

APPENDIX B

NEW YORK STATE POLICE REFORM AND REINVENTION COLLABORATIVE PLAN CERTIFICATION FORM

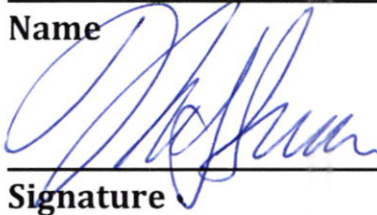
Instructions: The Chief Executive of each local government must complete and submit this certification and a copy of their Plan to the Director of the New York State Division of the Budget on or before April 1, 2021 at EO203Certification@budget.ny.gov.

I, Warren J. Lucas, as the Chief Executive of Town of North Salem
(the "Local Government"), hereby certify the following pursuant to Executive
Order No. 203 issued by Governor Andrew M. Cuomo on June 12, 2020:

- ☒ The Local Government has performed a comprehensive review of current police force deployments, strategies, policies, procedures, and practices;
- ☒ The Local Government has developed a plan, attached hereto, to improve such deployments, strategies, policies, procedures, and practices (the "Plan");
- ☒ The Local Government has consulted with stakeholders (including but not limited to: membership and leadership of the local police force; members of the community, with emphasis in areas with high numbers of police and community interactions; interested non-profit and faith-based community groups; the local office of the district attorney; the local public defender; and local elected officials) regarding the Plan;
- ☒ The Local Government has offered the Plan in draft form for public comment to all citizens in the locality and, prior to adoption of the Plan by the local legislative body, has considered the comments submitted; and
- ☒ The legislative body of the Local Government has ratified or adopted the Plan by local law or resolution.

Warren J. Lucas

Name



Signature

Supervisor

Title

03/29/2021

Date



TOWN OF NORTH SALEM

Delancey Hall
266 Titicus Road
North Salem, N.Y. 10560

Office of the Town Clerk
Maria C. Hlushko

RESOLUTION #96-21
TO AUTHORIZE ADOPTION – NORTH SALEM POLICE REFORM AND
REINVENTION COLLABORATIVE TASK FORCE REPORT

Motion made by Supervisor Lucas
Seconded by Councilman Kamenstein

RESOLVED, that the Town Board of the Town of North Salem hereby adopts the North Salem Police Reform and Reinvention Collaborative Task Force Report as proposed and authorizes the Supervisor to submit the report to the Division of Budget as required by the Governor's Executive Order 203.

*** See attached***

Supervisor Lucas - Aye
Councilman Aronchick – Aye
Councilwoman Daniels – Aye
Councilman Golisano – Aye
Councilman Kamenstein – Aye
Resolution Adopted.

I, Maria C. Hlushko, Town Clerk of the Town of North Salem, County of Westchester, State of New York, do certify that the above is a true and exact copy of a Resolution adopted by the Town Board of said Town at a meeting held on March 23, 2021.



Maria C. Hlushko

Maria C. Hlushko, Town Clerk



North Salem Police Reform and Reinvention Collaborative Task Force Report

Report to Governor Andrew M. Cuomo
April 1, 2021

Chair, Peter D. Kamenstein,
Deputy Supervisor

North Salem Police Reform and Reinvention Collaborative Task Force Report

The mission of the North Salem Police Department is:

“To work in partnership with our community, to build and maintain relationships founded on trust and mutual respect, while promoting safety, security and improving the quality of life for our residents.”

Executive Summary

The North Salem Police Reform and Reinvention Collaborative Task Force (Task Force) was formed in response to Governor Cuomo’s Executive Order of June 12, 2020 that directed local legislative bodies throughout the state to adopt a police reform and reinvention plan by April 1, 2021. Local Governments were charged with reviewing police-community relations through a lens of trust and through the principles of fairness and procedural justice.

Using the state’s *Resource & Guide for Public Officials and Citizens*, other relevant literature and the approaches taken by other jurisdictions as a guide, the Task Force considered multiple facets of police-community relations. Some of these included: the current role of police in the community, staffing and training, the ways in which procedural justice polices are employed, transparency and accountability of information and policies, and officer wellness.

North Salem is a closely-knit community that seeks to foster a spirit of inclusiveness. We aspire to maintain a “small-town” feel and we are cognizant of, and sensitive to, the needs and rights of all of our residents. The Town has taken several actions to make this abundantly clear.

