RESPONSES	
Very Satisfied	68.89%	62
Satisfied	22.22%	20
Somewhat Satisfied	5.56%	5
Not Very Satisfied	2.22%	2
Dissatisfied	1.11%	1
TOTAL		90

Q2 How safe do you feel in your home?

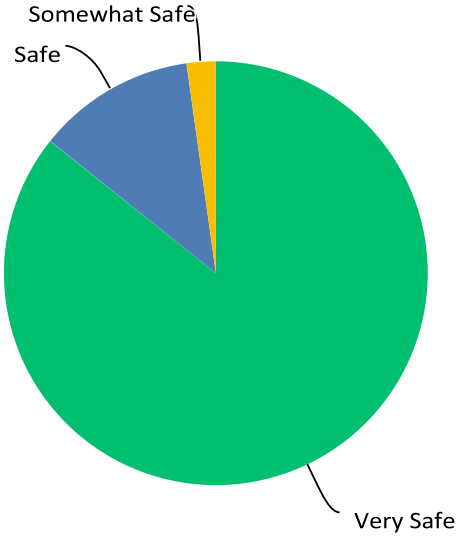
Answered: 91 Skipped: 0



ANSWER CHOICES	RESPONSES	
Very Safe	75.82%	69
Safe	21.98%	20
Somewhat Safe	2.20%	2
Not Very Safe	0.00%	0
Unsafe	0.00%	0
TOTAL		91

Q3 How safe do you feel walking in Northport?

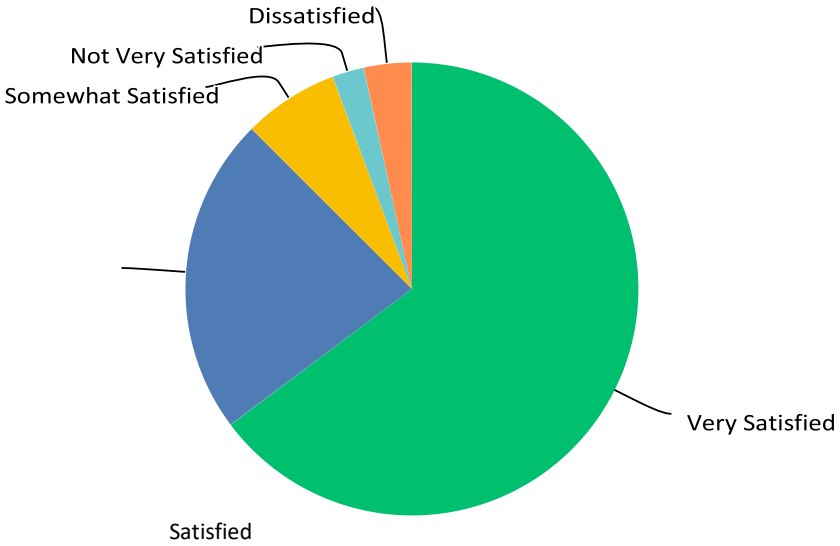
Answered: 91 Skipped: 0



ANSWER CHOICES	RESPONSES	
Very Safe	85.71%	78
Safe	12.09%	11
Somewhat Safe	2.20%	2
Not Very Safe	0.00%	0
Unsafe	0.00%	0
TOTAL		91

Q4 How satisfied are you with the Northport Police Department's enforcement of State and Local laws (i.e., traffic, crime and local Village Code)?

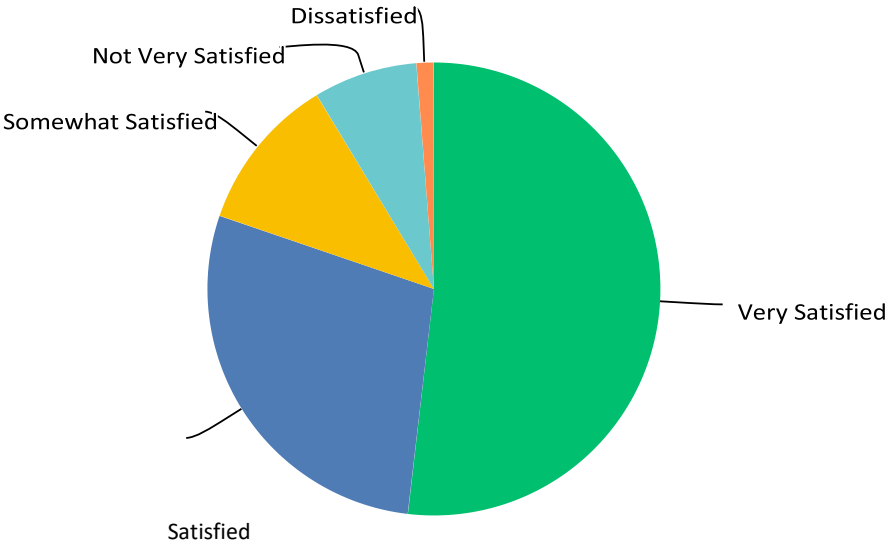
Answered: 88 Skipped: 3



ANSWER CHOICES	RESPONSES	
Very Satisfied	64.77%	57
Satisfied	22.73%	20
Somewhat Satisfied	6.82%	6
Not Very Satisfied	2.27%	2
Dissatisfied	3.41%	3
TOTAL		88

Q5 How satisfied are you with police enforcement of Covid-19 safety restrictions?

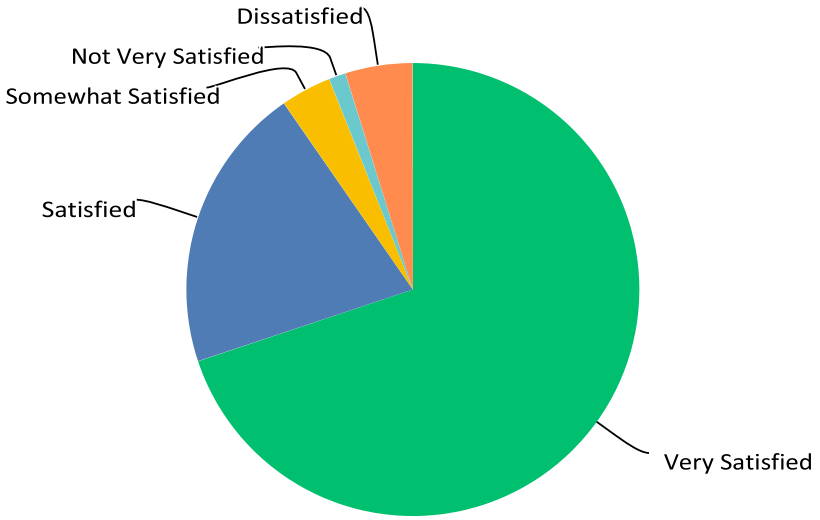
Answered: 81 Skipped: 10



ANSWER CHOICES	RESPONSES	
Very Satisfied	51.85%	42
Satisfied	28.40%	23
Somewhat Satisfied	11.11%	9
Not Very Satisfied	7.41%	6
Dissatisfied	1.23%	1
TOTAL		81

Q6 To what extent are you satisfied that Northport Village police officers carry out their duties without bias in regards to ethnicity, national origin, language, age, gender, sexual orientation, special needs and religion?

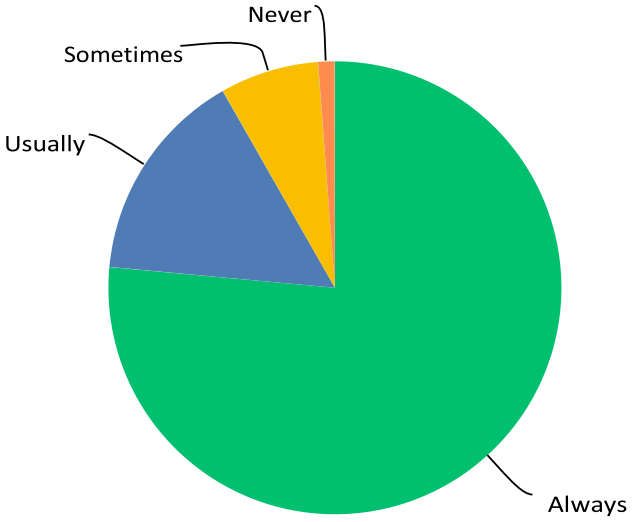
Answered: 83 Skipped: 8



ANSWER CHOICES	RESPONSES	
Very Satisfied	69.88%	58
Satisfied	20.48%	17
Somewhat Satisfied	3.61%	3
Not Very Satisfied	1.20%	1
Dissatisfied	4.82%	4
TOTAL		83

Q7 In your experience, do the Northport Police treat the public with courtesy, respect and fairness?

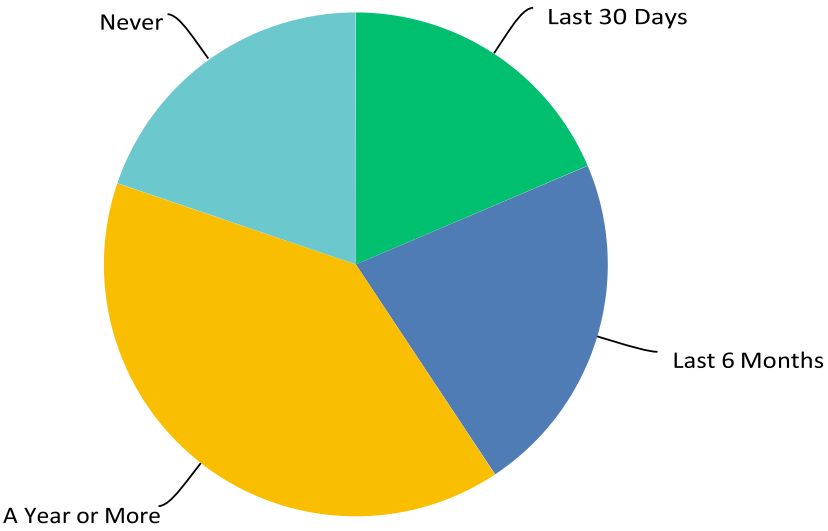
Answered: 85 Skipped: 6



ANSWER CHOICES	RESPONSES	
Always	76.47%	65
Usually	15.29%	13
Sometimes	7.06%	6
Rarely	0.00%	0
Never	1.18%	1
TOTAL		85

Q8 How recently have you had contact with the Northport Police Department in person or on the telephone?

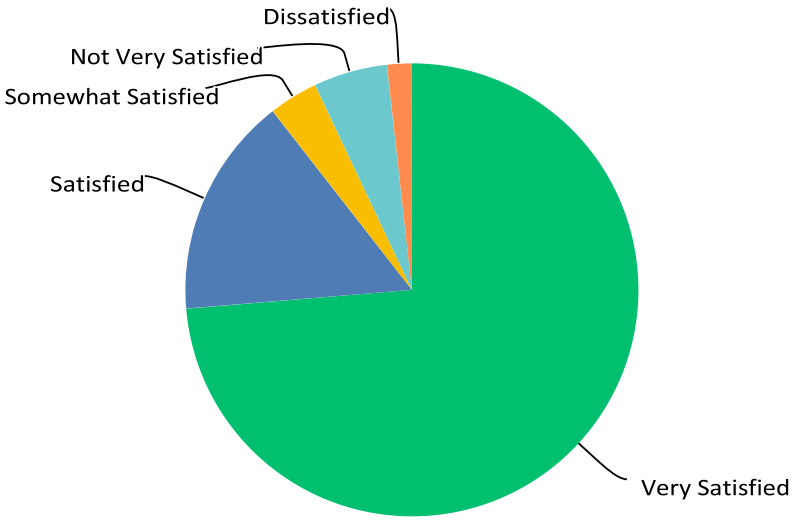
Answered: 86 Skipped: 5



ANSWER CHOICES	RESPONSES	
Last 30 Days	18.60%	16
Last 6 Months	22.09%	19
A Year or More	39.53%	34
Never	19.77%	17
TOTAL		86

Q9 If you have contacted the Northport Police Department, how satisfied were you with the Department's response?

Answered: 57 Skipped: 34



ANSWER CHOICES	RESPONSES	
Very Satisfied	73.68%	42
Satisfied	15.79%	9
Somewhat Satisfied	3.51%	2
Not Very Satisfied	5.26%	3
Dissatisfied	1.75%	1
No Contact	0.00%	0
TOTAL		57

Q10 In a few words, what do you think the Northport Police Department can do better?

