



Police Policy Review

CITY OF LOCKPORT, NY
OCTOBER 24, 2020
COMMITTEE REPORT

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INTRODUCTION

Governor Andrew M. Cuomo signed the 'Say Their Name' Reform Agenda package following the killing of George Floyd and an ongoing pattern of police brutality against minority communities across the nation. These landmark policing reforms will help reduce inequality in policing and reimagine the state's criminal justice system. New York State Police Reform and Reinvention Collaborative offered more guidance to communities. To rebuild the police-community relationship, each local government must convene stakeholders for a fact-based and honest dialogue about the public safety needs of their community. Each community must envision for itself the appropriate role of the police. Policies must be developed to allow the police to do their jobs to protect the public and these policies must meet with the local communities' acceptance.

"Collaborative" is the key word. It would be a mistake to frame these discussions as an adversarial process or an effort to impose top-down solutions. Issues must be aired but solutions must be crafted. The collaborative process should:

- Review the needs of the community served by its police agency and evaluate the department's current policies and practices.
- Establish policies that allow police to perform their duties effectively and safely.
- Involve the entire community in the discussion.
- Develop policy recommendations resulting from this review.
- Offer a plan for public comment.
- Present the plan to the local legislative body to ratify or adopt it.
- Certify adoption of the plan to the State Budget Director on or before April 1, 2021.



LOCKPORT INTRODUCTION

Over the past year and a half, we have made inroads in our policing policies, but need to continue the conversation and update policies that will impact the culture within the department, its officers, and our community at large.

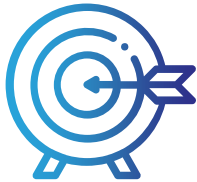
POLICE BOARD

The city of Lockport has a mayoral appointed community-based police board, as designated in the city Charter since its inception in 1865. This board includes 4 residents and 1 council member for a total of 5 board members. The resident positions are four - year terms that are staggered for one appointment per year. At least one member must be of a different political affiliation. The council member serves for the two-year term of office.

REVIEW SUB-COMMITTEE

Although the police board qualifies for meeting the criteria of the governor's order, a sub-committee was appointed by the mayor for a comprehensive police review. The committee consists of the following stakeholders- City Representatives-Mary Pat Holz-Filbert, Civil Service/Personnel Director; Jason Cafarella, corporation counsel; Elected Officials- Michelle Roman, Mayor; Ellen Schratz , Alderwoman-At-Large and Kelly Vandemark, fourth ward alderwoman; Police Representatives- Chief Steven Abbott; Officer Kevin Lucinski, President of the union; Tricia Vosburgh, VP of the union; Combination of Police and Community- Mark Sanders Community Police Aid; Residents appointed to the police board-Commissioner Flora Hawkins, chairwoman and Commissioner Cheryl Brown; Resident volunteers from the human relations commission- Commissioner LauraLee Zagarrigo, chairwoman, Commissioner Felicia Grooms; Niagara County District Attorney representative- AD Ryan Parisi. The core group of the committee held committee meetings, as well as eight public forums and one formal survey to gather input with the community to guide the discussion and recommendations. Once a draft was created it was presented to the police board and common council with a formal public hearing prior to finalization.

City of Lockport Police Policy Review Goals



TARGET

Establish policies that allow police to perform their duties effectively and safely.



COMMUNITY NEEDS

Review the needs of the community served by its police agency and evaluate the department's current policies and practices. Community representatives on committees and boards, holding public forums and providing surveys, data analysis of community and police statistics are all used to gather input and inform decision making.



OUTCOME

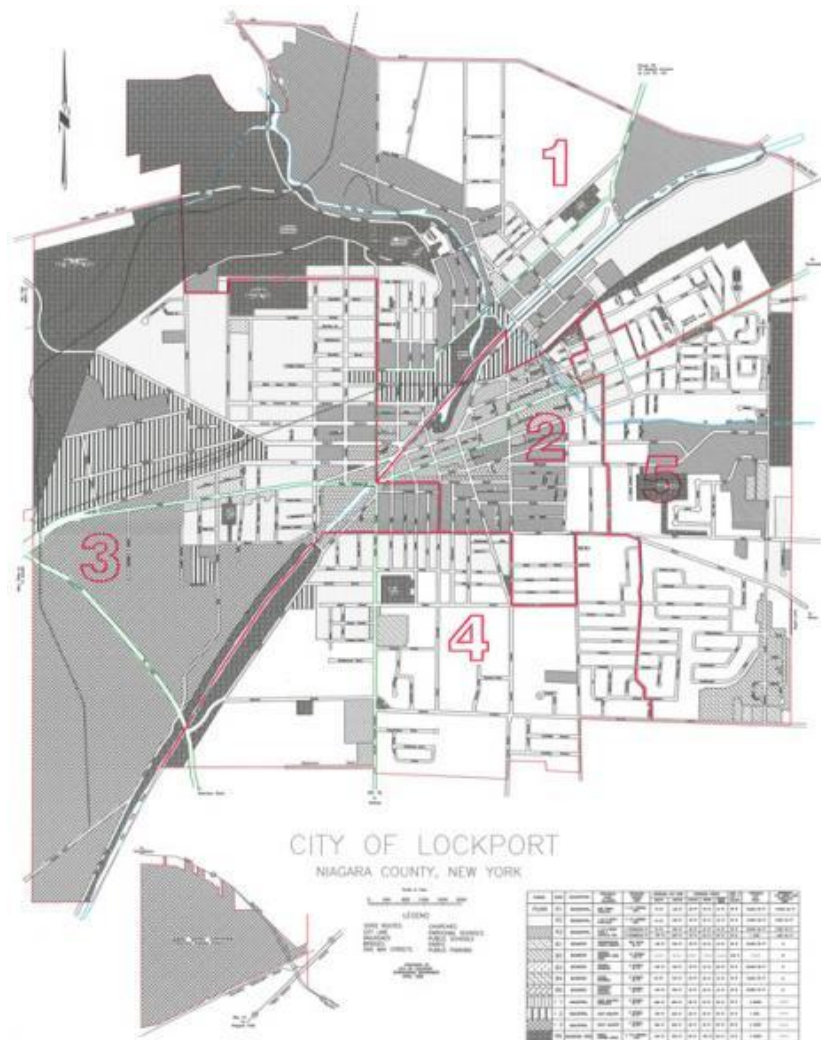
Community based, data driven policies designed to reduce inequality in policing, improve transparency, while strengthening relationships between police and community.

MISSION STATEMENT: Mission Statement of police: To enhance the quality of life for all citizens as the Guardian-Servants of the community through active crime prevention, community engagement, and transparency for all we have sworn to protect.