On July 11, 2017, The Town Board passed a resolution (#228-17) reaffirming the Town’s policy against discrimination against anyone, and in particular, with regard to immigrants. In part, the resolution states “...We have always been and continue to be a community that protects the rights of all residents. The practices of our Police Department and all Town Departments and Boards are designed to promote mutual respect and to maintain an open dialogue with our community. The Town of North Salem as per New York State law has not in the past, nor will it, inquire about an individual’s national origin or immigration status...”

On February 11, 2020, the North Salem Town Board passed a resolution (#69-20) denouncing anti-Semitism and hate crimes in response to an increase of incidents of anti-Semitism in Westchester County and the United States. That resolution reaffirmed the Town’s commitment as an open and affirming community where all people are welcome, and all faiths and traditions are respected.

Moreover, on June 25, 2019, when the Town revised and updated the Police Department’s use of force policy, it banned chokeholds and reaffirmed the guiding principle that “The primary duty of all members of the service (MOS) is to protect human life, including the lives of individuals being placed in police custody.”

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These three actions referenced above do not reflect a change of approach by the Town, rather, recent events demonstrated it was important for the Town to restate its values. The Town and all of its enforcement arms, including the Police Department, have always practiced a culture of inclusiveness, respect, and restraint.

The recommendations (see section below) that arose from our collaborative process reflect the spirit of openness, cooperation and respect that currently exist in our town, as well as the desire to maintain a critical view of our police-community relations with the goal of ensuring that racial disparity is not a factor. They include: recording and analyzing demographic stop data, surveying the community regarding attitudes toward the North Salem Police Department, facilitating and enhancing the current complaint procedure and providing more data transparency. With respect to internal procedural justice, the Task Force reviewed the Town of North Salem's employee handbook with regard to dispute resolution procedures and determined that the current process as articulated is clear and fair.

The Town of North Salem and its legislative leaders have been, and continue to be, committed to ensuring that racially-biased policing strategies have no place in our Police Department. To that end, we will continue to require fairness and transparency in the police department, and strengthen the policies, procedures and oversight to support that effort. To be sure, the culture of the North Salem Police Department is entirely in accord with these tenets, and in the course of this process, it has reaffirmed its commitment to them.

Introduction

The North Salem Town Board, led by Town Supervisor Warren Lucas, designated Deputy Supervisor Peter Kamenstein as Task Force Chair and charged him with leading the process of forming a Task Force and producing recommendations for the community.

In early October, 2020, Chairman Kamenstein assembled a group of volunteers that represented the diversity of North Salem residents, as well as its law enforcement leadership and personnel. The Task Force and its subcommittees met multiple times prior to presenting draft recommendations at a public meeting held on March 16, 2021. Through this collaborative effort, the Task Force sought to critically examine the nature of police-community relationships in North Salem by conducting open dialogue and honest discussion. This has been a transparent process; before, during, and after the public meeting, the Task Force and its members have received comments and information from members of the public for consideration by the Task Force.

Our deepest gratitude to the distinguished Task Force members (listed below) who have volunteered their time and talents to this effort with good spirit and cheer when, during a global pandemic, ninety percent of the Task Force's meetings were conducted remotely.

Community Engagement Subcommittee Members

Chair, Council Member Martin Aronchick

Andrew Brown, North Salem Police and NSCSD School Board Representative

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Antwaine Debnam, Community Representative
Kenneth Freeston, Superintendent, North Salem Central School District
Charlotte Harris, Community Representative
Josh Leicht, Community Representative
Caroline Sarnoff, Executive Director, Justice Collaboratory, Yale Law School
Tim Wagner, Pastor, Croton Falls Community Church

Policies and Procedures, Training and Recruitment Subcommittee Members

Chair, Janine Kourakos, Office of the Supervisor and Community Representative
Joseph Becerra, New York State Police and Community Representative
Michael Castellano, North Salem Police Representative
Hamlet Cuello, Community Representative
Marion LaFranco, Community Representative
Kevin McGuire, Commissioner, Westchester County Department of Social Services
Nzingha Milanes, Community Representative
Silvio Ruvolo, North Salem Police Representative
Caroline Sarnoff, Executive Director, Justice Collaboratory, Yale Law School
Lynn Tyson, Community Representative