Answered: 53 Skipped: 38

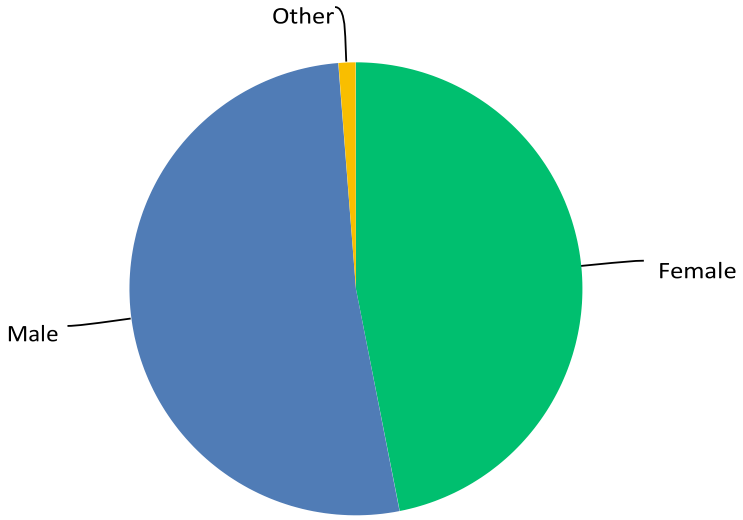
Q11 In a few words, what would you say are the Northport Police Department's strengths?

Answered: 53 Skipped: 38

Northport Police Review Committee Survey (Mailed Version) SurveyMonkey

Q12 Your gender identification?

Answered: 81 Skipped: 10

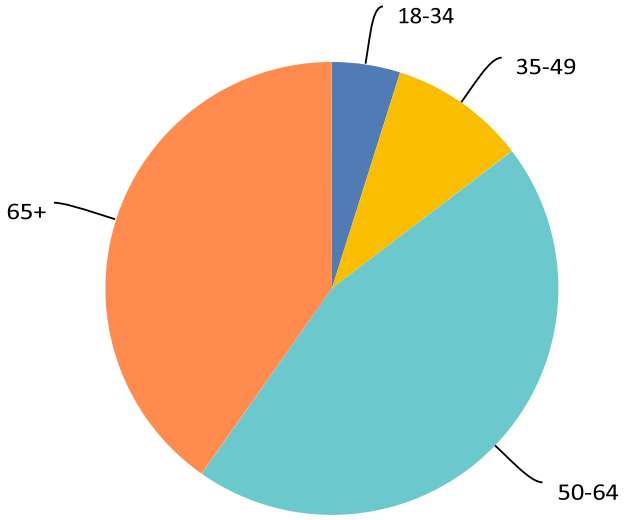


ANSWER CHOICES	RESPONSES	
Female	46.91%	38
Male	51.85%	42
Other	1.23%	1
TOTAL		81

Northport Police Review Committee Survey (Mailed Version) SurveyMonkey

Q13 Your age range?

Answered: 82 Skipped: 9

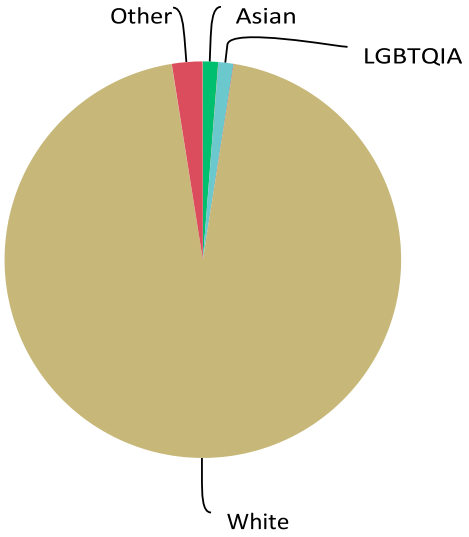


ANSWER CHOICES	RESPONSES	
Under 18	0.00%	0
18-34	4.88%	4
35-49	9.76%	8
50-64	45.12%	37
65+	40.24%	33
TOTAL		82

Northport Police Review Committee Survey (Mailed Version) SurveyMonkey

Q14 Do you identify by any of the following (check all that apply)?

Answered: 80 Skipped: 11

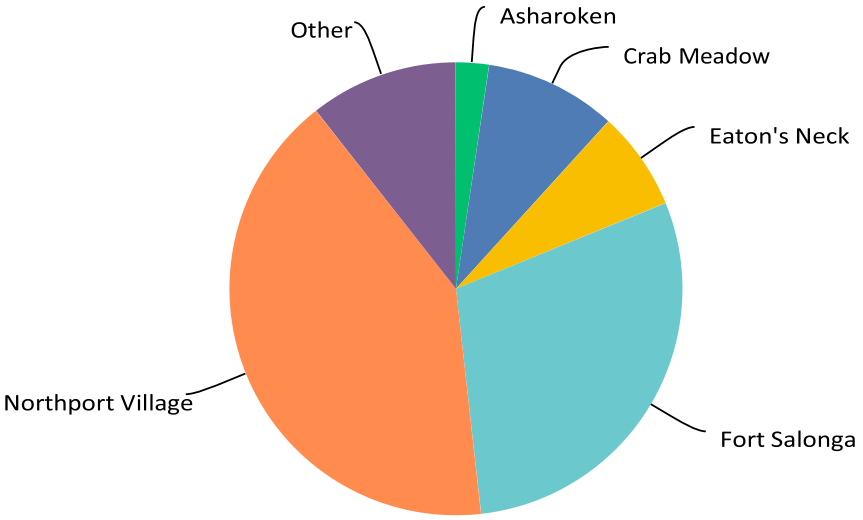


ANSWER CHOICES	RESPONSES	
Asian	1.25%	1
Black	0.00%	0
Hispanic	0.00%	0
LGBTQIA	1.25%	1
Mixed-Race	0.00%	0
South Asian	0.00%	0
Special Needs	0.00%	0
White	95.00%	76
Other	2.50%	2
TOTAL		80

Northport Police Review Committee Survey (Mailed Version) SurveyMonkey

Q15 In what area of the local community do you live?

Answered: 85 Skipped: 6



ANSWER CHOICES	RESPONSES	
Asharoken	2.35%	2
Crab Meadow	9.41%	8
Eaton's Neck	7.06%	6
Fort Salonga	29.41%	25
Northport Village	41.18%	35
Other	10.59%	9
TOTAL		85

ANSWER CHOICES	RESPONSES	
Very Satisfied	50.91%	28
Satisfied	30.91%	17
Somewhat Satisfied	14.55%	8
Not Very Satisfied	3.64%	2
Dissatisfied	0.00%	0

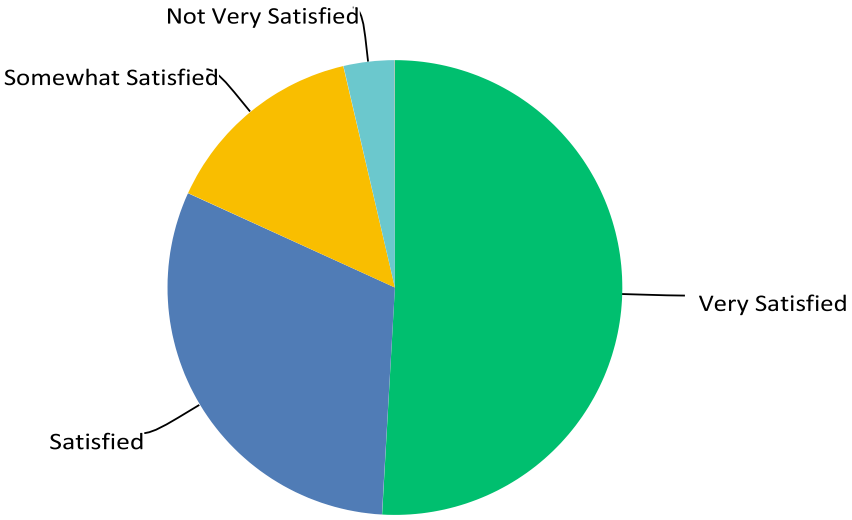
ANSWER CHOICES	RESPONSES	
Very Satisfied	50.91%	28
Satisfied	30.91%	17
Somewhat Satisfied	14.55%	8
Not Very Satisfied	3.64%	2
Dissatisfied	0.00%	0

| TOTAL | | 55 |

Northport Police Review Committee Survey (Businesses) SurveyMonkey

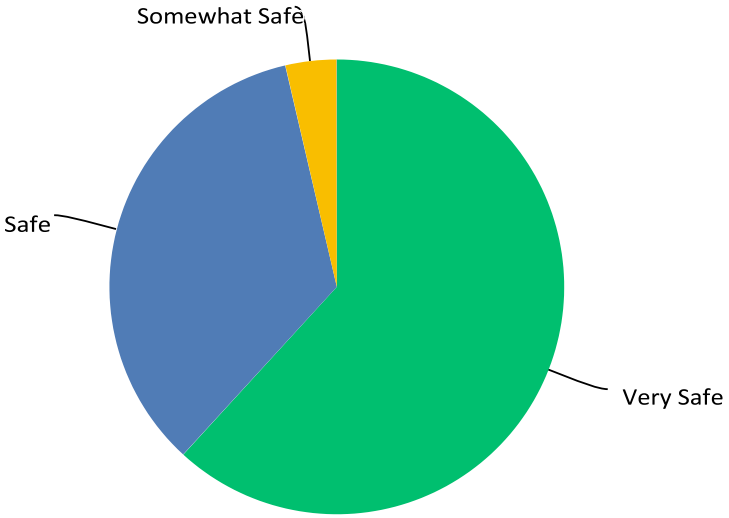
Q1 In general, how satisfied are you with the Northport Village Police Department?

Answered: 55 Skipped: 1



Q2 How safe do you feel in your home?

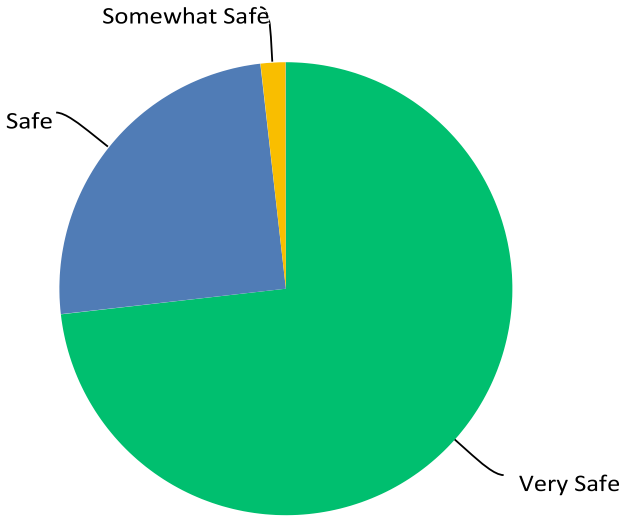
Answered: 55 Skipped: 1



ANSWER CHOICES	RESPONSES	
Very Safe	61.82%	34
Safe	34.55%	19
Somewhat Safe	3.64%	2
Not Very Safe	0.00%	0
Unsafe	0.00%	0
TOTAL		55

Q3 How safe do you feel walking in Northport?

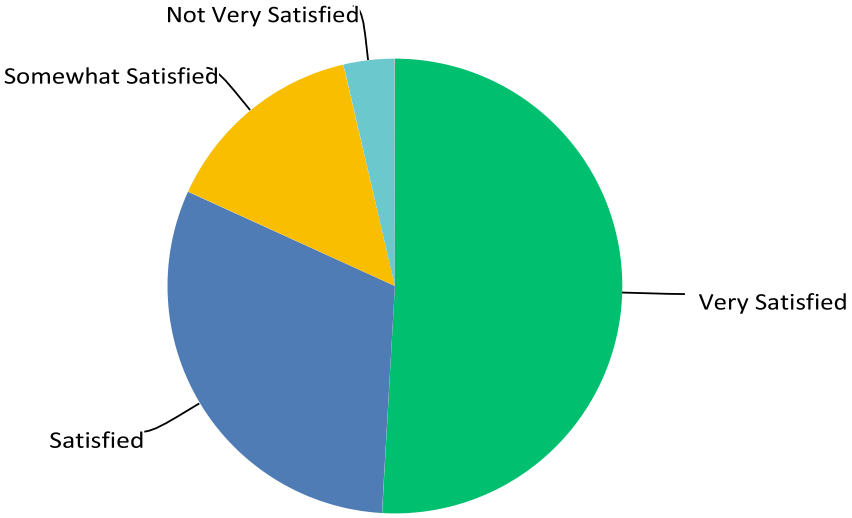
Answered: 56 Skipped: 0



ANSWER CHOICES	RESPONSES	
Very Safe	73.21%	41
Safe	25.00%	14
Somewhat Safe	1.79%	1
Not Very Safe	0.00%	0
Unsafe	0.00%	0
TOTAL		56

Q4 How satisfied are you with the Northport Police Department's enforcement of State and Local laws (i.e., traffic, crime and local Village Code)?