TIMELINE

| Complete by | |
|--------------------|--|
| June 12, 2020 | Governor signs 'Say Their Name Reform' Agenda Package and Executive Order to Reinvent & Modernize Police Strategies/Programs |
| June 17, 2020 | Mayor announces police policy review committee |
| July 20, 2020 | First meeting of Police Policy Review committee |
| August 17, 2020 | Second Meeting of Police Policy Review committee |
| August 18, 2020 | Community Forum #1- Rogers Park |
| August 20, 2020 | Community Forum #2- Grossi Park |
| August 22, 2020 | Community Forum #3- Dolan Park |
| August 25, 2020 | Community Forum #4- Children's Memorial Park |
| August 27, 2020 | Community Forum #5- William Street Park |
| August 29, 2020 | Community Forum #6- Outwater Park |
| September 1, 2020 | Community Forum #7 - Kibler Park |
| September 3, 2020 | Community Forum #8- Altro/Willow Park |
| September 14, 2020 | Third Meeting Police Policy Review committee |
| October 13, 2020 | Fourth Meeting Police Policy Review Committee |
| October 29, 2020 | Fifth Meeting Police Policy Review Committee |
| November 30, 2020 | Final Discussion on Report |
| December 2, 2020 | Call for Public Hearing on December 16, 2020 |
| December 7, 2020 | Report Provided to Police Board |
| December 9, 2020 | Report to Common Council in work session |
| December 16, 2020 | Call for Public Hearing with Common Council for January 2021 |
| January 20, 2021 | Public Hearing |
| February 17, 2021 | Common Council Adoption of Plan |

Demographics



According to the US Census Bureau:

As of July of 2019, the city of Lockport is estimated to have a population of 20,305. This is a decrease from the 2010 census, which demonstrated a population of 21,186. The racial makeup of the city was 86.1% White only, 7.8% Black or African American only, 0.3% Native American, 1.3% Asian, 0.01% Pacific Islander, 0.8% from other races, and 3.7% from two or more races. Hispanic or Latino of any race were 4.2% of the population. White alone, not Hispanic reduces to 83.3%. Foreign born residents were 3.3%. Women were 51.5% of the population. Persons under the age of 18 was 28.3%, over 65 was 15%, leaving 56.7% between the ages of 18-65.

Between 2014-2018 there were 8,879 households with an average of 2.29 persons living in each household. Language other than English is spoken in 4.6% of the households. The median household income (in 2018 dollars), \$43, 911. The per capita income was \$25, 912, with the percent of persons in poverty was 16.1%. 88.8% of the population has a high school diploma or higher with 20.7% with a bachelor's degree or higher. 12% of the population under 65 years of age was identified with a disability, as well as 6% of the same age bracket not having any health insurance coverage. The number of veterans in Lockport in 2018 was 1,328 or 6.8% of overall population. 55% of the households are owner-occupied. Owner costs for households with mortgage was \$1,132, without a mortgage the monthly costs were \$533. The average rent from the same period was \$690 per month.

The police department has 17% white females in supervisory positions versus 83% white males. For the first time in the 155-year history, the department promoted the first female captain in January of 2020. Its detective division has 40% white females and 60% white males with one detective position unfilled. For the first time in its history, a female has been named the narcotics detective and appointed to the county drug task force representing the LPD. The support positions of warrant officer, K-9 officer, and discovery officer are 100% white males, with the SRO currently unfilled. The patrol division has 15% white female, 4% Hispanic male, and 71% white male officers with two positions unfilled.

Public Safety Survey

The survey consisted of 24 closed questions and 1 open-ended question. Its questions were designed to determine the demographics of respondents, as well as understand the perception of respondents on the police department and community policing.

Demographics of Respondents:

RESIDENCY: Of the 403 respondents 354 were city residents, 26 were not city residents, 3 did not know if they were city or town residents. 1 of the 26 identified in the comment section as a business owner in the city, but not a resident. (Q1 Residency)

GENDER: Of the 403 respondents, 221 or about 55% were female, 164 were male (around 41%), 4 out of 403 identified as non-conforming or close to 1 %, and 14 or a little over 3% preferred not to respond to this question. (Q2 Gender)

AGE: 30 of the 403 respondents or 7.44% are between the ages of 18-24; 88 or 21.84% ages 25-34; 25.56% or 103 were between 35-44 years of age; 56/403 or 13.9% ages 45-54; 78 or 19.35% of respondents were between ages 55-64; 34 out of 403 or 8.44% were ages 65-74; and 14 or 3.47% were 75 and older. Overall, around 55% of the respondents were below 45, while 45% were 45 years of age or older. (Q3 Age)

RACE/ETHNICITY: 13 out of 403 or 3% were Hispanic, while 97% responded to identify as non-Hispanic for ethnicity. Respondents could choose more than one response for the section on Race; therefore this section adds up to more than 100%. Total choices were 434, not 403. Approximately 86% or 345 responded describe themselves as White or Caucasian; 57 or 14% as Black; 3% or 12 out of 403 responded as Hispanic or Latinx; 6 or 1.5% American Indian; 4 or about 1% are Asian American; 1 or a quarter of a percent describe themselves as Native Hawaiian or Pacific Islander; 9 or 2% describe themselves as another race or ethnicity, while 7 or 1.75% stated their race/ethnicity is unknown. (Q4 Ethnicity (Yes-Hispanic/No-Non-Hispanic) & Q5 Race)

Community Policing Response

Presence in the neighborhood:

Of the 403 respondents, 57 were described themselves as black. Overall, 36% are satisfied with police presence in their neighborhoods, as opposed to 21% of black being satisfied. 27% of total respondents are dissatisfied, while 47% of blacks are dissatisfied. 37% of the overall responses and 32% of blacks held no opinion. (Q7)

62% of all respondents are likely to call the police to handle a problem in their neighborhood, whereas 35% of black respondents would likely call. 24% of all respondents and 53% of black respondents are unlikely to call for the police if they are experiencing a problem in their neighborhood. 13% overall with 12% of black respondents will neither be likely or unlikely to call the police. (Q8)

33% of total respondents and 16% of black respondents believe they are above average, 40% overall and 35% of black respondents state they are average, 27% overall and 49% of black respondents rate the LPD below average in relation to the response in their neighborhoods. (Q9)

Overall feeling of safety in the last six months have stayed the same for 60% of all respondents and 51% of black respondents, while 28% of the respondents and 35% of black respondents feel their safety has worsened and 12% total and 14% of black respondents feel their safety has improved over the last six months. By gender 55% respondents on overall safety in past six months were female, 41% male, 1% non-conforming, 3% non-answer. The majority, 56% of females and 66% of males and 57% of non-answer feel it has remained the same over the last six months. The majority of those who identify as non-conforming, 75%, feel their safety has changed negatively in the past six months. (Q10)

Regarding a sense of safety over the past six months, perceptions of safety were also impacted by age; 7.5% of respondents were between 18 and 24 with 70% of them feeling no appreciable change in safety, 20% sensing a negative change and 10% feeling a positive change. 22% of respondents are between 25-34 with 50% feeling no change in safety, 39% feel it is worse, and 11% feel it is better. 62% of those respondents between 35 and 44 (25.5% of total responses) feel no change in safety, with 28% feeling a negative change and 10% feeling a positive change. Those between 45-54 make up 14% of responses with 52% feeling no change in safety, 38% feeling a negative change and 10% feeling a positive change. 19% of respondents are ages 55-64 with 61% feeling no appreciable change in safety, 22% feeling safety has worsened, and 17% feel it has improved. Those respondents 65 and older make up 12% of the total responses on feelings of safety over the last six months, 75% feel no change in overall safety, with 17% feeling a positive change in safety, while 8% of whom feel their safety has deteriorated over the last six months. (Q10)

By ethnicity those who describe themselves as Hispanic or Latino feel their safety has improved over the last six months by 31%, 46% have perceived no noticeable change and 23% have noticed a negative change in feelings of safety. Those who do not identify as Hispanic, or non-Hispanic, only feel a positive change in safety by 12% and 61% do not feel any significant difference, while 27% have felt a negative change in overall safety. (Q10)

Feelings of safety over the last six months are impacted by race. White people have felt no appreciable change in safety by 61%, with only 13% feeling a positive change and 26% feel a negative change in safety. For Black respondents 51% have felt no noticeable change in overall safety, 14% have felt a positive change, but 35% feel a negative change. For Hispanic respondents 58% feel no change in safety, 33% felt safer than they did six months ago, only 9% felt less safe. 75% of Asian Americans felt no change while 25% felt a negative change. Half of the Native American respondents have noticed no change, while 17% have felt a positive change and 33% felt a change negatively. The single Pacific Islander respondent noticed no appreciable change in safety, as well as 33% of those who describe themselves as other; with 11% and 56% of other felt positive and negative changes in safety respectively. For those with unknown race origins they responded with 71% of no change, 29% of negative change in safety over the last six months. Overall, 12% of all respondents felt their safety had improved over the last six months, while 28% of all respondents felt their safety had changed negatively over the last six months. 60% of all respondents felt their safety had not changed over the last six months. (Q10)