Ex-Officio

Warren J. Lucas, Supervisor
Katherine Daniels, Town Board
Brent Golisano, Town Board
Maria Hlushko, Town Clerk
Tom Howley, Chief, North Salem Police Department
Roland Baroni, Esq., Town Attorney

The Task Force was convened on November 11, 2020 and after an initial series of lively discussions, formed two subcommittees that met multiple times each during the months of November and December to consider the following topics:

- Police dispatch procedures
- Investigatory stops and traffic stops
- Employing procedural justice in all stops
- Building a strong partnership between officers and the community
- Facilitating a culture of safety and mutual respect
- Advocating for metrics that capture how, and if, justice is carried out with proper regard for equity, transparency and human dignity
- Process to investigate and adjudicate any allegations of officer misconduct
- Use of force review: principles and policies
- Reviewing Use of Force guidelines – (see attached guidelines)
- Giving officers due process and voice – (see attached Dispute Resolution Policy from Employee Handbook)

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- Providing employees with support – (we participate in the Westchester County Employee Assistance Program)
- Modeling procedural justice at all levels of the department
- Training (see details of officer training in section below)
- Current and future budget implications of implementing recommendations

Background

Tucked in the northeast corner of Westchester County, North Salem is home to approximately 5,000 residents who enjoy 24 square miles of rural charm, community spirit, horses, open spaces and convenient access to New York City.

In the 1730s, European settlers began to create a self-sufficient farming community out of the forested wilderness of the Titicus River Valley. In the 1840s, the hamlets of Purdys and Croton Falls sprang up around two stations on the new Harlem Railroad. Dairy farmers thrived, using the new iron horse to get products to market. Imaginative entrepreneurs imported exotic animals and started America's first circuses. Others created summer camps and vacation communities around Peach Lake.

When the Titicus Dam and Reservoir were created in the 1890s to create a needed water supply for New York City, many people in North Salem and surrounding towns were displaced. The entire village of Purdys was moved, along with parts of Croton Falls.

Gradually, as horses replaced cows on the landscape, North Salem was transformed from a farming community to a lively mix of commuters, tradespeople, small business owners, professionals, artists, equestrians and celebrities. Horses abound, and many riders hunt with the Golden's Bridge Hounds; others compete in horse shows; and the North Salem Bridle Trails Association maintains miles of riding trails. Along with horses, alpacas and sheep dot the landscape. Anglers enjoy fishing in the Titicus River and Reservoir.

The school system educates about 1,000 students yearly who enjoy playing sports on fields in two local parks. The town runs a popular summer day camp that attracts approximately 400 children at Mountain Lakes Park. North Salem has an excellent small theatre, many fine restaurants, a very active historical society and a vibrant library that serves as community center. Residents are committed to community service and volunteer in the ambulance corps, fire department, PTA, Lions Club and many other organizations.

North Salem's residents have always enjoyed a strong and positive relationship with the Police Department, as well as with the individual officers that comprise it. We are fortunate that the majority of our police are former New York City Police Officers who bring with them a wealth of diverse experience and training to their jobs. As the spirit of cooperation and camaraderie present during our Task Force meetings have shown us, our community maintains a highly

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favorable opinion of our officers. That opinion notwithstanding, the Task Force took its obligations very seriously and developed a list of recommendations that strives to make police processes even more transparent, and community relationships even stronger, as we move forward.

North Salem Police Department

The North Salem Police Department (NSPD) comprises 14 part-time officers including one Chief, two Lieutenants, two Sergeants and nine officers. The New York State Police operates as the full-time force for the Town and is responsible for processing alleged felony violations. It also dispatches the NSPD through GPS tracking which facilitates efficient deployment of officers.