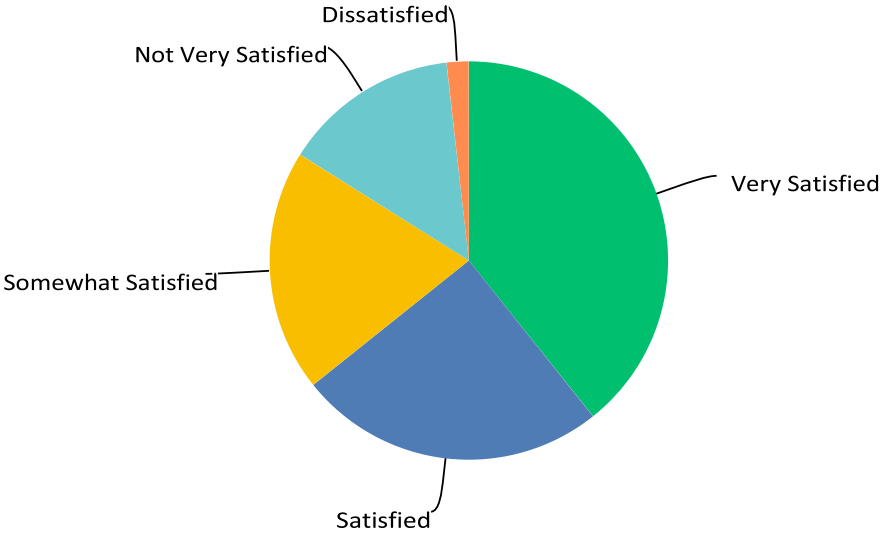
Answered: 55 Skipped: 1



ANSWER CHOICES	RESPONSES	
Very Satisfied	50.91%	28
Satisfied	30.91%	17
Somewhat Satisfied	14.55%	8
Not Very Satisfied	3.64%	2
Dissatisfied	0.00%	0
TOTAL		55

Q5 How satisfied are you with police enforcement of Covid-19 safety restrictions?

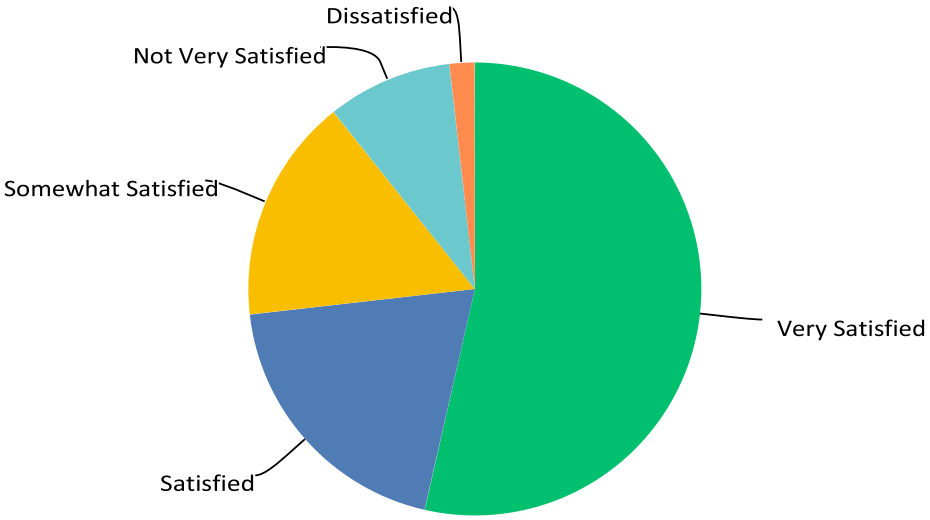
Answered: 56 Skipped: 0



ANSWER CHOICES	RESPONSES	
Very Satisfied	39.29%	22
Satisfied	25.00%	14
Somewhat Satisfied	19.64%	11
Not Very Satisfied	14.29%	8
Dissatisfied	1.79%	1
TOTAL		56

Q6 To what extent are you satisfied that Northport Village police officers carry out their duties without bias in regards to ethnicity, national origin, language, age, gender, sexual orientation, special needs and religion?

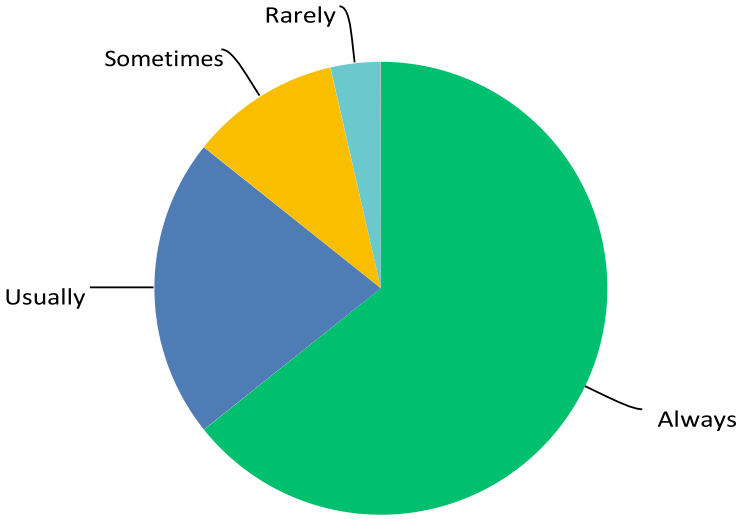
Answered: 56 Skipped: 0



ANSWER CHOICES	RESPONSES	
Very Satisfied	53.57%	30
Satisfied	19.64%	11
Somewhat Satisfied	16.07%	9
Not Very Satisfied	8.93%	5
Dissatisfied	1.79%	1
TOTAL		56

Q7 In your experience, do the Northport Police treat the public with courtesy, respect and fairness?

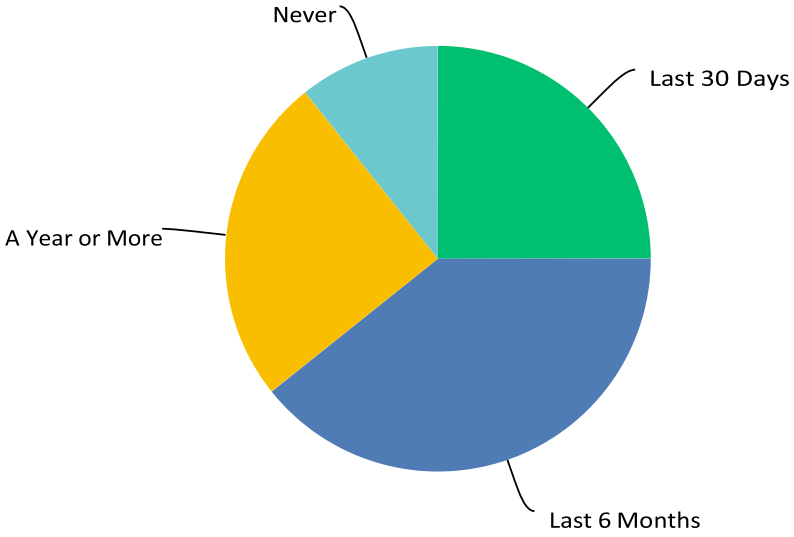
Answered: 56 Skipped: 0



ANSWER CHOICES	RESPONSES	
Always	64.29%	36
Usually	21.43%	12
Sometimes	10.71%	6
Rarely	3.57%	2
Never	0.00%	0
TOTAL		56

Q8 How recently have you had contact with the Northport Police Department in person or on the telephone?

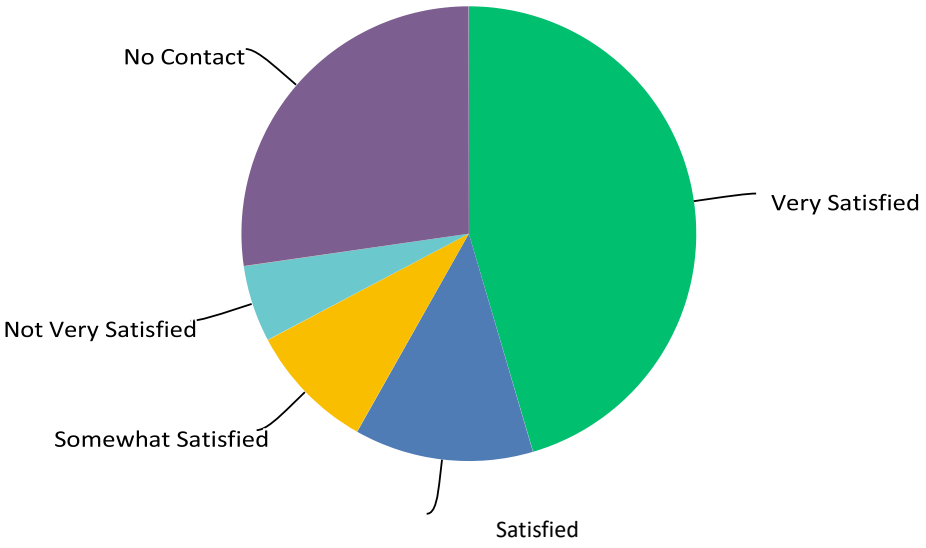
Answered: 56 Skipped: 0



ANSWER CHOICES	RESPONSES	
Last 30 Days	25.00%	14
Last 6 Months	39.29%	22
A Year or More	25.00%	14
Never	10.71%	6
TOTAL		56

Q9 If you have contacted the Northport Police Department, how satisfied were you with the Department's response?

Answered: 55 Skipped: 1



ANSWER CHOICES	RESPONSES	
Very Satisfied	45.45%	25
Satisfied	12.73%	7
Somewhat Satisfied	9.09%	5
Not Very Satisfied	5.45%	3
Dissatisfied	0.00%	0
No Contact	27.27%	15
TOTAL		55

Q10 In a few words, what do you think the Northport Police Department can do better?

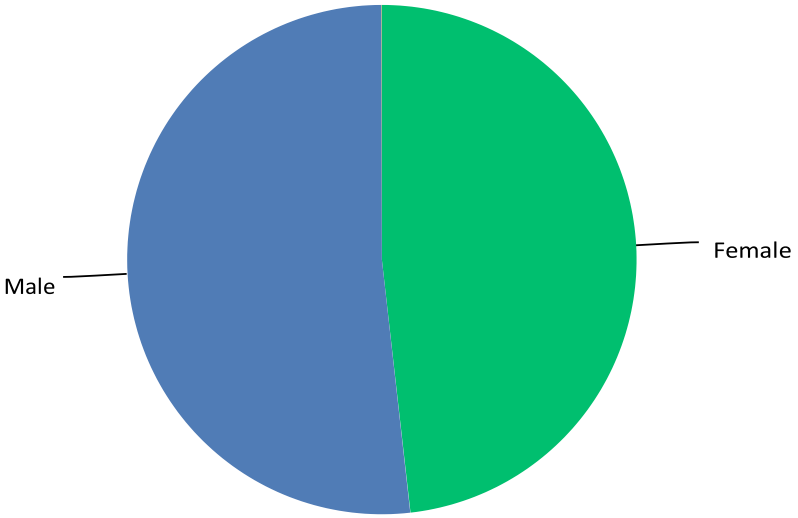
Answered: 41 Skipped: 15

Q11 In a few words, what would you say are the Northport Police Department's strengths?

Answered: 38 Skipped: 18

Q12 Your gender identification?

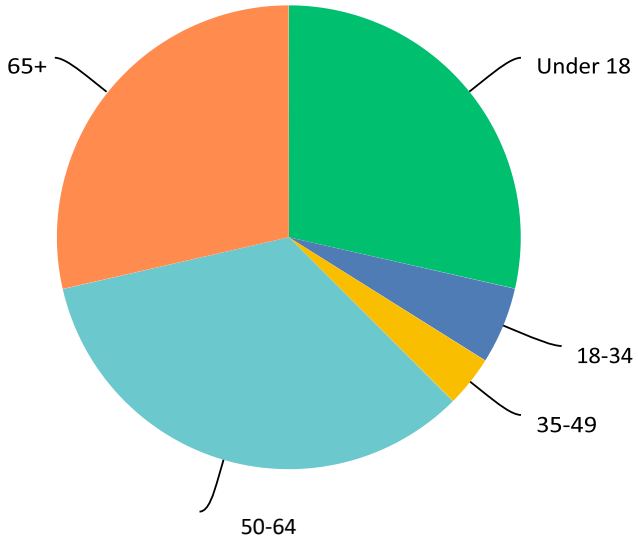
Answered: 56 Skipped: 0



ANSWER CHOICES	RESPONSES	
Female	48.21%	27
Male	51.79%	29
Other	0.00%	0
TOTAL		56

Q13 Your age range?