In response to the question of the likelihood of increasing protection 53% overall and 67% of black respondents would do this, 17% of all respondents and 14% of black respondents are unlikely to do this. This leaves 30% overall and 19% of blacks with no plan either way. (Q11)

LPD Trustworthiness and Respect of Others

Regarding the perception of the respondents on LPD respectfulness to people, 33% of total respondents feel they do not treat people with respect, as opposed to 60% of black respondents feel the LPD doesn't treat people with respect in their interactions. 45% of all respondents feel they are respectful, while 18% of black respondents believe they are respectful. 28% of all respondents and 22% of black respondents have no opinion one way or the other. (Q12)

Slightly more respondents state they feel LPD is trustworthy, than not trustworthy, with a quarter of the respondents not agreeing or disagreeing. 180 or about 45% respect the LPD, whereas 133 or 33% do not. 90 out of 403, or 22% have no opinion. About 14% of all respondents describe themselves as black. Of those, 17% of black respondents feel the local police are trustworthy, while 67% believe they are not trustworthy and 16% have no opinion. (Q13)

LPD Transparency & Accountability

LPD allows for public input: Overall responses- 33% agree; 39% disagree; 28% no opinion; Female- 40% disagree; 30% agree; 30% neither; Male-41% agree, 35% disagree, 24% no opinion; 65% of black respondents disagree that the LPD allows for public input; 18% believe they do and 17% have no opinion. (Q14)

Do you feel the LPD is transparent, in that they use data collection and release this data to the public? Overall- 34% usually or always; 25% sometimes; 41% rarely or never; Female- 32% usually or always; 26% sometimes; 42% rarely or never; Male-39% rarely or never; 24% sometimes; 37% often or always; 74% of black respondents say they rarely use data collection and release it to the public and only 12% believe they do. (Q17)

Do you feel the use of force data and policies are shared with the public? Overall- 33% usually or always; 22% sometimes; 45% rarely or never; Female- 30% usually or always; 21% sometimes; 49% rarely or never; Male-37% usually or always; 22% sometimes; 41% rarely or never; 81% of all black respondents feel use of force policies are not shared with the public and 12% believe they do. (Q18)

Do you feel the hiring practices for the LPD are transparent and equitable; Overall responses- 32% agree; 35% disagree; 33% no opinion; Female- 40% disagree; 24% agree; 36% neither Male-46% agree; 26% disagree with 28% have no opinion; 70% of black respondents believe hiring practices are not transparent or equitable with only 12% believing they are. (Q23)

Accountability systems are appropriate: Overall- 30% agree; 30% no opinion; 40% disagree; Female- 26% agree; 44% disagree; 30% no opinion: Male- 35% disagree; 29% no opinion; 36% agree: 74% of Black respondents feel that accountability systems are not appropriate with only 12% agreed. (Q16)

Supervisors approve all arrest charges at booking: Overall responses- 55% agree; 15% disagree; 30% neither agree nor disagree; Female- 58% agree; 10% disagree; 32% no opinion; Male-23% disagree; 49% agree; 28% no opinion; 69% of black respondents agree with supervisors approving of arrest charges at time of booking with 14% disagreeing with this policy. (Q20)

Perceived Training needs for officers

80% across all respondents and 84% of black respondents feel the LPD needs improved training in racial bias training in addition to building skills in problem-solving, conflict mediation, communication, and de-escalation tactics, with 8% total and 14% of black respondents disagreeing; 73% of female and 71% of male respondents, while 8.5% of females and 14% of males disagree with this. (Q19)

Overall, 66% of all respondents and 88% of black respondents agree that the LPD's training should focus on anti-racism, implicit bias, mental health, age-appropriate responses, problem solving, mediation and cultural competency, while overall 15% of respondents and 10% of black respondents disagree and 19% of the total respondents and 2% of black respondents have no opinion. 88% of responses by a female and 58% of males agree or strongly agree that training should focus on anti-racism, implicit bias, mental health, age-appropriate responses, problem solving, mediation and cultural competency. Less than 4% of females and 22% of males disagree and about 9% of females and 20% of males have no opinion. (Q21)

All respondents, including the female and male respondents chose conflict resolution, mental health, and de-escalation as the top three areas for training within the LPD. Black respondents had an equal number for conflict resolution and implicit bias/anti-racism, therefore they tied in third spot. The top spot for black respondents was de-escalation followed closely by mental health. (Q23)

LPD Overall Rating and Safety

Overall Rating:

403 respondents took the survey. 384 rated the LPD and 19 skipped this question. In general, the LPD was given a 3- star, average, rating. Respondents rated the Lockport Police Department (LPD) by overall effectiveness. 46% of the respondents feel it is effective or better, 22% have no opinion on effectiveness, and 32% feel it is ineffective or worse. LPD ranking based on effectiveness is impacted by gender. Respondents on overall effectiveness of the LPD broken down by gender- 55% were female, 41% male, 1% non-conforming, 3% non-answer with 19 out of 403 respondents choosing to skip this question. 41% of females and 56% of males feel the LPD demonstrates a level of effectiveness, while 36% of females and 24% of males feel the LPD is at some level ineffective, less than 25% of females and 20% of males have no opinion on effectiveness. 50% of those who identify as non-conforming feel the LPD is at some level ineffective and 50% have no opinion. Those who chose not to identify with a gender split by 38% some level of effectiveness and 38% some level of being ineffective, with 24% having no opinion.

Ranking of the LPD by effectiveness by ethnicity is 38% of Hispanic and 46% of non-Hispanic have responded the LPD is at least effective and 38% of the Hispanic responses demonstrate a feeling they are at most ineffective with 31% of non-Hispanic respondents feeling the same. 23% and 22% of Hispanic and Non-Hispanic respondents respectively have no opinion either way.

Race impacts the respondents view of the LPD effectiveness. 50% of white respondents feel they are at least effective, with only 20% of black respondents feeling the same sense of overall effectiveness. 58% of Hispanic respondents feel the LPD is effective or better, 50% of Asian American, 40% of Native American and 100% of Pacific Islander also feel the

LPD is at least effective with 33% of those who describe themselves as another race and 28.5% of unknown race feeling the same. 38% of white respondents versus 55% of black respondents feel the LPD is ineffective or worse, with 21% and 25% respectively have no opinion on overall effectiveness. 25% of Hispanic feel they are ineffective or less, while 17% of Hispanic respondents have no opinion. Asian Americans responded with 25% feeling they are extremely ineffective, as well as 25% having no opinion. Native American respondents were split evenly among response choices with 40% ineffective or less, 20% no opinion, and 40% effective or better. The majority of those described as another race feel the LPD is essentially split between 33% effective or better and 36% choosing ineffective or worse with 11% having no opinion. Those respondents of unknown race split evenly with 28.5% for both effective and ineffective choices and 43% having no opinion.