Day-to-day operations include:

- Routine checks on school buildings and regular contact with the School Resource Officer
- Patrolling the Purdys and Croton Falls Metro-North stations
- Patrolling Town parks daily
- Providing home checks for residents when they are away (Dark House Form request available on the Town website, by phone or at Town Hall)
- Assisting local animal control with lost pets by collecting unaccompanied dogs and returning to rightful owners
- Patrolling streets or areas in response to suspicious person or incident calls
- Patrolling Mountain Lakes Park twice daily while Summer Camp is in session
- Providing police presence for multiple sporting events for the NS Central School District
- Providing traffic control at Town cemeteries during funeral services
- Performing certified car seat installation for residents by appointment
- Conducting weekend nights business check to ensure building security
- Conducting daily weekday walk-through of the Croton Falls Business District to keep in regular communication with the business community
- Responding to EMS and Fire calls
- Serving Orders of Protection to residents
- Serving as Court Officers as needed
- NSPD has representative on the Northern Westchester Risk Reduction Team (Domestic Violence)

The Department routinely conducts officer training in the following areas:

- Article 35 - Justification of P.O. use of force under NYS law
Police use of force under US Constitution and case law

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- Firearms - handgun, rifle & shotgun
- CPR - first aid, use of AED, Stop the bleeding stop the dying
- Coordinated Emergency Response Drills- Police, Fire, EMS, County PD,
NYS PD @ N.S. Schools
- Lock Down Drills - with Westchester County Police Department @ North Salem Schools
- Active Shooter Drills
- OSHA/PESH/Blood-borne Pathogens/Fire Extinguisher
- Domestic Violence Lethality Assessment Program
- Narcan administration
- Firearms Armorer - 3 officers maintain and repair Dept. firearms
- Child Safety Seat Technician
- First Line Supervisor Course for new promotions
- Collapsible baton- new equipment
- DCJS Portal recertification - allows officers to conduct investigative inquiries
- Universal In-service Training Westchester County Police Academy

The North Salem Police Department has officers who specialize in:

- Accident investigation
- Burglary investigation
- Dignitary protection
- Emergency services
- Firearms instruction
- Gang intelligence
- Homicide investigations
- Long term anti-terrorism investigation
- Narcotics investigation
- Organized crime investigations automobiles
- Robbery Squad
- Terrorist Interdiction Task force

In addition, officers are often requested to work at Town functions listed below. Taxpayers do not pay for any of these services:

- Horse Shows at Old Salem Farm
- Harvest Moon during apple season
- Occasional Sunday mornings at Hayfields
- Periodic traffic direction at weddings and parties
- Traffic control for contractors when repairing roads in Town

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Recommendations

Community Engagement

1. Begin recording demographic stop data (i.e. gender, ethnicity) using the Westchester County Police process for this function and other relevant models as guides.
2. Community Engagement
 - a) meet & greet with officers – we are proposing bringing officers one or two at a time to established community events to interact with community residents in an informal setting.
 - b) individual officer news profiles – print and online media “profile” pieces
 - c) clearly convey mission statement – through town website and other forms of social and print media.
3. Community Survey to learn about interactions with and attitudes toward the North Salem Police Department - town-wide survey to be issued periodically to all residents (see attached surveys in English and Spanish).

Policies and Procedures, Training and Recruitment

1. Complaints
 - a) compile statistics on complaints
 - b) maintain an excel spreadsheet of complaints
 - c) add a clause of expungement for baseless claims
 - d) provide an online complaint form (see attached which will be available anonymously)
2. Review and Update Patrol Guide
 - a) add description on current complaint procedure
 - b) authorize Chief to work with state police to update the NS Police Patrol Guide
 - c) make guide publicly available –
<https://www.northsalemny.org/police/pages/nspd-patrol-guide>
3. Implement an Annual Officer Wellness Survey (to be developed in conjunction with The Justice Collaboratory at Yale)

Attachments

- Use of Force Guidelines
- North Salem Police Department Community Surveys
- Personnel Complaint Form

**North Salem background information for this report provided by Town Historian Susan Thompson*

USE OF FORCE AND DEADLY PHYSICAL FORCE

SCOPE

The primary duty of all members of the service (MOS) is to protect human life, including the lives of individuals being placed in police custody. Force may be used when it is reasonable to ensure the safety of a member of the service or a third person, or otherwise protect life, or when it is reasonable to place a person in custody or to prevent escape from custody. In all circumstances, any application or use of force must be reasonable under the circumstances. If the force used is unreasonable under the circumstances, it will be deemed excessive and in violation of Department policy.

When appropriate and consistent with personal safety, members of the service will try to de-escalate to safely gain voluntary compliance from a subject to reduce or eliminate the necessity to use force. In situations in which this is not safe and/or appropriate, MOS will use only the reasonable force necessary to gain control or custody of a subject. The use of deadly physical force against a person can only be used to protect MOS and/or the public from imminent serious physical injury or death.