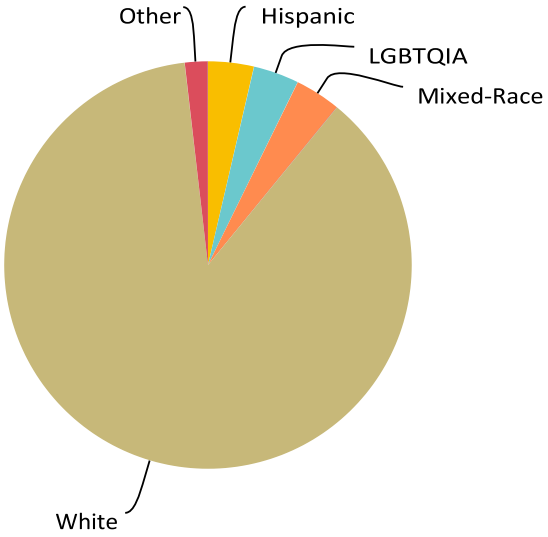
Answered: 56 Skipped: 0



ANSWER CHOICES	RESPONSES	
Under 18	28.57%	16
18-34	5.36%	3
35-49	3.57%	2
50-64	33.93%	19
65+	28.57%	16
TOTAL		56

Q14 Do you identify by any of the following (check all that apply)?

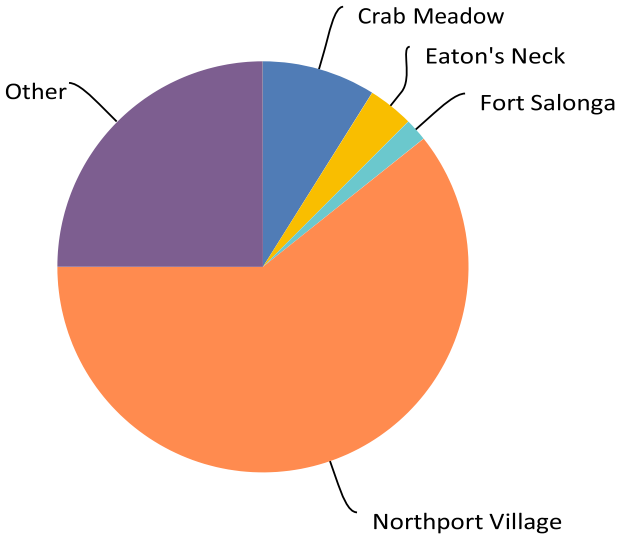
Answered: 55 Skipped: 1



ANSWER CHOICES	RESPONSES	
Asian	0.00%	0
Black	0.00%	0
Hispanic	3.64%	2
LGBTQIA	3.64%	2
Mixed-Race	3.64%	2
South Asian	0.00%	0
Special Needs	0.00%	0
White	87.27%	48
Other	1.82%	1
TOTAL		55

Q15 In what area of the local community do you live?

Answered: 56 Skipped: 0

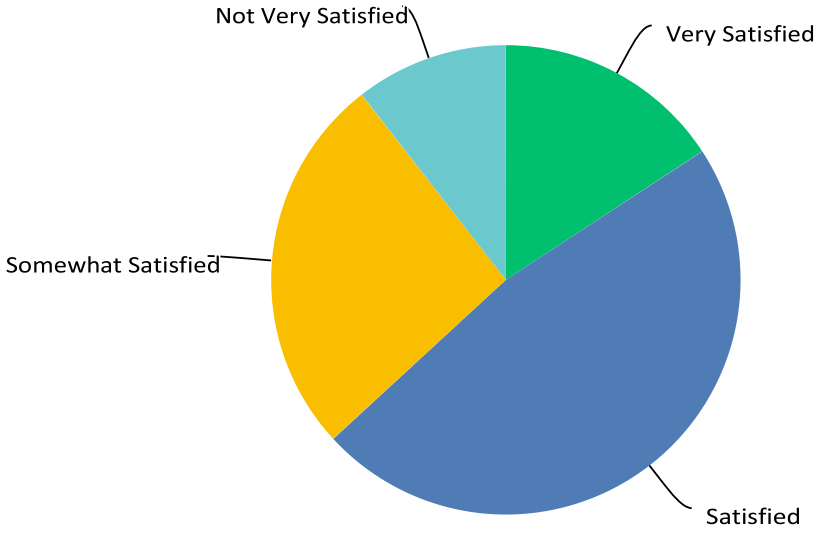


‘

ANSWER CHOICES	RESPONSES	
Asharoken	0.00%	0
Crab Meadow	8.93%	5
Eaton's Neck	3.57%	2
Fort Salonga	1.79%	1
Northport Village	60.71%	34
Other	25.00%	14
TOTAL		56

Q1 In general, how satisfied are you with the Northport Village Police Department?

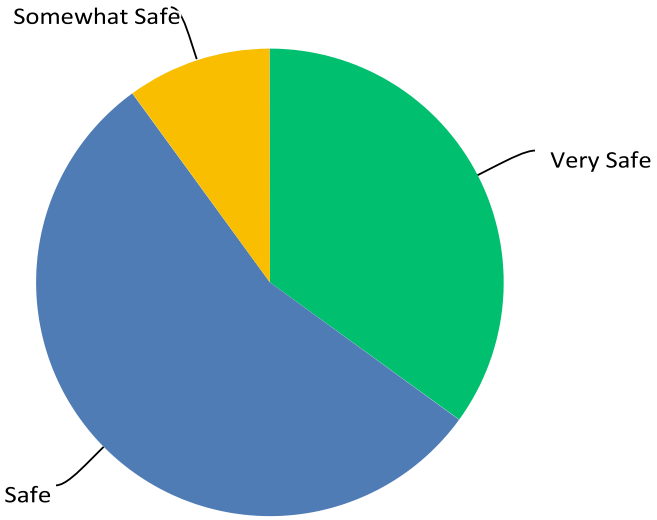
Answered: 19 Skipped: 1



ANSWER CHOICES	RESPONSES	
Very Satisfied	15.79%	3
Satisfied	47.37%	9
Somewhat Satisfied	26.32%	5
Not Very Satisfied	10.53%	2
Dissatisfied	0.00%	0
TOTAL		19

Q2 How safe do you feel in your immediate neighborhood?

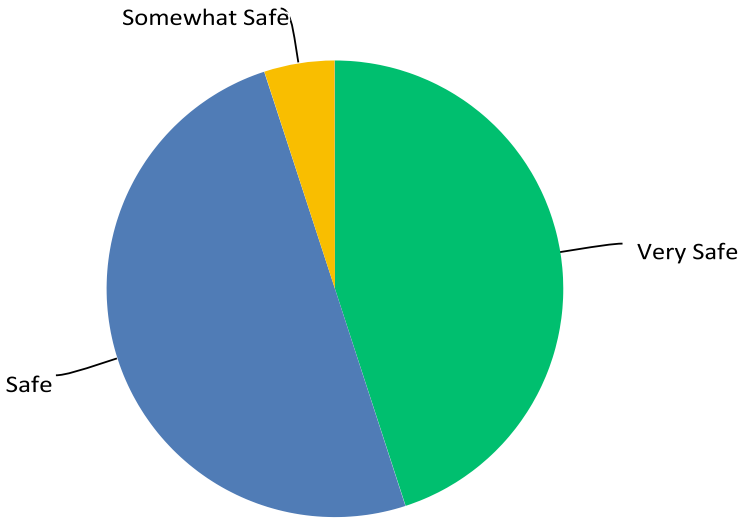
Answered: 20 Skipped: 0



ANSWER CHOICES	RESPONSES	
Very Safe	35.00%	7
Safe	55.00%	11
Somewhat Safe	10.00%	2
Not Very Safe	0.00%	0
Unsafe	0.00%	0
TOTAL		20

Q3 How safe do you feel walking in Northport?

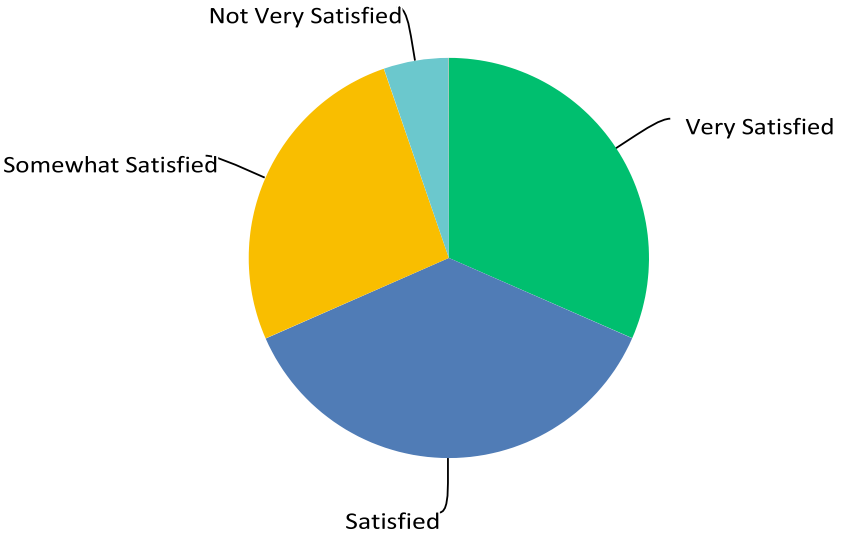
Answered: 20 Skipped: 0



ANSWER CHOICES	RESPONSES	
Very Safe	45.00%	9
Safe	50.00%	10
Somewhat Safe	5.00%	1
Not Very Safe	0.00%	0
Unsafe	0.00%	0
TOTAL		20

Q4 How satisfied are you with the Northport Police Department's enforcement of State and Local laws (i.e., traffic, crime and local Village Code)?

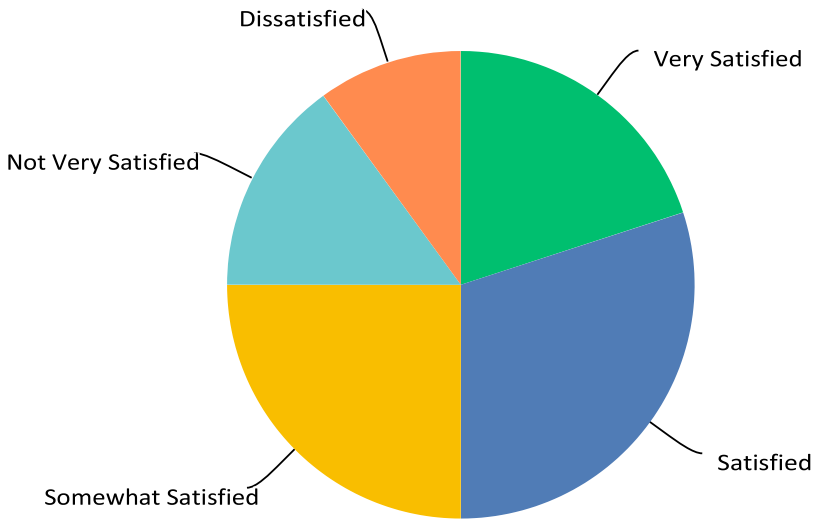
Answered: 19 Skipped: 1



ANSWER CHOICES	RESPONSES	
Very Satisfied	31.58%	6
Satisfied	36.84%	7
Somewhat Satisfied	26.32%	5
Not Very Satisfied	5.26%	1
Dissatisfied	0.00%	0
TOTAL		19

Q5 How satisfied are you with police enforcement of Covid-19 safety restrictions?