Effectiveness of the LPD was also measured by age of respondent. 8% of overall responses were respondents between the ages of 18 and 24 with 33% feeling the LPD is at least effective, 24% ineffective or worse and 43% with no opinion. 23% of the respondents were between 25-34 and had 26% feel the LPD is effective at minimum, 52% feel they are ineffective or worse and 22% have no opinion either way. Those respondents between the ages of 35 and 44 make up 26% of overall responses with 48.5% of them feeling the LPD is at least effective, 30.5% feel they are ineffective, and 21% gave no feeling either way. Respondents between 45-54 make up 14% of total responses with 51% feeling the LPD is effective or better, 32% feel they are ineffective or worse, and 17% have no opinion on overall effectiveness. 19% of respondents are between the ages of 55 and 64 have 56% feeling the department is at least effective or better, 25% ineffective or worse, and under 20% have no opinion. Around 10% of overall responses were with those 65 years or older, 69% of whom feel the LPD is effective or better, 10% feel they are ineffective or worse, and 21% have no opinion on effectiveness. (Q24 Overall Rank)

Effectiveness on reducing crime:

33% feel the LPD is not so effective or ineffective in reducing crime, 25% feel they are very or extremely effective, with 42% feeling they are somewhat effective. Overall, 67% feel they are effective or better at reducing crime. Comparatively, 60% of black respondents feel the LPD is not so effective or completely ineffective, 12% feel they are very or extremely effective in reducing crime, and 28% have the feeling they are somewhat effective. (Q6)

- See Appendices G-J

Summary Discussion

Since January of 2019, the city of Lockport has made inroads in our policing policies, while cultivating a culture that allows for change and adjustments based on community and department needs. Continuous conversation between stakeholder and updates to policies will have a positive impact on the culture, especially improvement of trust and positive relationships within the department, its officers, and with our community at large.

Community Oversight:

Long before the governor's directive to have civilian input on policing, Lockport's city charter designates a mayor appointed civilian police board, as of its inception in 1865. This board consists of five commissioners: four residents and one council member. The resident positions are four - year terms that are staggered with one appointment per year with at least one member registered with a different political affiliation than the others. For the first time in its history, as of October 4, 2020 we now have three African American residents, of which two are women, serving on the five-person board. The council member serves for the two-year term of office.

The police board is tasked with hiring, firing, and discipline issues for the entirety of the department, including the police chief. The police chief handles day to day management of the department through policy compliance, scheduling, and community engagement, as well as minor disciplinary matters that result in no more than three days of suspension. The board handles all discipline matters that are more serious in nature that could result in more than three days of suspension, including the possibility of termination. The Police Board also deals with policies within the department. Budgeting matters for the department are controlled by the common council. The mayor's authority is limited to the appointing powers over the board. The mayor is not a voting member of the board. This is something this subcommittee will recommend for review. *See Appendix A

Although the police board qualifies for meeting the criteria of the governor's order, a sub-committee was appointed by the mayor for a comprehensive police review. The committee consists of the following stakeholders- City Representatives-Mary Pat Holz-Filbert, Civil Service/Personnel Director; Jason Cafarella, corporation counsel; Elected Officials- Michelle Roman, Mayor; Ellen Schratz, Alderwoman-At-Large and Kelly Vandemark, fourth ward alderwoman; Police Representatives- Chief Steven Abbott; Officer Kevin Lucinski, President of the union; Tricia Vosburgh, VP of the union; Combination of Police and Community- Mark Sanders Community Police Aid; Residents appointed to the police board-Commissioner Flora Hawkins, chairwoman and Commissioner Cheryl Brown; Resident volunteers from the human relations commission- Commissioner LauraLee Zagarrigo, chairwoman, Commissioner Felicia Grooms; Niagara County District Attorney representative- ADA Ryan Parisi. The core group of the committee held committee meetings, as well as eight public forums and one formal survey to gather input with the community to guide the discussion and recommendations.

In July of 2019, the Human Relations Commission was reinstated based on the city charter after it was left inactive for over twenty years and the charter even states it is not active. A Commission on Human Relations is hereby established by the City of Lockport in accordance

with Article 12-D of the General Municipal Law, as enacted by Chapter 376 of the Laws of 1963. The human relations commission has nine members representing different cultures, ethnicity, sexual orientation, religions of our community. They are currently establishing rules, obtaining training from the state and other local governments on human rights. The commission is also setting up protocols for receiving public comments, interactions, and complaints, as well how to investigate them internally or report to higher authorities at the state level. The human relations commission is also tasked with education of various cultures and ethnicities within the community. The Human Relations Commission is another tool for residents to interact and build positive relationships with the municipality. Residents can report events that involve discrimination, including those involving interactions with the police department. * See Appendix B

The Board of Ethics is another layer in the charter for civilian oversight of the department. This three-person committee established by mayoral recommendation and common council appointment is an advisory board for officials and employees of the city. The Ethics board has the power to conduct hearings, determine violations, recommend disciplinary action, impose civil fines, refer any matter to a prosecutor or render advisory opinions, except as stated in § 18-19D(9). The City of Lockport will provide legal counsel, as necessary. This board can provide ethics training and education to City officers and employees on the provisions of the City Ethics Law and Article 18 of the General Municipal Law. The City Ethics Board may refer any matter within its jurisdiction to the County Ethics Board in its discretion. *See Appendix C

In addition to the City of Lockport Code of Ethics, which is monitored by the Board of Ethics, the police have an additional Code of Ethics as stated in the police policy manual: Officers Code of Ethics: Lockport Police Department Policy Manual Copyright Lexipol, LLC 2020/08/20, All Rights Reserved. "As a law enforcement officer, my fundamental duty is to serve the community; to safeguard lives and property; to protect the innocent against deception, the weak against oppression or intimidation and the peaceful against abuse or disorder; and to respect the constitutional rights of all to liberty, equality and justice. I will keep my private life unsullied as an example to all and will behave in a manner that does not bring discredit to me or to my agency. I will maintain courageous calm in the face of danger, scorn, or ridicule; develop self-restraint; and be constantly mindful of the welfare of others. Honest in thought and deed both in my personal and official life, I will be exemplary in obeying the law and the regulations of my department. Whatever I see or hear of a confidential nature or that is confided to me in my official capacity will be kept ever secret unless revelation is necessary in the performance of my duty. I will never act officiously or permit personal feelings, prejudices, political beliefs, aspirations, animosities, or friendships to influence my decisions. With no compromise for crime and with relentless prosecution of criminals, I will enforce the law courteously and appropriately without fear or favor, malice, or ill will, never employing unnecessary force or abuse and never accepting gratuities. I recognize the badge of my office as a symbol of public faith, and I accept it as a public trust to be held so long as I am true to the ethics of police service. I will never engage in acts of corruption or bribery, nor will I condone such acts by other police officers. I will cooperate with all legally authorized agencies and their representatives in the pursuit of justice. I know that I alone am responsible for my own standard of professional performance and will take every reasonable opportunity to enhance and improve my level of

knowledge and competence. I will constantly strive to achieve these objectives and ideals, dedicating myself before God to my chosen profession . . . law enforcement.”

Accreditation:

As of January 2019, we began the process of achieving re-accreditation, as this had previously expired. Currently the department is in the process of reviewing all policies and entering them into the Lexipol system. Lexipol is a system and service that reviews all policies and recommends adjustments based on national and state standards for policies. This process requires officers to frequently review the policies and sign off that they have knowledge and understanding of said policies. Accreditation also requires tracking and verification of the frequent training regarding various policies and procedures of the department. The union and municipality are working together to mitigate budget impacts of training through the agreement to have multiple training hours based on their shift schedules, instead of exclusively through overtime accumulations.