In determining whether the use of force is reasonable, members of the service should consider the following:

- a. The nature and severity of the crime/circumstances
- b. Actions taken by the subject
- c. Duration of the action
- d. Immediacy of the perceived threat or harm to the subject, members of the service, and/or bystanders
- e. Whether the subject is actively resisting custody
- f. Whether the subject is attempting to evade arrest by flight
- g. Number of subjects in comparison to the number of MOS
- h. Size, age, and condition of the subject in comparison to the MOS
- i. Subject's violent history, if known
- j. Presence of hostile crowd or agitators
- k. Subject apparently under the influence of a stimulant/narcotic which would affect pain tolerance or increase the likelihood of violence

All MOS are responsible and accountable for the proper use of force. The application of force must be consistent with existing law and with the North Salem Police Department's policies, even when Department policy is more restrictive than state and federal law. Depending upon the circumstances, both federal and state laws provide for criminal sanctions and civil liability against MOS when force is deemed excessive, wrongful, or improperly applied.

Excessive force will not be tolerated. MOS who use excessive force will be subject to Department discipline, up to and including dismissal.

SCOPE

(continued)

Failure to intervene in the use of excessive force, or report excessive force, or failure to request or to ensure timely medical treatment for an individual is serious misconduct that may result in criminal and civil liability and will result in Department discipline, up to and including dismissal. If a member of the service becomes aware of the use of excessive force or failure to request or to ensure timely medical treatment for an individual, the member must report such misconduct to the Chief of Police. This report can be made anonymously.

DEFINITIONS

DE-ESCALATION- Taking action in order to stabilize a situation and reduce the immediacy of the threat so that more time, options, and/or resources become available (e.g., tactical communication, requesting a supervisor, additional MOS and/or resources such as New York State Police Hostage Negotiation Team, etc.). The goal is to gain the voluntary compliance of the subject, when appropriate and consistent with personal safety, to reduce or eliminate the necessity to use force.

OBJECTIVELY REASONABLE STANDARD – The reasonableness of the use of force is based upon the totality of the circumstances known by the MOS at the time of the use of force. The Department examines the reasonableness of force viewed from the perspective of a member with similar training and experience placed into the same circumstances as the incident under investigation.

EXCESSIVE FORCE – Use of force deemed by the investigating supervisor as greater than that which a reasonable officer, in the same situation, would use under the circumstances that existed and were known to the MOS at the time force was used.

CHOKEHOLD – A chokehold shall include, but it is not limited to, any pressure to the throat or windpipe, which may prevent or hinder breathing or reduce intake of air.

VEHICLE RAMMING ATTACK (VRA) - A form of attack in which a perpetrator deliberately rams a motor vehicle into a crowd of people or building.

PROCEDURE

To provide members of the service with the Department's force/restraint and firearm prohibitions;

PROHIBITIONS

UNIFORMED MEMBER OF THE SERVICE

1. Uniformed members of the service are authorized under New York State law to discharge a firearm to prevent or terminate the unlawful use of force that may cause death or serious physical injury, taking into account the below prohibitions imposed by the Department.

**UNIFORMED
MEMBER OF
THE SERVICE
(continued)**

Members of the service **SHALL NOT**

- a. Discharge a firearm when, in the professional judgement of a reasonable member of the service, doing so will unnecessarily endanger innocent persons
- b. Discharge firearms in defense of property
- c. Discharge firearms to subdue a fleeing felon who presents no threat of imminent death or serious physical injury to the MOS or another person present
- d. Fire warning shots
- e. Discharge firearm to summon assistance, except in emergency situations when someone's personal safety is endangered and no other reasonable means to obtain assistance is available
- f. Discharge their firearms at or from a moving vehicle unless deadly physical force is being used against the member of the service or another person, by vehicle ram attack
- g. Cock a firearm. Firearms must be fired double action at all times

NOTE

Drawing a firearm prematurely or unnecessarily limits a uniformed member's options in controlling a situation and may result in an unwarranted or accidental discharge of the firearm. The decision to display or draw a firearm should be based on an articulate belief that the potential for serious physical injury is present. When a uniformed member of the service determines that the potential for serious physical injury is no longer present, the uniformed member of the service will holster the firearm as soon as possible.