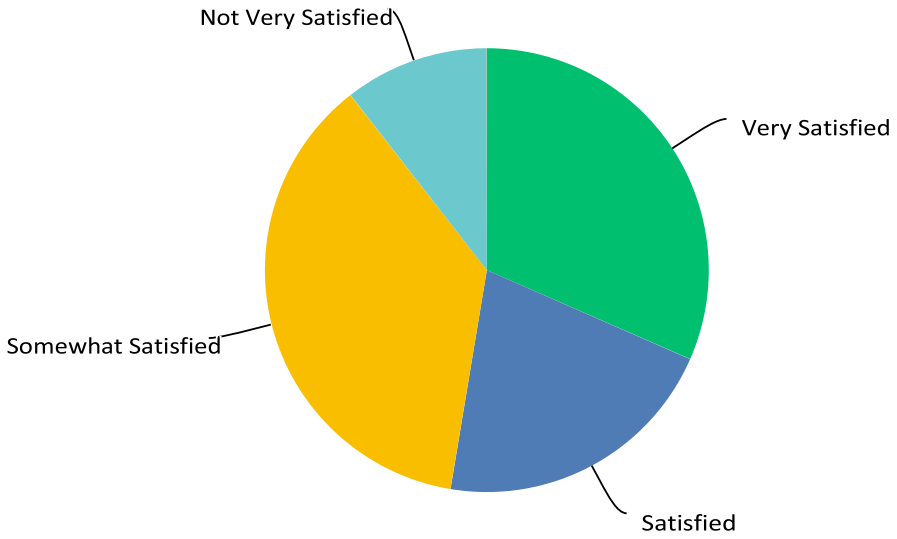
Answered: 20 Skipped: 0



ANSWER CHOICES	RESPONSES	
Very Satisfied	20.00%	4
Satisfied	30.00%	6
Somewhat Satisfied	25.00%	5
Not Very Satisfied	15.00%	3
Dissatisfied	10.00%	2
TOTAL		20

Q6 To what extent are you satisfied that Northport Village police officers carry out their duties without bias in regards to ethnicity, national origin, language, age, gender, sexual orientation, special needs and religion?

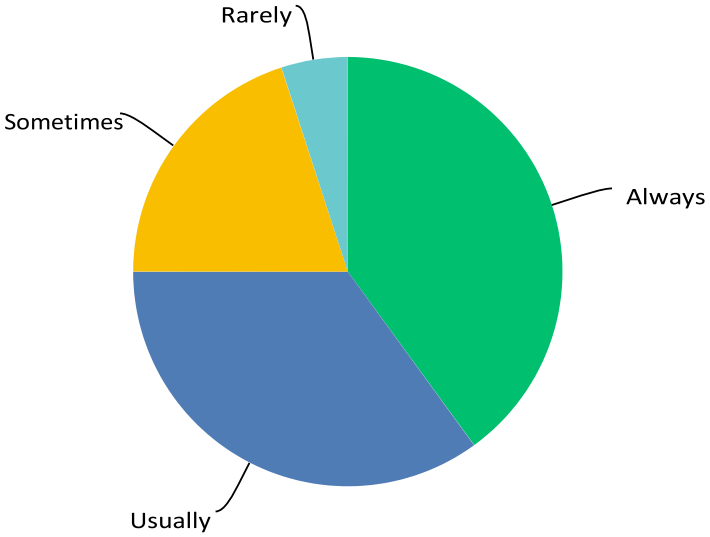
Answered: 19 Skipped: 1



ANSWER CHOICES	RESPONSES	
Very Satisfied	31.58%	6
Satisfied	21.05%	4
Somewhat Satisfied	36.84%	7
Not Very Satisfied	10.53%	2
Dissatisfied	0.00%	0
TOTAL		19

Q7 In your experience, do the Northport Police treat the public with courtesy, respect and fairness?

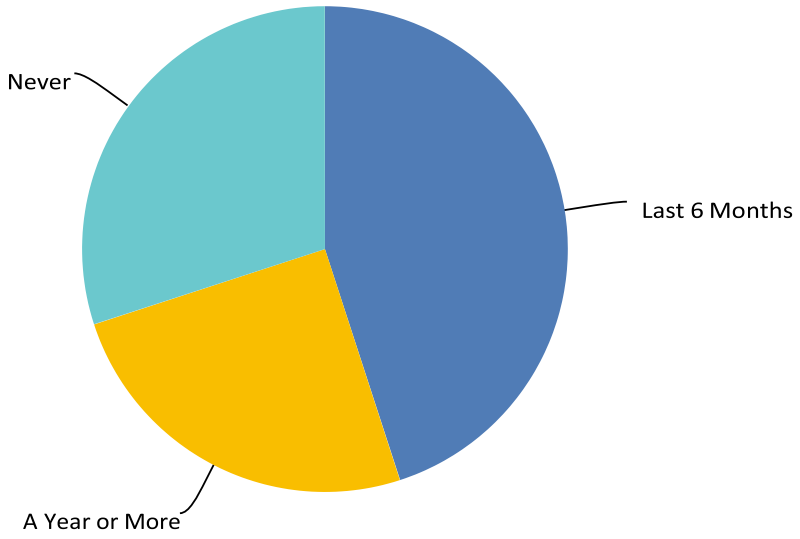
Answered: 20 Skipped: 0



ANSWER CHOICES	RESPONSES	
Always	40.00%	8
Usually	35.00%	7
Sometimes	20.00%	4
Rarely	5.00%	1
Never	0.00%	0
TOTAL		20

Q8 How recently have you had contact with the Northport Police Department in person or on the telephone?

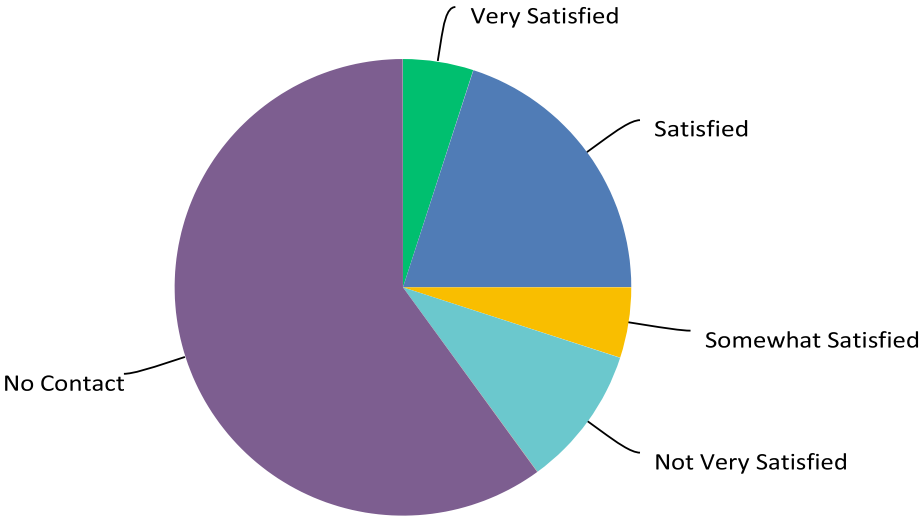
Answered: 20 Skipped: 0



ANSWER CHOICES	RESPONSES	
Last 30 Days	0.00%	0
Last 6 Months	45.00%	9
A Year or More	25.00%	5
Never	30.00%	6
TOTAL		20

Q9 If you have contacted the Northport Police Department, how satisfied were you with the Department's response?

Answered: 20 Skipped: 0



ANSWER CHOICES	RESPONSES	
Very Satisfied	5.00%	1
Satisfied	20.00%	4
Somewhat Satisfied	5.00%	1
Not Very Satisfied	10.00%	2
Dissatisfied	0.00%	0
No Contact	60.00%	12
TOTAL		20

Q10 In a few words, what do you think the Northport Police Department can do better?

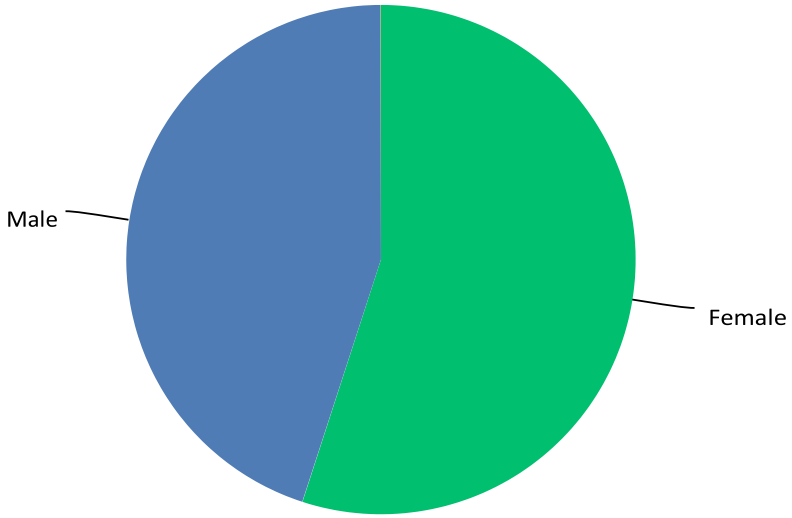
Answered: 12 Skipped: 8

Q11 In a few words, what would you say are the Northport Police Department's strengths?

Answered: 12 Skipped: 8

Q12 Your gender identification?

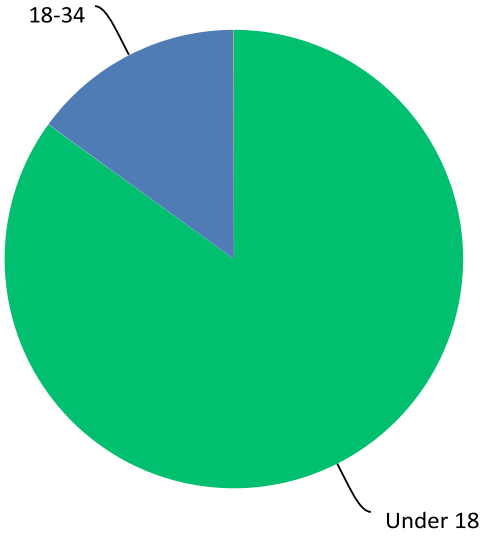
Answered: 20 Skipped: 0



ANSWER CHOICES	RESPONSES	
Female	55.00%	11
Male	45.00%	9
Other	0.00%	0
TOTAL		20

Q13 Your age range?

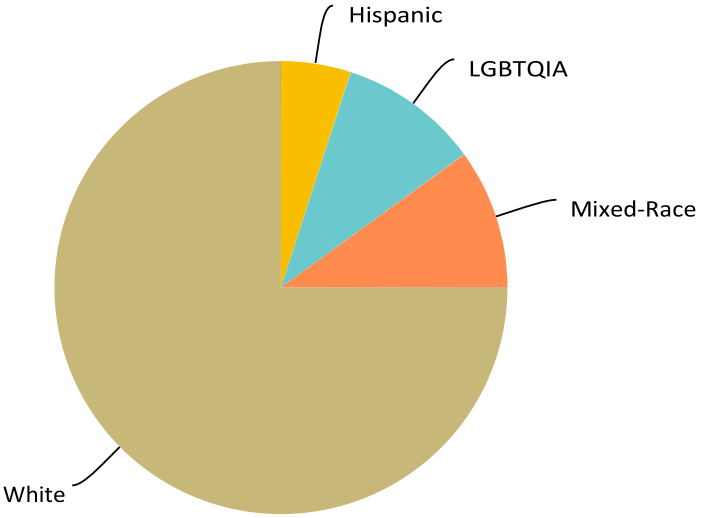
Answered: 20 Skipped: 0



ANSWER CHOICES	RESPONSES	
Under 18	85.00%	17
18-34	15.00%	3
35-49	0.00%	0
50-64	0.00%	0
65+	0.00%	0
TOTAL		20

Q14 Do you identify by any of the following (check all that apply)?

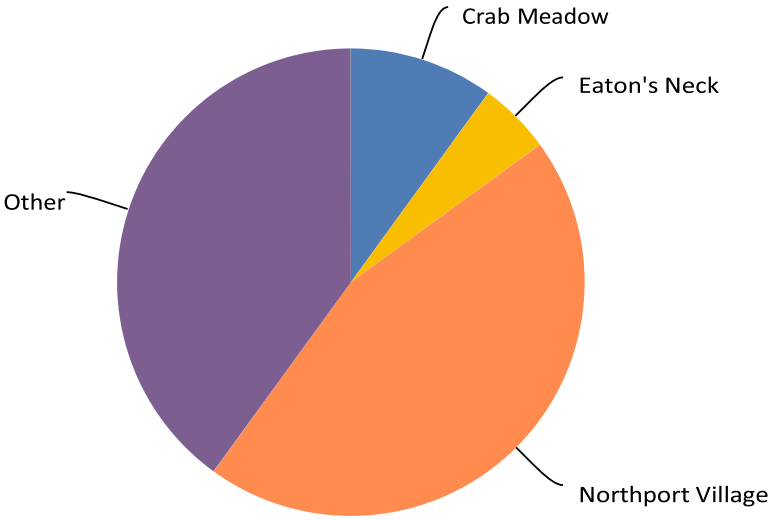
Answered: 20 Skipped: 0



ANSWER CHOICES	RESPONSES	
Asian	0.00%	0
Black	0.00%	0
Hispanic	5.00%	1
LGBTQIA	10.00%	2
Mixed-Race	10.00%	2
South Asian	0.00%	0
Special Needs	0.00%	0
White	75.00%	15
Other	0.00%	0
TOTAL		20

Q15 In what area of the local community do you live?