Policies Updated prior to review process:

Lexipol allows for easier access to the policies for not only the department and police board, but the community at large. Access includes the policies officers have read, as well as the trainings they have completed. The following is the LPD chief’s preface to the policy manual. Lockport Police Department Policy Manual Copyright Lexipol, LLC 2020/08/20, All Rights Reserved. Published with permission by Lockport Police Department - The primary duties and goals of all officers within the Lockport Police Department are the protection of life and property, impartial enforcement of the laws of the United States, State of New York and the Charter and Ordinances of the City of Lockport. Our success is predicated on our ability to serve our community. Effective service requires the trust, faith, and confidence of our community. Every member of the Department holds a special position of public trust. We must strive to never violate the public's confidence in us. At the core of every action, we take must be a desire to always do what is right. The Policy Manual is a resource for us to use in our daily service to the community. It provides guidance in reaching decisions, many of which surround difficult circumstances. The Policy Manual cannot possibly address every situation we will face but it forms a solid foundation from which we can draw. Policies, procedures, mission statements and priority statements exist to maintain high levels of professional conduct. Deviation from these written standards may be acceptable under certain circumstances but must be reasonable; and any actions taken must ultimately reflect the Department’s mission statement and priorities. To the extent that Department policy may contain provisions more restrictive than state or federal law, such provisions are not intended, nor may they be construed or applied to create a basis for liability against the City or any of its employees. The Policy Manual is never complete and remains a work in progress. It reflects our best current practices and the known case law that shapes our everyday decisions. Continual updating and redrafting will be necessary and will be an ongoing part of making our Policy Manual a living document. Every member of the Lockport Police Department is expected to participate in this process and is obligated to bring forward issues that may need to be modified. It is the responsibility of every member of this Department to know and understand the contents of this Policy Manual including updates, corrections, and revisions. The Policy Manual is available in hard and electronic versions that allow for easy access.

Chief Steven K. Abbott

Body Cameras- The city of Lockport was one of the first police departments to include body cameras in its repertoire, but they were aging and unreliable. Officers had to share devices and were limited to usability. Due to financial constraints, as well as a limited battery power of no more than eight hours of service, the use of the cameras was limited to traffic stops only. The city's original policy for body cameras was to have them operational during traffic stops only. All other interactions with community could be optional if it were available. These cameras often did not engage, fell off during altercations, and experienced other issues that impaired the camera's viability. As of the fall of 2019, the city updated both the hardware, ability to store footage, as well as the policy regarding body cameras. Each police officer has been provided an updated camera that is more secure to the uniform and more consistently reliable than the previous versions. The cameras automatically upload to a storage system for review as needed. The department updated the body camera policy with the implementation of the new system. It has expanded from the previous policy of use only during traffic stops. The new body camera policy is engagement of the device initiated during any civilian interaction with an officer. The new devices are also equipped with the ability to turn on automatically as an officer's taser/gun is pulled, and car lights are engaged, and when a body camera is engaged, all officers in the vicinity will have their cameras engaged automatically, as well.

Continuum of Use of Force: The Lockport Police Department's continuum of force and training state that holds involving the head, neck, or spine, including choke holds are not recommended or permissible. The department has also added more non-lethal methods of detainment like bolo-wraps into the continuum of force. This directly addresses the goal to broaden the scope of tools an officer has at the ready will reduce the need for lethal force while interacting with civilians. The more tools at their disposal makes it safer for both the officer and the civilian. The department has begun a new program to track each officer's use of force efficiently and accurately. This program will allow the city to have reports that can be used to help in determining future needs, including training, in the department and in the community, as well as improve transparency on police interactions.

Crisis Intervention: Mental Health- 2019 the city of Lockport was the first municipal police department to begin the pilot program to incorporate live mental health support during responses by police. The department started with four units having tablets that were utilized to communicate with mental health providers. The department now has six per shift. Officers can use the tablet to have a direct link to a mental health professional to work through a situation to get the proper services in place for the community member in crisis. Officers were trained to identify when the service would be beneficial to a situation. Although, the service was not implemented that often during the pilot process, the tablets are being updated and continue the service. The department will work with the local health department to improve the use of the service, as well as improve training. The municipality is hoping this will continue to improve interactions with the police and the community while providing a valuable support resource to individuals and families.

Crisis Intervention: Domestic Violence- Through grant opportunities and the support of the county and state government partners, the city of Lockport Police Department has a domestic violence advocate working in the department. This support service is a partnership with our community YWCA, as well as our county district attorney's office to provide supports during and after situations resulting from domestic violence. The department also utilizes special

investigators. The advocate works with individuals and families to provide support for housing, legal aid, and other resources.

Training: The city of Lockport has a negotiated agreement with the police union to use their thirty-two accumulated hours from their shifts for additional training without incurring overtime. Trainings currently include sexual harassment and diversity training, weapons training, et.

Diversity: The city of Lockport Police department has a chief of police, 48 sworn officers, and three civilian employees, plus a domestic violence advocate from partnership with YWCA, paid for through a grant. Currently, the department has 3 civilian staff- 2 white females (clerical), 1 black male (community police aid). There are 37 white male, 1 Hispanic male, 8 white female officers. Supervisory positions consist of 1 white male Captain, 1 white female Captain, 1 white male Detective Lieutenant, 8 white male Lieutenants, 1 white female Lieutenant, 2 white female detectives.

This committee believes it is vital that the department diversify as soon as possible. During this process, the municipality in partnership with the union, has actively recruited for people to sign up for a recent civil service examination. The union also offered support in preparing for taking the civil service examinations. The exam given in September of 2020 had 150 applicants. Although the number of minorities signing up to take the exam doubled from the last exam given, it is still under ten out of 150. Under the current civil service qualifications an applicant must complete 60 credit hours of education at time of hire. 18 credit hours are accumulated in the police training academy. Military experience can be substituted for up to 30 credit hours. Recommendations for expanding diversity in the department requires changes to civil service eligibility to allow other law enforcement experience, including expanding lateral transfer capabilities from other police departments with different civil service eligibility, county sheriff experience, state trooper experience, as well as correctional officer experience to be in lieu of partial college credit hours. This committee has concerns about the impacts and limitations of Civil Service Law that include requirements to hire from the top three, instead of from a top contingency of candidates, which could benefit from an expansion of the current banding of scores (for example currently all banding is within 5 points).

Community Relationships: The city in partnership with the police, fire, district attorney, and various community organizations has held multiple forums on Opioid addiction in addition to other forums since January 2019. The department has officer ambassadors work in partnership with the Lockport Dale Association developing positive relationships with community seniors. The department is involved with multiple youth programs, as well; the Junior Police Academy was re-established in the summer of 2019 in partnership with the Lockport Housing Authority for a summer program to build positive relationships between the police and the youth who are residents within the housing authority's various residential sites; the department in partnership with the Lockport City School District continues the GREAT (Gang Resistance Education) program for middle school students in grades 7-8; the department in partnership with Walmart, local business Lake Effect Ice Cream, local farm with horse and wagon rides, the Grigg-Lewis Foundation and the Optimist Club provide children in need with a day of holiday shopping with a police officer, gift wrapping, food, games, and fun. Police are developing

relationships with students, including a police resource officer stationed primarily at the high school through collaboration with the Lockport City Schools. The police officers, including the canine unit, visit individual classes for reading and other events, as well. Partnership with the community organization Lockport New Beginnings, which provides resources and education to youth between 12-18 years of age is also designed to build these relationships. Officers speak to the group on various topics. Volunteer officers started playing basketball at the Friday night open gym events located at Emmett Belknap middle school, prior to the COVID pause, organized by community members and Lockport New Beginnings in partnership with the Lockport Masons. Officers are also encouraged to stop and interact with the local youth, as seen by them playing kickball, basketball, baseball, and football in the neighborhoods and area parks. The police also participate in community events at various locations throughout the year. The police chief meets frequently with residents to discuss concerns or gather input. Residents have requested a newsletter be sent to update them on events, ways to participate and communicate with the police and municipality.