1. Members of the service **SHALL NOT**

- a. Use a chokehold
- b. Use any level of physical force to punish, retaliate or coerce a subject to make statements
- c. Use any level of physical force on handcuffed or otherwise restrained subjects unless necessary to prevent injury, escape or to overcome active physical resistance or assault
- d. Connect or tie cuffed wrists or restrained ankles or legs
- e. Transport a subject facedown
- f. Use force to prevent a subject from swallowing alleged controlled substance or other substance, once a subject has placed suspected controlled substance in his or her mouth, or forcibly attempt to remove substance from subject's mouth or other body cavity.

*When a uniformed member of the service observes or suspects that a prisoner has ingested a narcotic or other dangerous substance, the prisoner will be transported from the place of arrest **DIRECTLY** to the nearest hospital facility.*

Vehicle Ramming Attack (VRA)

ADDITIONAL	The following tactics are generally prohibited and should not be used in an attempt to stop a vehicle.
DATA	<ul style="list-style-type: none">a. Rammingb. Placing moving Department vehicle in a position to be stuck by pursued vehiclec. Driving alongside the moving vehicled. Roadblocks (unless specifically directed by supervisory personnel)
ADDITIONAL DATA	If a vehicle is being used in a ramming attack, uniformed members of the service will take reasonable measures to stop the vehicle
CONTINUED	Any violations of the above prohibitions may be reviewed on a case-by-case basis by the Town Board to determine whether, under the circumstance, the actions were reasonable and justified. The review may find that, under exigent or exceptional circumstances, the use of the prohibited action may have been justified and within guidelines (i.e.). A vehicle ramming attack is the type of extraordinary event that this clause is intended to address. The objectively reasonable use of deadly physical force to terminate a mass casualty terrorist event would be greatly justified within Department guidelines.

North Salem Police Department Community Survey

Please indicate your response each question on your personal feelings and or experiences. There are no "right" answers. You need not provide your name and contact information unless you want someone from the Panel to contact you regarding the questionnaire. Your answers in generic form (no personal information) will be shared with the North Salem Police Department as well as the members of the North Salem Town Board.

*** Required**

1. How long have you resided in the Town of North Salem? *

Mark only one oval.

- ☐ 0-5 years
- ☐ 6-10 years
- ☐ 11-20 years
- ☐ 21-30 years
- ☐ 31-40 years
- ☐ More than 40 years
- ☐ I am not a resident of North Salem

2. What is your gender identity? *

Mark only one oval.

- ☐ Female
- ☐ Male
- ☐ Non-binary/gender nonconforming
- ☐ Prefer not to say

3. What is your age? *

Mark only one oval.

- ☐ Under 21
- ☐ 21-35
- ☐ 36-50
- ☐ 51-65
- ☐ 66 or older

4. What is your race? *

Mark only one oval.

- ☐ Black or African American
- ☐ Hispanic or Latino
- ☐ White
- ☐ Asian
- ☐ American Indian/Alaska Native
- ☐ Native Hawaiian or other Pacific Islander
- ☐ Other
- ☐ Prefer not to answer

5. Have you interacted directly with one or more North Salem PD officers within the past five years? *

Mark only one oval.

- ☐ Yes
- ☐ No

6. Please rate the North Salem Police Department (NSPD) overall with respect to the following *

Mark only one oval per row.

	Least Positive	Column 2	No Opinion	Column 4	Most Positive
Approachability of Officers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Dialogue and connection with community members	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Courtesy and competence of dispatcher in response to calls (note: NSPD does not handle dispatch)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Timely and clear communication of appropriate information	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Usefulness and transparency of information on the department's website page, www.northsalemny.org/police	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

7. Please state your level of agreement with the following statements about your perceptions of the *

Mark only one oval per row.

	Strongly Disagree	Disagree	Neither Agree Nor Disagree	Agree	Strongly Agree
Overall, I feel safe and secure in my home.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel safe in my interactions with members my community.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
North Salem PD operations are free of bias regardless of race, ethnicity, age, gender, and sexual orientation.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
North Salem PD officers achieve law enforcement goals without the use of excessive force.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
When requested, North Salem PD officers go "above and beyond" by competently providing non-law-enforcement services (e.g., wildlife problems, neighbor disputes).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I can make a complaint about a North Salem PD officer to the NSPD or the Town Supervisor without fear of retaliation.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
If I was a victim of a crime, I would feel comfortable reporting it to the NSPD.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

8. Is there anything else you would like to tell us?

9. If you would like to be contacted by the Town of North Salem regarding your concerns, please provide your information below.