Answered: 20 Skipped: 0

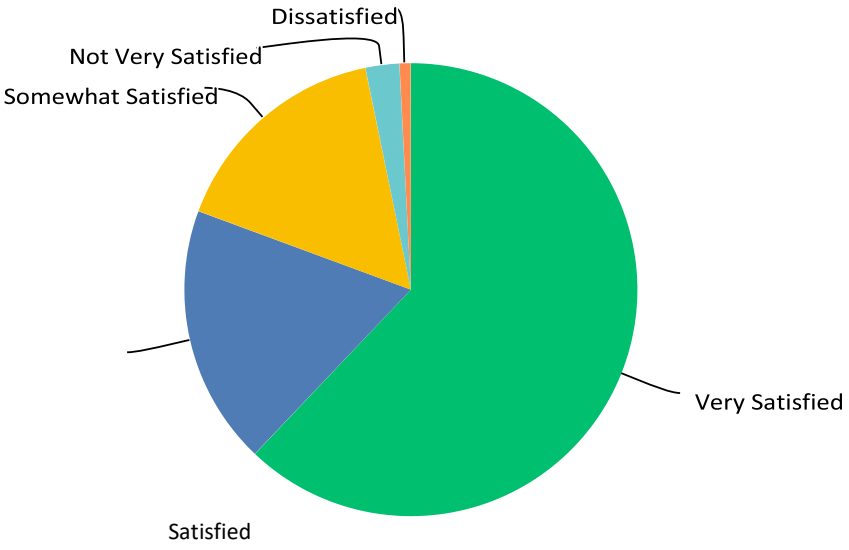


ANSWER CHOICES	RESPONSES	
Asharoken	0.00%	0
Crab Meadow	10.00%	2
Eaton's Neck	5.00%	1
Fort Salonga	0.00%	0
Northport Village	45.00%	9
Other	40.00%	8
TOTAL		20

APPENDIX "C"

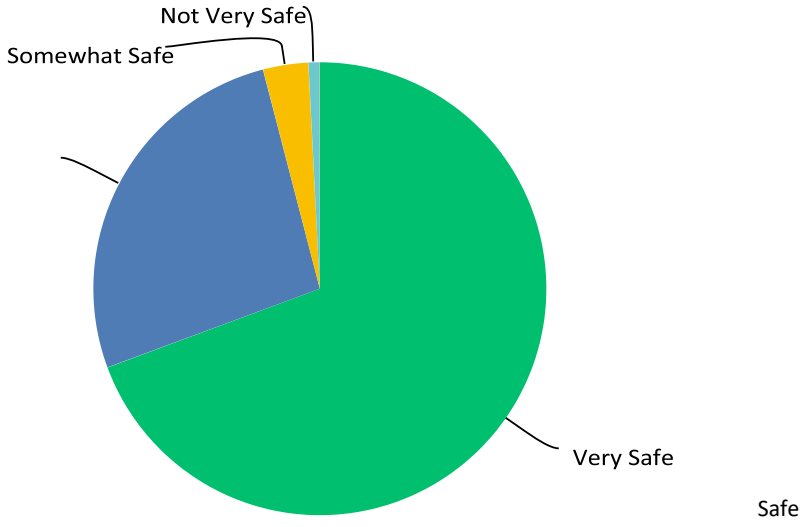
Q1 In general, how satisfied are you with the Northport Village Police Department?

Answered: 124 Skipped: 0



Q2 How safe do you feel in your home?

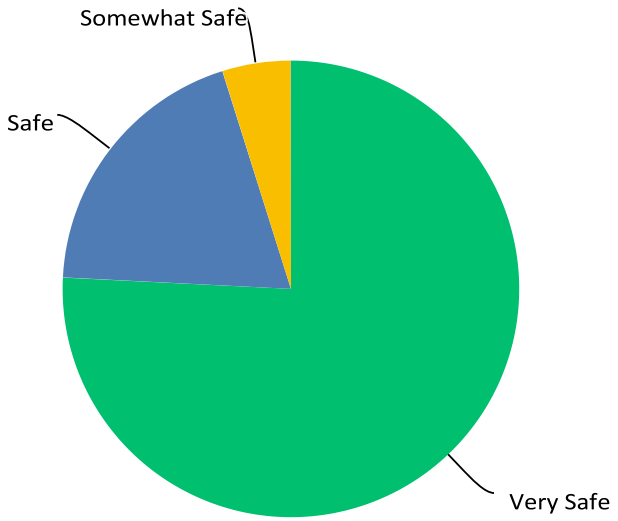
Answered: 124 Skipped: 0



ANSWER CHOICES	RESPONSES	
Very Safe	69.35%	86
Safe	26.61%	33
Somewhat Safe	3.23%	4
Not Very Safe	0.81%	1
Unsafe	0.00%	0
TOTAL		124

Q3 How safe do you feel walking in Northport?

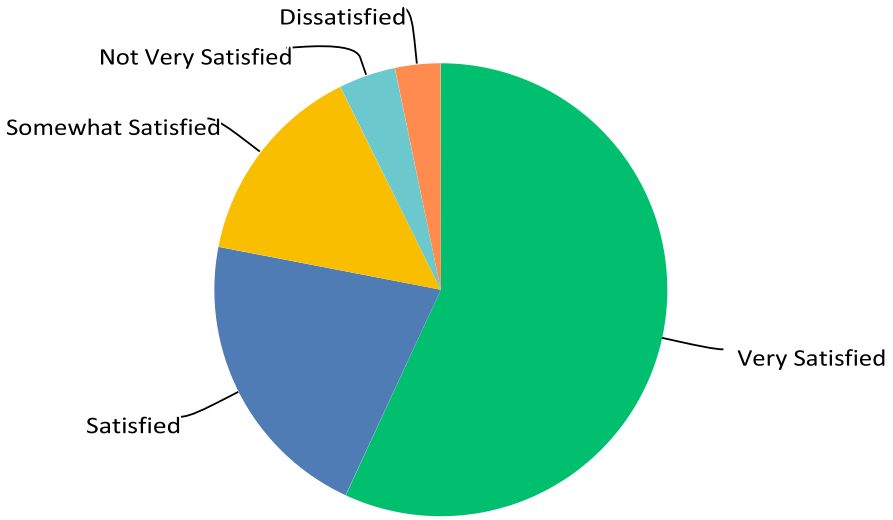
Answered: 124 Skipped: 0



ANSWER CHOICES	RESPONSES	
Very Safe	75.81%	94
Safe	19.35%	24
Somewhat Safe	4.84%	6
Not Very Safe	0.00%	0
Unsafe	0.00%	0
TOTAL		124

Q4 How satisfied are you with the Northport Police Department's enforcement of State and Local laws (i.e., traffic, crime and local Village Code)?

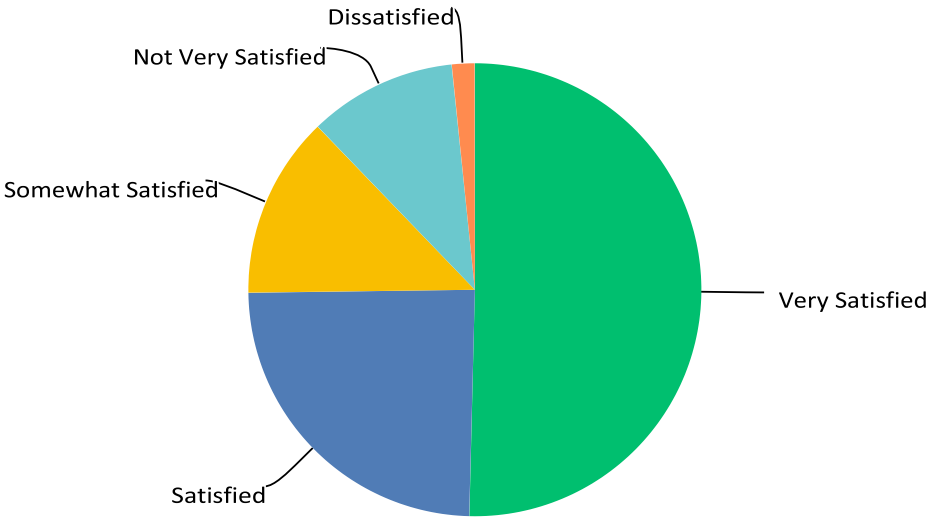
Answered: 123 Skipped: 1



ANSWER CHOICES	RESPONSES	
Very Satisfied	56.91%	70
Satisfied	21.14%	26
Somewhat Satisfied	14.63%	18
Not Very Satisfied	4.07%	5
Dissatisfied	3.25%	4
TOTAL		123

Q5 How satisfied are you with police enforcement of Covid-19 safety restrictions?

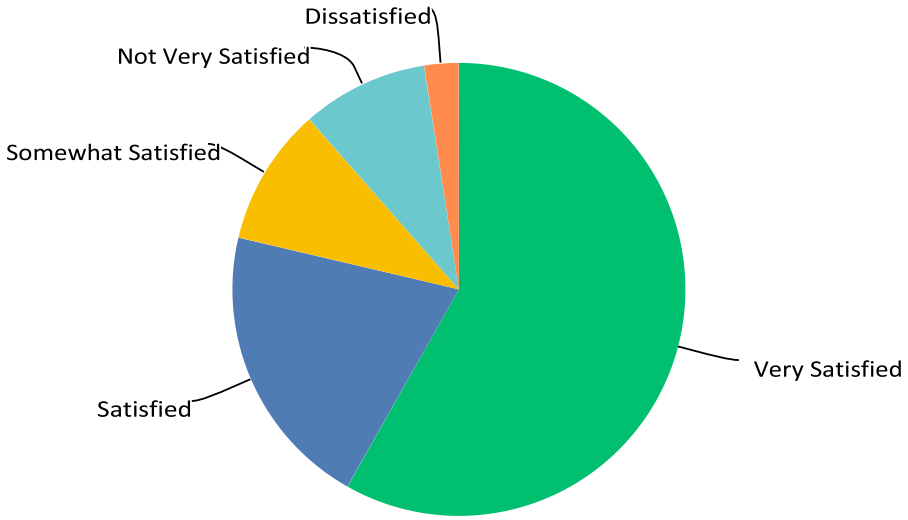
Answered: 123 Skipped: 1



ANSWER CHOICES	RESPONSES	
Very Satisfied	50.41%	62
Satisfied	24.39%	30
Somewhat Satisfied	13.01%	16
Not Very Satisfied	10.57%	13
Dissatisfied	1.63%	2
TOTAL		123

Q6 To what extent are you satisfied that Northport Village police officers carry out their duties without bias in regards to ethnicity, national origin, language, age, gender, sexual orientation, special needs and religion?

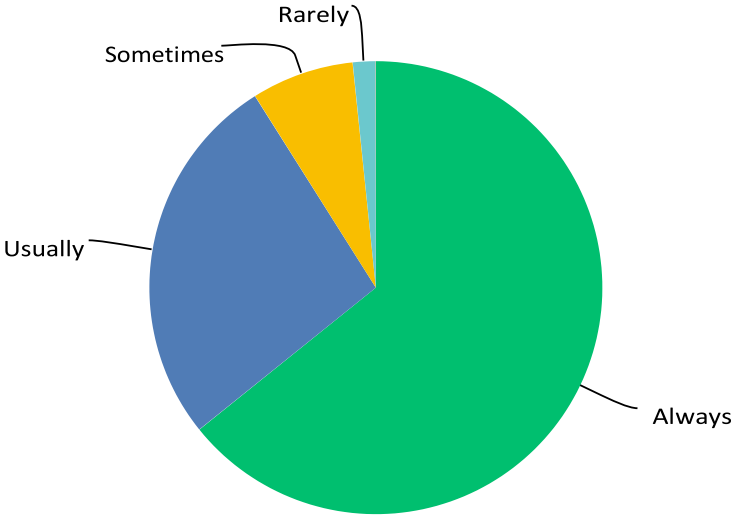
Answered: 122 Skipped: 2



ANSWER CHOICES	RESPONSES	
Very Satisfied	58.20%	71
Satisfied	20.49%	25
Somewhat Satisfied	9.84%	12
Not Very Satisfied	9.02%	11
Dissatisfied	2.46%	3
TOTAL		122

Q7 In your experience, do the Northport Police treat the public with courtesy, respect and fairness?