Recommendations

This committee worked collaboratively with a wide range of stakeholders to identify best policing practices and offer recommendations on how those practices can promote effective crime reduction while building public trust. In this short period, the committee conducted eight public input sessions across the city and conducted a public survey on community policing. This committee's recommendations are based on a diverse range of voices through discussions with community and faith leaders, law enforcement officers, community members, and others. While much work remains to be done this experience has demonstrated to us that our community is committed to promoting a positive future. The recommendations included within will provide meaningful contributions to our city's efforts to increase trust between law enforcement and the communities they protect and serve.

Accountability and Oversight: Civilian oversight of the Lockport Police Department (LPD) has been in existence since the city was incorporated in 1865. Having the community residents involved in the oversight of the police department is a positive way to build trust, but the community is not aware of the role of the police board. The five-person board has complete oversight, as well as hiring, firing, and discipline powers. The mayor has no authority or voting status, other than appointing the members. The chief has no authority or voting status, other than recommendations. This committee is recommending a thorough review of the charter provisions regarding the police board. It is the recommendation of this committee that the potential to have the mayor and chief as voting members be considered, at the least. The most significant change could be the possibility of changing the board's capacity to only oversight and advisory, without powers to hire, fire, and discipline.

Civilian oversight was expanded by charter in 1963 with the inception of the Human Relations Board, which is tasked with hearing complaints of discriminatory treatment based on race, ethnicity, gender, age, sexual orientation, et. This includes complaints on members of the police force. The commission is also tasked with community education on these issues. The Human Relations Board was reinstated in 2019 after a 20-year hiatus. This committee recommends the human relations commission build a complaint process that is accessible to the public, including a process to report all complaints regarding the police to the city's compliance office (personnel director and/or corporation counsel). The committee also recommends they hold public forums on the diverse range of issues impacting the community. The final tier of civilian oversight within the city's charter is the Board of Ethics. As with the Human Relations Board, this board is tasked with taking complaints about the ethical conduct of the city officials and employees, including the police department. They are tasked with training on ethics, as well. It is this committee's recommendation that the Board of Ethics work on establishing a complaint process that is accessible by the public, including reporting any complaints related to the police to go directly to the city's compliance officers- the personnel director and corporation counsel. It also recommends they conduct open training sessions on ethics annually.

The results of the Community Policing Survey demonstrate the public's support for more accountability and oversight of the LPD. It is recommended by this committee that the city create a police compliance office designated like the Title IX officer for sexual harassment. In the case of the city, it is recommended to be the same officer(s) consisting of the personnel director and a member of corporation counsel. This will also address concerns by police officers who may wish to go outside the department to report any internal issues and concerns they may have. Currently, all police officers have a duty to intervene, if they witness another officer behaving in a way that is not becoming of an officer. This compliance office can be an outside resource for officers to report such activities regarding fellow officers. This is an added layer of oversight to build trust that it will be investigated independently. The compliance office will be the keeper of records of the complaints against police personnel that are received by the Police Board, Human Relations Commission, and the Board of Ethics, as well as those brought individually to the office. Those entities would be required to bring any charges they are aware of to the compliance office, who will then initiate an investigation using the appropriate procedures and resources dictated by the charges.

The LPD had let their accreditation fall lax several years ago. The department began the process to be re-accredited in 2019. It is the recommendation of this committee that this process continue to ensure a standard for accountability and oversight is followed at every level. The accreditation process and status of maintaining a positive rating allows for another layer of public trust. The policies are compliant with state and federal standards, as well as specific training procedures and schedules are followed. All policies and training records are well maintained throughout this process. It is recommended by this committee that the LPD utilize a program, currently Lexipol, that helps organize, review, and recommend policy and training updates. The LPD should also diversify the task of compliance of the accreditation process within the personnel of the department to avoid the loss of status that occurred previously.

The accreditation process reviews all policies of the LPD and recommends adjustments, as needed. This process started in 2019 and it is the recommendation of this committee that this continues. The current body camera policy with new, more reliable equipment support transparency, allowing for documentation of police interactions with the public. This allows for internal review, as well as by the public, as need arises. The use of force policy has always excluded choke holds and to avoid handling those in custody around the areas of the spine, neck, and head. The LPD has added the Bolo wrap into the continuum of force for another layer before needing or utilizing deadly force. Annual training on the use of force policy, including live practice and reality-based training of the procedures is recommended by this committee. Understanding best practices with restraints, training on restraints and the safety of those in custody needs to be done more often than just in academy. Peer intervention training helps officers act as a check on their fellow officers' misconduct, such as using excessive force.

Addressing accountability and oversight at the department level, the results of the Community Policing Survey demonstrate the public's support for the policy for having the direct supervisor review all charges at the time of booking. Peer intervention training instills the idea that officers have a duty to act as a check on their fellow officers' misconduct, such as using excessive force, planting evidence, or lying in any official reports. They are legally obligated, the training

teaches, to stop an officer from committing an act of improper policing before it leads to firings, criminal charges, or death.

The current discipline policy gives oversight through the chain of command, with the chief having final say in discipline that may result in the suspension of up to three days. If the incident is more severe, the Police Board reviews the situation, including interviews with the officer(s) before deciding on a course of action. The discipline policy is also affected by the contract between the municipality and the police union. This committee recommends a thorough review of the discipline process and if changes are determined to be necessary, it needs to include all the stakeholders: The City, Police Board, Police Chief, and the Union.

Community Policing: The department's crisis intervention procedures include a mental health response. This entails utilizing outside resources, including the initiative keeping tablets in the patrol vehicles to access outside professionals in real time to address the needs of individuals in crisis. An oversight policy within the department for the shift supervisor to review of all charges at time of booking gives a measure of accountability to the arresting officer(s), as well as a sense of trust with the public. It is the recommendation of this committee to improve general policies within the department regarding mental health situations by input from professionals in the mental health field. This needs to be supported by more active training of personnel in mental health, including training and communications with the wrap around service providers and the tablet initiative support personnel. The public survey, as well as through comments at the public forums also request that the Lockport Professional Fire Department return to ambulance service, as they would often approach a mental health call from a medical standpoint. Their presence on the scene, as the lead agency often de-escalates the situation and allows for proper care and treatment of the individual(s) to occur without undo added stress. Due to the nature of policing and the perception of individuals in crisis, the presence of force may trigger more stressors. The recommendations of this committee are for more developed training of officers in mental health awareness, de-escalation, and appropriate restraints when needed should be done in collaboration with the Lockport Fire Department and county mental health agencies.

The department's second vital crisis intervention is the domestic violence response procedures and resources. As with the mental health response, it is critical to maintain the community resources with our local YWCA domestic violence advocate housed in the station. Working in conjunction with the county District Attorney's office, is also necessary. The police have been limited in some abilities to affect positive change due to restrictions and limitations imposed by the recent bail reform and discovery laws, but they work diligently with their partners to affect positive change for victims and offer counselors for abusers to help stop the cycle. It is the recommendation of this committee that strengthening the ties with the community agencies, increasing public awareness of the resources, and training on de-escalation and conflict resolution would be beneficial to improve the LPD response to domestic violence calls.

Training in individual areas and support specific policies has been addressed in previous sections. This committee, as well as the public input from both the forums and survey, believe training is a critical component to the success of building a more dynamic police force that is proactive and strengthens ties to the community it serves. This committee is recommending

the LPD to implement consistent training in the following areas: implicit bias and cultural competencies, de-escalation, mental health awareness, communication skills, as well as situational awareness. Building situational awareness allows officers to identify the appropriate level on the use of force continuum for each interaction. This type of training demonstrates implementing the procedures of the use of force effectively. Communication skills are necessary to control situations, as well as to build relationships within the community. Both interpersonal and intrapersonal communication skills will help officers become more effective communicators, enhance problem-solving abilities, as well as develop empathy, introspection, and self-awareness. This committee is also recommending the police academy focus more time on community policing, de-escalation, mental health awareness, peer intervention training, restraints, unconscious bias, and the history of policing in the US and our communities.