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Google Forms

Cuestionario para la Comunidad por el Departamento de Policía de North Salem

Por favor responda cada pregunta con su opinión o experiencia personal. No hay respuesta "correcta". No hay necesidad de proveer su información personal a menos de que usted desee que alguien del Panel le responda. Solamente sus respuestas (no su información personal) serán compartidas con el Departamento de Policía de North Salem al igual que con los miembros del Consejo de la Ciudad de North Salem.

* Required

1. ¿Cuántos años ha vivido en la ciudad de North Salem? *

Mark only one oval.

- ☐ 0-5 años
- ☐ 6-10 años
- ☐ 11-20 años
- ☐ 21-30 años
- ☐ 31-40 años
- ☐ Más de 40 años
- ☐ Yo no soy un residente de North Salem

2. ¿Cómo se identifica ? *

Mark only one oval.

- ☐ Mujer
- ☐ Hombre
- ☐ No-binario/otro
- ☐ Prefiere no responder

3. ¿Qué edad tiene? *

Mark only one oval.

- ☐ Menos de 21
- ☐ 21-35
- ☐ 36-50
- ☐ 51-65
- ☐ 66 o más

4. ¿Cuál es su raza? *

Mark only one oval.

- ☐ Indigena de America / nativo de Alaska
- ☐ Asiatico
- ☐ Negro o Afro-Americano
- ☐ Hawaiano o de las Islas del Pacífico
- ☐ Hispano o Latino
- ☐ Blanco o caucásico
- ☐ Otro
- ☐ Prefiere no responder

5. ¿Ha tenido contacto directo con uno o más oficiales del Departamento de Policía en North Salem? *

Mark only one oval.

- ☐ Si
- ☐ No

6. Por favor califique su experiencia en general con el Departamento de Policía de North Salem de acuerdo a lo siguiente. *

Mark only one oval per row.

	Muy poco positiva	Column 2	No tengo opinión	Column 4	Muy positiva
Amabilidad de los oficiales	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Diálogo y comunicación con los miembros de la comunidad	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Cortesía y aptitud del despachador que responde las llamadas (NSPD no está a cargo del despachador de llamadas)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Comunicación oportuna y clara de la información adecuada	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
La información en la página de Internet del Departamento de Policía www.northsalemny.org/police	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

7. Por favor seleccione su nivel de acuerdo con las siguientes frases. *

Mark only one oval per row.

	Totalmente en desacuerdo	No estoy de acuerdo	Estoy neutral	Acuerdo	Totalmente de acuerdo
En general, me siento seguro y a salvo en mi hogar	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Me siento seguro cuando tengo contacto con los miembros de la comunidad	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Las actividades del Departamento de Policía de North Salem son sin prejuicio de la raza, etnicidad, edad, sexo o designacion sexual de los miembros de la comunidad	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Los miembros del Departamento de Policía de North Salem logran aplicar las leyes sin usar fuerza excesiva	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Cuando se solicita la ayuda de los oficiales para actividades que son extraordinarias de sus responsabilidades lo hacen con aptitud y cortesía (ejemplo: problemas con animales silvestres, desacuerdos entre vecinos)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Yo puedo poner una queja acerca de un policía de North Salem ya sea con el Departamento de Policía o con el Supervisor de la ciudad	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

sin temor a recibir
represalias

Si yo fuera la víctima de
un crimen , yo me sentiria
con confianza de
reportarlo a NSPD

☐☐☐☐☐

8. ¿Hay algo más que quisiera mencionar aquí?

9. Si usted desea que alguien de la oficina de la ciudad de North Salem se comuniquen con usted en referencia a sus respuestas por favor ponga su información aquí .

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DETAILS CONTINUED FROM PAGE #1

NOTICE: *A signed, falsely written statement may be used in a criminal or civil court action against the person making said complaint.*

SIGNATURE – COMPLAINANT	DATE	SIGNATURE – WITNESS	DATE