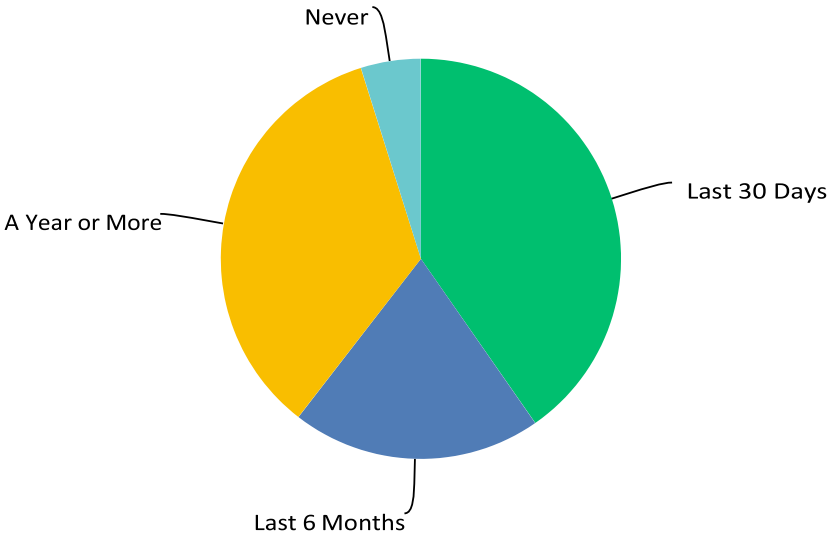
Answered: 123 Skipped: 1



ANSWER CHOICES	RESPONSES	
Always	64.23%	79
Usually	26.83%	33
Sometimes	7.32%	9
Rarely	1.63%	2
Never	0.00%	0
TOTAL		123

Q8 How recently have you had contact with the Northport Police Department in person or on the telephone?

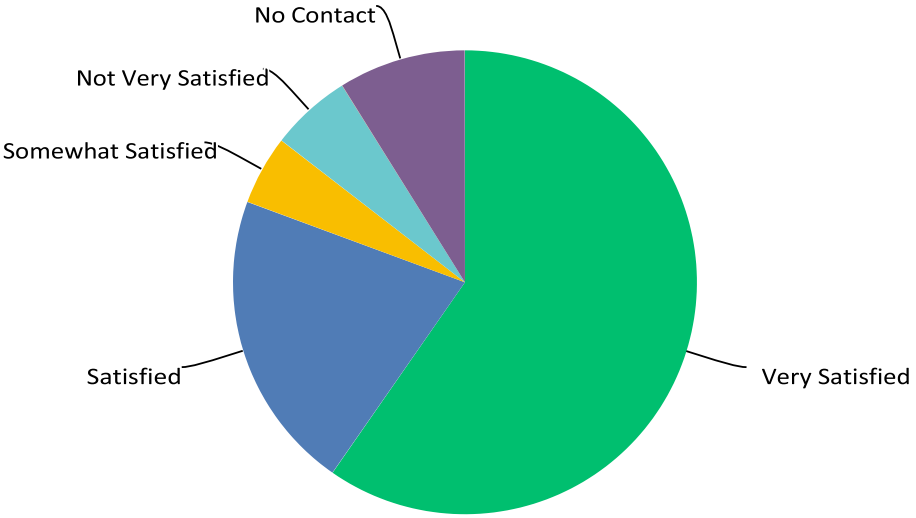
Answered: 124 Skipped: 0



ANSWER CHOICES	RESPONSES	
Last 30 Days	40.32%	50
Last 6 Months	20.16%	25
A Year or More	34.68%	43
Never	4.84%	6
TOTAL		124

Q9 If you have contacted the Northport Police Department, how satisfied were you with the Department's response?

Answered: 124 Skipped: 0



ANSWER CHOICES	RESPONSES	
Very Satisfied	59.68%	74
Satisfied	20.97%	26
Somewhat Satisfied	4.84%	6
Not Very Satisfied	5.65%	7
Dissatisfied	0.00%	0
No Contact	8.87%	11
TOTAL		124

Q10 In a few words, what do you think the Northport Police Department can do better?

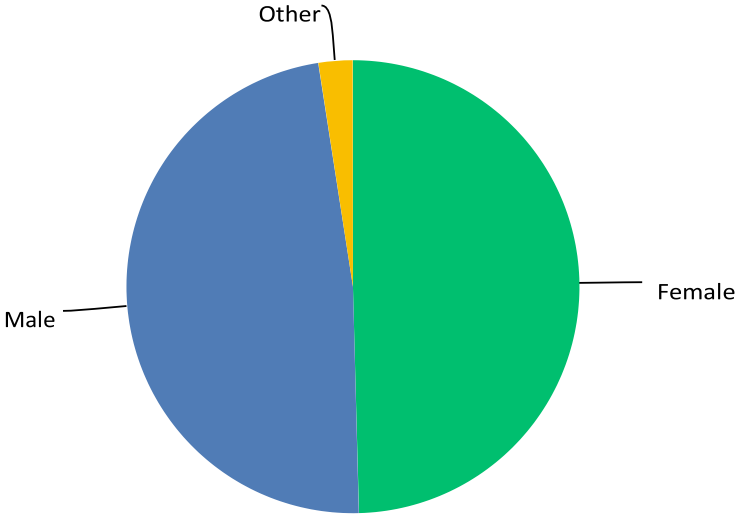
Answered: 86 Skipped: 38

Q11 In a few words, what would you say are the Northport Police Department's strengths?

Answered: 94 Skipped: 30

Q12 Your gender identification?

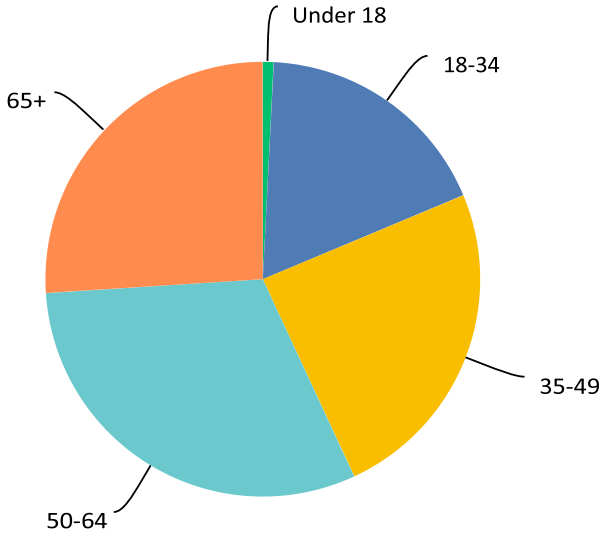
Answered: 123 Skipped: 1



ANSWER CHOICES	RESPONSES	
Female	49.59%	61
Male	47.97%	59
Other	2.44%	3
TOTAL		123

Q13 Your age range?

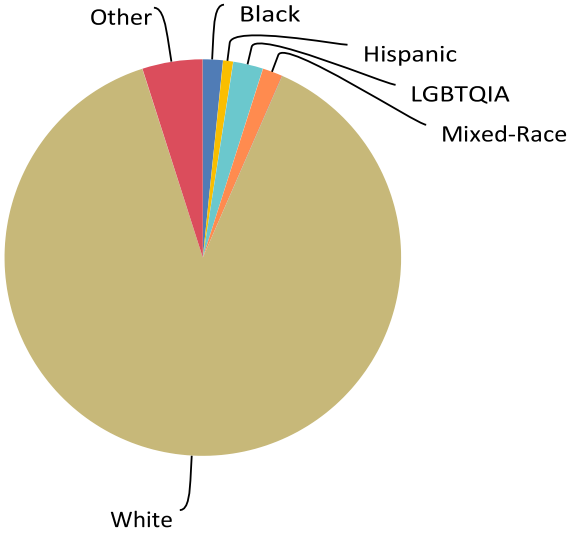
Answered: 123 Skipped: 1



ANSWER CHOICES	RESPONSES	
Under 18	0.81%	1
18-34	17.89%	22
35-49	24.39%	30
50-64	30.89%	38
65+	26.02%	32
TOTAL		123

Q14 Do you identify by any of the following (check all that apply)?

Answered: 122 Skipped: 2



ANSWER CHOICES	RESPONSES	
Asian	0.00%	0
Black	1.64%	2
Hispanic	0.82%	1
LGBTQIA	2.46%	3
Mixed-Race	1.64%	2
South Asian	0.00%	0
Special Needs	0.00%	0
White	88.52%	108
Other	4.92%	6
TOTAL		122

Q15 In what area of the local community do you live?

Answered: 123 Skipped: 1

ANSWER CHOICES	RESPONSES	
Asharoken	2.44%	3
Crab Meadow	4.07%	5
Eaton's Neck	1.63%	2
Fort Salonga	6.50%	8
Northport Village	74.80%	92
Other	10.57%	13
TOTAL		123

APPENDIX "D"

PRESS WORK AND PRESS COVERAGE

224 Main Street, Northport, NY 11768, 631.261.7502, fax 631-757-7521
www.northportny.gov

FOR IMMEDIATE RELEASE
Tuesday, January 12, 2021

Contact: Ian Milligan
Village Police Commissioner
631-261-7502
Ian.milligan@northportny.gov

Northport Village Seeks Public's Collaboration in Carrying out the Governor's Executive Order on Policing in New York State

Northport, NY- Damon McMullan, Mayor of the Incorporated Village of Northport has advised that in accordance with the Governor's Executive Order 203 (EO 203)-*NYS Police Reform and Reinvention Collaborative*-the village has scheduled two public meetings that are essential to shaping the Village's final plan that will be utilized by the Northport Village Police Department to enhance and improve services. The purpose of the meetings is to create opportunities for the public and policymakers to collaborate within the framework of EO 203 while fostering greater trust and respect between the police department and the community.

On **Tuesday, January 19th, 2021, at 6 pm**, a Northport Village workshop will be held in order for the Northport Village Police Review Committee to present to the Village Board the findings of a recent survey they conducted. The purpose of the survey was to determine the community's attitudes about the Northport Village Police Force and to specifically identify areas of concern. The survey, developed on a pro-bono basis, was led by local Northport resident Joe Schramm, a marketing and communications executive and member of the committee. The presentation will include the methodology used in forming the survey, the results, and their analysis. The survey and its findings will be used as a tool to inform the committee as they develop relevant recommendations. After the presentation, the Board trustees will have an opportunity to ask questions and provide the committee with feedback.

As a follow-up to the January 19th workshop, the Village has scheduled a **Public Listening Session** on **Tuesday, February 2, 2021 at 6 pm**. The evening will provide a dedicated forum for the public to comment on the findings and to voice their valuable insights, concerns, and suggestions regarding policing in Northport Village. The public is strongly encouraged to attend both meetings.

The Northport Village Police Review Committee was formed by Mayor McMullen in accordance with EO 203, issued on June 12, 2020. Governor Cuomo issued the EO to address the tensions and lack of trust between communities throughout the state and the law enforcement that serves them. The order requires each local government in the State to adopt a plan by April 1, 2021, to be eligible for future state funding.

When forming the committee, Mayor McMullen's expressed intent was to ensure that the committee reflected gender balance and reflected the cultural make-up of the community. The committee is comprised of residents and stakeholders in the Northport community including representatives a from a local elected official's office and the Suffolk County District Attorney's office, clergy, representatives of the LGBT and multicultural communities, League of Women Voters, as well as local business owners, a licensed social worker, a retired NYPD officer, a retired government administrator, and the Chief of the Village Police.

Mayor McMullen appointed the volunteer committee early last summer. The committee conducted its first meeting on July 7, 2020, when Police Chief Chris Hughes provided members with an overview of EO 203 and police operations in Northport. The committee met biweekly and collaborated on developing a process, researched successful policing strategies in similar communities, consulted with experts and, created a timeline to comply with the EO 203.

The first step in engaging the greater community led to the creation of a sub-committee tasked with crafting and distributing the survey. "The data we have collected from the survey has provided us with a baseline for evaluating police operations in the Village. We are now looking forward to hearing from the public and receiving their comments, concerns and suggestions during the Public Listening Session. Resident participation will be integral in crafting our final plan but, more importantly, in helping the Village and the Police Department best serve and protect the community," stated Mayor Damon McMullen.