The Police Chief recommends the following training regimen:

Proposed Training 76 hours of Training Union has 32 hours of payback for 36 patrol officers.

| Training Type | Hours | Est. Cost | |
|-----------------------------------|-------------------|-----------|----------------|
| 1) Firearms Qualification | 2 – 4-hour blocks | 9,600 x 2 | 19,200 payback |
| 2) Use of Force Training | 2 – 4-hour blocks | 9,600 x 2 | 19,200 payback |
| 3) Emergency Vehicle Operation | 4-hour block | 9,600 | 9,600 |
| 4) Mental Health/ CIT | 2 – 4-hour blocks | 9,600 x 2 | 19,200 payback |
| 5) De-escalation | 2 – 4-hour blocks | 9,600 x 2 | 19,200 |
| 6) CPR/AED | 4-hour block | 9,600 | 9,600 |
| 7) Implicit Bias Policing | 4-hour block | 9,600 | 9,600 |
| 8) Taser Qualification | 4- hour block | 9,600 | 9,600 |
| 9) Reality Based Training | 2 – 4-hour blocks | 9,600 x 2 | 19,200 payback |
| 10) Sexual Harassment | 2-hour block | 4,800 | 4,800 |
| 11) Diversity Training | 2-hour block | 4,800 | 4,800 |
| 12) Legal Updates /Search/Seizure | 4-hour block | 9,600 | 9,600 |
| 13) Supervisor/Leadership | 4-hour block | 9,600 | 9,600 |
| 14) Procedural Justice | 4-hour block | 9,600 | 9,600 |
| 15) Defensive Tactics | 4-hour block | 9,600 | 9,600 |

TOTAL 76 hours TOTAL TRAINING REQUEST \$105,600

32 hours estimating cost of \$76,800 in union negotiated payback hours

44 hours estimating cost of \$105,600 in additional training hours

Currently, the common council approved a training budget for 2021 which will accommodate the following training:

| | | |
|----------------------------------|---------------------|---------|
| 1) Firearms Qualification. | 2 to 4- hour block | payback |
| 2) Use of Force Training | 4 - hour block | payback |
| 3) Emergency Vehicle Operation | 2- hour block | 4,800 |
| 4) Mental Health/ CIT | 4- hour block | payback |
| 5) De-escalation | 2- hour block | 4,800 |
| 6) CPR/AED | 4- hour block | 9,600 |
| 7) Implicit Bias Policing | 2 -hour block | 4,800 |
| 8) Taser Qualification | 4- hour block | 9,600 |
| 9) Reality Based Training. | 2 to 4- hour blocks | payback |
| 10)Sexual Harassment | 2 - hour block | 4,800 |
| 11)Diversity Training | 2 - hour block | 4,800 |
| 12)Legal Updates /Search/Seizure | 4 -hour block | payback |
| 13)Supervisor/Leadership | 4- hour block | 9,600 |
| 14)Procedural Justice | 2 -hour block | 4,800 |
| 15)Defensive Tactics | 4- hour block | payback |

TOTAL HOURS- 58 TOTAL TRAINING REQUEST- \$57,600

Addressing diversity; the community has expressed a need to have a more diverse police department that is reflective of the community it serves. This committee is recommending in addition to the training on cultural competencies and racial bias, that updates to the hiring practice be implemented. The LPD has women at varying capacities within the department, including promoting the first woman to the position of captain in 2020. The LPD recently hired a bilingual officer of Hispanic ethnicity, as well, but continues to lack cultural diversity within the department. In addressing some of these issues through the hiring practices, limitations from the Civil Service Law will impact the ability for some changes to take effect at the local level. This committee has concerns about the impacts and limitations to diversifying the department due to current Civil Service Law including requirements to hire from the top three candidates. It is the recommendation of this committee to ask the State Civil Service Commission to allow for hiring based on expanding the banding of scores beyond 5 points. This would expand the pool of qualified, eligible candidates to those who score an 85 or higher on the same band. The committee recommends requesting at the state level expanding lateral transfer capabilities from other departments with varying civil service eligibility, as well as from candidates outside the state of New York. This committee also recommends the Police Board and Civil Service Commission to expand eligibility through the process of updating the requirements for the position of police officer to allow other law enforcement experience like county sheriff experience, state trooper experience, as well as correctional officer experience to count towards some of the college credit requirements, like the armed forces credit. The recent efforts of the department, chief, union, and civil service office to actively recruit and promote the civil service exam for police officer needs to continue as regular practice. The positions need to be posted in local schools, veteran organizations, community organizations, churches, statewide communications, and other areas to expand the pool of candidates.

Transparency and Improved Communication: Improving the accessibility of information is key to establishing trust between the department and the community. The Police Board holds public meetings once a month. It is this committee's recommendation that the agendas and minutes continue to be shared on the city's website. Along with board documents, the ability to access the department policies and statistics would demonstrate an open policy of public transparency. It is this committee's recommendation to utilize the Lexipol system for sharing training, policy, and data information regarding the department. The chief is also required by charter to provide an annual report on the activities of the department. This has not occurred in the past few years; it is recommended that the chief resume this practice. The chief should present it to the police board, as well as the common council. Copies of the report should be made available to the public.

From the input of those residents who attended the community forums, as well as the participants on the survey, this committee recommends building positive relationships between officers and the residents. A focus on the youth to help foster respect and trust between both the community members and the police. The department has its only African American employee working as the community police aid. This position is designed to be a liaison between the community and the department. It is the recommendation of this committee to expand this role to support residents who want to restart neighborhood watch programs, mentor young people, and mediate issues as they arise. It is the recommendation of this department to encourage the officers to build their interpersonal skills, along with conflict resolution skills to help respond to various issues between residents. This committee recommends that officers continue to build relationships through their community outreach to all age levels, participating in community events, participating in stop and play when they see youth playing together, as well as the GREAT program and Junior Police Academy. The department should expand efforts into the schools and mentor groups that are interested in police science, first responders, and/or law enforcement; the school resource officer, police community aid, and police ambassadors in partnership with the local schools and community organizations will participate in clubs at the high school level. This will help promote positive relationships with the community and the police, as well as help in recruiting local students to pursue law enforcement as a career and expand our diversity in the future.

Throughout the discussions with the community, as well as responses on the survey, improved communication has been requested. In response to this the chief of police has implemented an app that allows residents to anonymously report crimes or concerns called STOPit. You can access it on Smart Phones with the access code singular to Lockport- LockportPDTips. Residents can download video, photos, and text messages directly to the police department. This is another link to the community, beyond their Facebook page, department link on the city website, as well as calling the direct line to the non-emergency line at (716) 433-7700. Residents also asked for a return to the neighborhood watch program with a partnership with the police department. The department is expanding opportunities for community meetings at the outbuilding of Altro Park, as well as exploring the app- Nextdoor- a virtual neighborhood watch program. Residents requested that a newsletter be mailed directly to the homes, as there are those who do not have access to the internet and cannot afford the paper. This committee recommends that a newsletter would benefit in expanding communication to all

residents and help with the digital divide that occurs for some households. Opening the youth and recreation building at Altro park for two nights a week with our community police aide to hold community meetings, peer mediations, and youth activities would also strengthen community and police relations. Some of the open-ended responses and comments at the community forums also requested to have community education on police policies and what to do in certain situations. This committee recommends that community training sessions be implemented to discuss how to report crimes and what to do in certain circumstances that result in interactions with the police, like how to respond during a traffic stop.