In an effort to protect the public from COVID-19 transmission, both meetings will be conducted virtually via Zoom. The following link can be used to register for the January 19th workshop: https://us02web.zoom.us/meeting/register/tZYodeuqrTkjE92IkW9upA-T2DjSEh1y6Gaw. For

updated information on the proceedings of the Northport Village Police Review Committee, access to the survey (to be posted shortly before the beginning of the January 19th workshop), and the Zoom meeting information for the February 2nd, please check the Northport Village's website at www.northportny.gov as well as the Northport Village Police Department's website- https://www.northportvillagepolice.com/ .

About Northport, NY. *The incorporated village of Northport is an historic maritime community of nearly 8000 residents on the north shore of Long Island, within the Town of Huntington in Suffolk County, New York. Settled by English colonists in the 17th Century, it was initially designated Great Cow Harbor and was officially renamed as Northport in 1837. The community incorporated as a village in 1894 and has an elected government comprised of a mayor and four trustees*

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224 Main Street, Northport, NY 11768, 631.261.7502, fax 631-757-7521
www.northportny.gov

FOR IMMEDIATE RELEASE
Tuesday, January 26, 2021

Contact: Ian Milligan
Village Police Commissioner
631-261-7502
Ian.milligan@northportny.gov

Northport Village Continues to Engage Citizens in Effort to Carry out the Governor's Executive Order on Policing with February 2nd Public Listening Session

Northport, NY- In an ongoing effort to comply with the Governor's Executive Order 203 (EO 203), the Northport Village Police Review Committee's (NVPRC) has collaborated with the Village to host a **Public Listening Session** on **Tuesday, February 2, 2021 at 6 pm**. The purpose of the event is to provide a dedicated forum for the public to voice their valuable insights, concerns, and suggestions regarding policing in Northport Village and to comment on the findings of a recent survey that was presented at the Village's January 19th workshop. The NVPRC has been focused on promoting an inclusive process to best understand the community's attitudes about the Northport Village Police Force and to enhance the trust and respect between the police and the community.

In addition to the February 2nd Public Listening Session, the NVPRC has provided the following opportunities for the public to give their input and to stay informed of the committee's work and progress:

- The PowerPoint presentation of the survey and its findings given at the January 19th workshop can be found on the Village's website~ www.northportny.gov.
- Community, members not included in the first-round of surveys, that reside in the 11768-zip code are invited to anonymously take the same survey which can be found on the Village's

website ~ or though https://www.surveymonkey.com/r/PJ2537X. The online survey is available until 5 p.m. ET Sunday, January 31, 2021.

- In addition to taking the survey, the public may comment on the survey and its findings at the Public Listening Session or by emailing the Village Clerk.

The overall goal of the multiple opportunities offered for public engagement and input is to help shape the recommendations that will ultimately be included in the Village's plan to be submitted to the state. "Having a robust public exchange has been a priority of the committee all along. The value they have placed on collaboration and inclusion will ensure the quality of our final report and help improve how the police department serves the public," stated Mayor Damon McMullen.

In an effort to protect the public from COVID-19 transmission, the February 2nd meeting will be conducted virtually via Zoom. Registration is required- the access link can be found on the village's website at www.northportny.gov. The Zoom meeting will be recorded and permission to record images and comments is implied by attendance.

The Northport Village Police Review Committee was formed by Mayor McMullen in accordance with EO 203, issued on June 12, 2020. Governor Cuomo issued the EO to address the tensions and lack of trust between communities throughout the state and the law enforcement that serves them. The order requires each local government in the State to adopt a plan by April 1, 2021, to be eligible for future state funding.

About Northport, NY. *The incorporated village of Northport is an historic maritime community of nearly 8000 residents on the north shore of Long Island, within the Town of Huntington in Suffolk County, New York. Settled by English colonists in the 17th Century, it was initially designated Great Cow Harbor and was officially renamed as Northport in 1837. The community incorporated as a village in 1894 and has an elected government comprised of a mayor and four trustees*

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https://tbrnewsmedia.com/northport-public-listening-session-addresses-villages-police-concerns/

https://huntingtonnow.com/northport-village-plans-2-public-sessions-on-police-reform/

https://www.newsbreak.com/new-york/northport/living/2143530623300/northport-village-plans-2-public-sessions-on-police-reform

Around LI

Policing session set in Northport

Northport Village officials have scheduled a virtual public comment session to discuss a recent survey conducted by the Northport Village Police Review Committee. The virtual session will be on Feb. 2 at 6 p.m.

The purpose of the survey was to determine the community's attitudes about its local police force and to specifically identify areas of concern.

The committee was formed by Mayor Damon McMullen in accordance with an executive order issued by Gov. Andrew M. Cuomo last June to address "tensions and lack of trust between communities throughout the state and the law enforcement that serves them," a village news release said.

The order requires each local government in the state to adopt a plan by April 1 to be eligible for future state funding.

Visit northportny.gov or the police department's website at northportvillagepolice.com for more information. — DEBORAH S. MORRIS

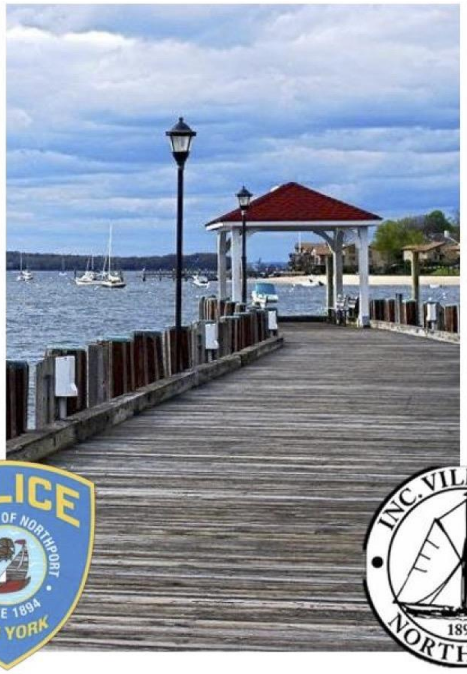
Appendix "E"

Presentation to the Northport Village Board

Presented by the Northport Village

Police Review Committee

Tuesday, January 19, 2021



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Mandate

To form a committee of local area residents and stakeholders that will review policies of the Village police force.

The committee requests the **input of the community.**

From the input, the committee will **develop a plan** for improvements.

The plan will require the **input** of the community and the **approval** of the Village Board.

The approved plan is then **submitted to the Governor** in April 2021 as per **Exec. Order 203.**

Committee

By invitation of Mayor McMullen

Gender and cultural balanced

Meeting since July 7, 2020

- **Community** *Residents, business, and clergy*: Artie Glad, Philip Ingerman, Ralph Notaristefano, Sherry Pavone, Joe Schramm, and Rev. Bette Johnson Sohm
- **Village Officials** Stuart Besen, Mayor Damon McMullen and Ian Milligan
- **Stakeholders** Brendan Ahern representing Suffolk Dist. Atty. Tim Sini; Dr. Deb Cosher representing the League of Woman Voters; Elizabeth Alexander representing Suffolk Leg. Dr. Spencer
- **Village Police** Chief Chris Hughes
- Meetings every 2 weeks; minutes by Georgina Cavagnaro, Dept. Village Clerk

Responsibilities

Review **current police policies** and procedures.

Consider actions reflecting **Diversity and Inclusion.**

Create a **plan of action**.

Offer the plan **to the public** for review and comment.

By April 1, 2021, Village Board to certify that these steps have been completed and submit the approved plan to the Governor.

Police Stats

2020

Arrests 78 / 16 for DWI

Summons 1518

579 parking

888 traffic

51 appearance

Calls 5191

450 aided

141 MV crashes

20 overdose

Police Stats

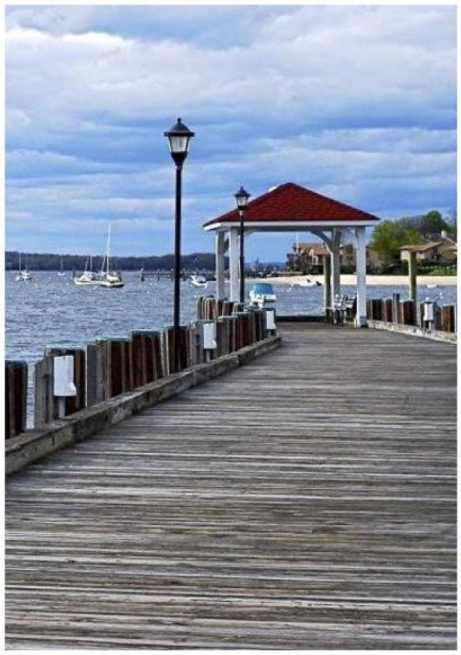
2020

Officers 17

15 reside in the Northport community (88%)

9 are Village residents (53%)

11 graduated from Northport H.S. (65%)



Community Voice

Input of the Community ***The Survey Sub-committee***

Philip Ingerman, Ralph Notaristefano, Sherry Pavone, Joe Schramm

Input by Rev. Bette Johnson Sohm

One

A random and anonymous survey to secure scientifically-reliable analytics and reactions.

Tonight

Two

Use the same survey to solicit additional public commentary

January 19 – January 31

Three

Compile The Plan

February – March

Submit the plan

April 1

Survey

Objectives

To have a statistically-relevant tool to aid in developing the plan

- To determine the community's general impression of the police
- To identify areas of concern re: police
- To offer opportunities for respondents to comment
- To deliver a professional tool without impact to the budget, through pro-bono, and volunteer services

Control Groups

- Bill-paying adults in 11768 zip code selected by third-party
- Business and community leaders
- High school seniors

Survey

Tactical Approach

Mail with SASE response mechanism (500 mailed)

Online (211 surveys sent)

Questionnaire Methodology

Quick and Easy. 15 questions. 5-minutes response time

Mix of closed ended (multiple choice) and open-ended (write-in)

Acquire statistical (evident) and reactional (not evident) data

Timing

2-weeks response time for mailed survey

10 days response time for online

Findings

Response Rate

- At-large: 20% very reliable
- Community Leader: 12% acceptable
- High School: N/A

Satisfaction Level 85%

Safety 90%

Police Interaction/Response Positive 85%

Demos

- 55/45 Male-Female (1 response "other")
- 95% white / 5% Hispanic among community leaders
- 85% were 40+
- 2% LGBT

Findings

Open-ended Comments, Suggestions & Concerns

Concerns regarding policies for "Pop Up" Caravan / events

The Woodbine Ave. Incident (use of weapons and arrests)

Complimentary comments about current service and response times

Too much focus on traffic stops on 25A

Increase visibility (street patrols) / More interaction

Build a relationship / understanding with teens

Hire female officers

TakeAways

Seek a solution with the community for addressing the potential of future "pop ups" and Woodbine incidents

Complimentary comments about current service and response times encourages "more of the same" standards

Expand the current interaction / relationship building with public

Develop a program for building a relationship with teens

Implement a process of employment "inclusion" by encouraging those with diverse backgrounds to apply. (eg LGBTQ, women, Spanish speakers)

Expand existing in-service training curriculum to include ethnic and LGBTQ "cultural training"

Students

Northport High School Senior Class

- Important to include younger voices.
- Comments on earlier surveys re: Police relationship with teens
- Survey conducted in January 2021
- About 450 students
- Reasonably consistent with earlier surveys

Survey Questions & Results

Mailed Bill payers in 11768 = 20%

Online Community Leaders/Business = 12%

Online Students = 5%

NEXT

Survey Available On Village Website

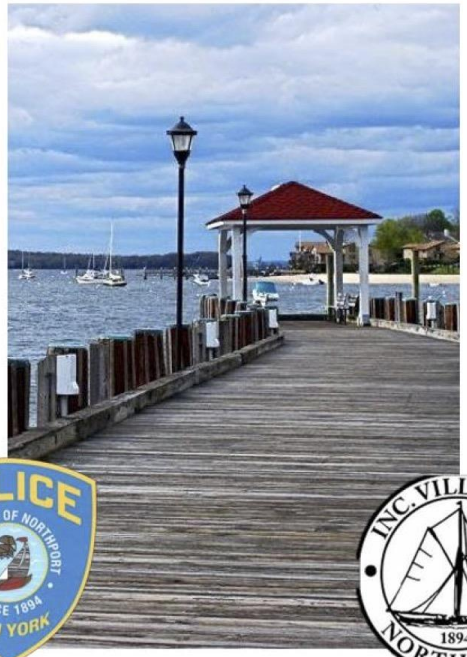
Public Invited to Participate

Anonymous

By January 31, 2021

100% of responses will be reviewed by the sub-committee and incorporated into final report to Village Board.

Next Steps for the Northport Police Review Committee

Open discussion.

Thank you.