End Note

While this report has focused on structural and procedural reform in our local law enforcement, it is important to point out that all our major institutions, including political, environmental, economic, educational, social and health care delivery systems and others work collaboratively to maintain the health and safety of our community. This report and the recommendations herein are the start of a continual conversation between our community and our police. Community policing works when we are all engaged in the open, honest, and sometimes painful dialogue and discourse to address the needs of our community and how the police can be a part of the solution.

“My brave, conscientious officers of the law, if you want people to trust you, don't use the phrase "police are your friends", for it only makes you sound authoritarian, egotistical and condescending - instead, remind them "police are humans too" - acknowledge your mistakes and work towards correcting them, so that you can truly become the Caretaker of People, which is the very definition of COP.”

– Abhijit Naskar, **Boldly Comes Justice: Sentient Not Silent**

References

Executive Order Number 203:

https://www.governor.ny.gov/sites/governor.ny.gov/files/atoms/files/EO_203.pdf

New York State Police Reform and Reinvention Collaborative

➤ Key Reforms:

- Appointing Attorney General as Independent Prosecutor for Police Involved Deaths (S.2574-C/A.1601)
- Prohibiting Race-Based 911 Calls (S.8492/A.1531)
- Repealing 50-a (S.8496/A.10611)- Repealing 50-a will allow for the disclosure of law enforcement disciplinary records, increasing transparency and helping the public regain trust that law enforcement officers and agencies may be held accountable for misconduct.
- Banning Chokeholds (S.6670-B/ A.6144)- This new law creates criminal penalties when a police officer or peace officer uses a chokehold or similar restraint and causes serious physical injury or death.

President's Task Force on 21st Century Policing. 2015. Final Report of the President's Task Force on 21st Century Policing. Washington, DC: Office of Community Oriented Policing Services.
Published 2015

3B Use of Physical Force and Deadly Physical Force; NYS Division of Criminal Justice Services, Office of Public Safety: Copyright 2017 (September 2017)

New York Consolidated Laws, Civil Service Law - CVS § 75. Removal and other disciplinary action
<https://codes.findlaw.com/ny/civil-service-law/cvs-sect-75.html>

City of Lockport Website Police Department Page:

<https://lockportny.gov/departments/police-department/>

Hickory Club Contract 2008- 2012:

http://lockportny.gov/wp-content/uploads/2018/11/NEW-HICKORY-CLUB_20121031132838.pdf

Hickory Club Contract Part 1 MOA for 2013-2015

<http://lockportny.gov/wp-content/uploads/2018/11/Hickory-Club-13-23-part-1.pdf>

Hickory Club Contract Part 2 2015-2025

<http://lockportny.gov/wp-content/uploads/2018/11/Hickory-Club-13-23-part-2.pdf>

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Charter on Police Department

POLICE BOARD

(Five members – four-year term)

ART VI Established 1911

Advisement and management of the Police Department. All actions may be reviewed, modified, or rescinded by the Common Council. Alderman representative appointed for term of political office.

Committee Minutes

[5/04/20](#)

[5/26/20](#)

[7/06/20](#)

[8/11/20](#)

Make-up of Police Board as of 10/18/20

Miles Patterson, (I)

12 Hoover Parkway

Term expiration: Dec. 31, 2020

Thomas Murphy, (D)

268 Genesee St.

Term expiration: Dec. 31, 2021

Cheryl Brown (D)

422 W. Caledonia Street

Term expiration: Dec. 31, 2021

Flora Hawkins- Chairwoman (D)

199 West Ave.

Term expiration: Dec. 31, 2023

Mark Devine – Third Ward Alderman (R)

110 Corinthia Street

Term expiration: Dec. 31, 2021

Chapter C: Charter Article VI: The Police Department

§ C-110 Existing Police Board abolished; control of Police Department; Board of Police.

§ C-111 Meetings of Board.

§ C-112 Government of police force.

§ C-113 Appointment of officers and members.

§ C-114 Removal of members of force.

§ C-115 Notice and hearing.

§ C-116 Suspension pending determination of charges.

§ C-117 Promulgation of rules and orders.

§ C-118 Rewards for information.

§ C-119 Salaries of members of force.

§ C-120 Power and authority as constables.

§ C-121 Uniforms of members of force.

§ C-122 Service of criminal process.

§ C-123 Lost, abandoned or stolen property.

§ C-124 Outside service by Police Department.

§ C-110 Existing Police Board abolished; control of Police Department; Board of Police.

The existing Board of Police of the City of Lockport is hereby abolished. A new Board of Police consisting of five Police Commissioners appointed as provided in this act shall constitute the Board of Police of the City of Lockport and shall have, as such Board, control and management of

the Police Department of such city. Such Board shall be organized by the election of one of its members as President. The City Clerk shall, ex officio, be Clerk of said Board. Three Police Commissioners shall be a quorum for the transaction of business at the meetings of the Board. No Police Commissioner shall receive any salary or compensation for his services as such officer. One member of the Common Council shall be appointed as a member of the Police Board. Acceptance or retention of such appointment by an Alderman shall not be deemed a forfeiture of his municipal office or employment, or incompatible therewith or affect his tenure or compensation in any way. The term of office of a member of the Police Board who is an Alderman when appointed as a member thereof shall terminate at the expiration of the term of his municipal office. All actions of the Board of Police may be reviewed, modified or rescinded by the Common Council. [§ 110, L. 1911, c. 870; amended by L.L. No. 5-1958; L.L. No. 5-1966; L.L. No. 3-2009]

§ C-111 Meetings of Board.

Said Police Commissioners shall meet at the Common Council chambers, or such other place in said city, at such time or times as they may designate and appoint, and also on special occasions when called by the Mayor or any two of said Police Commissioners, by notice in writing signed by him or them, specifying the place where and time when such special meeting is to be held, and served on each Police Commissioner not signing the same, either personally or by leaving the same at his place of residence. [§ 111, L. 1911, c. 870]

§ C-112 Government of police force.

The Board of Police shall have power to enforce within said city the laws of this state relating to the police thereof, and may prescribe and enforce rules, bylaws and regulations for the government of the police force of the city, not inconsistent with the laws of this state. [§ 112, L. 1911, c. 870; amended by L.L. No. 5-1966]

§ C-113 Appointment of officers and members.

The Board of Police shall have power by affirmative vote of at least three Commissioners to appoint a Chief of Police and such subordinates and employees as may be found necessary from time to time. Each appointment, except temporary appointments, shall be evidenced by a commission naming the appointee, signed by at least three Commissioners, which shall be immediately filed with the office of the City Clerk. Every person so appointed, except those temporarily appointed, shall hold office until removed for some cause or causes hereinafter specified. If any officer or member of said Police Department shall be unable to perform the duties of his office in consequence of sickness or temporary absence from the city, the Board of Police shall have the power to appoint some other person to act temporarily in his place during the continuance of such absence or disability. The salary of any such temporary policeman shall be fixed by the Common Council. [§ 113, L. 1911, c. 870; amended by L. 1916, c. 432; L. 1918, c. 455; L. 1919, c. 315; L.L. No. 1-1938; L.L. No. 5-1966]

§ C-114 Removal of members of force.

The Board of Police, by an affirmative vote of at least three Commissioners, may at any time remove from office the Chief of Police, or any subordinate, when he shall be found to be incompetent or negligent, or guilty of misconduct in and about or unable to perform the duties of his office, or guilty of willful violation of any of the rules, regulations or orders of the Board of Police or any superior officer, and the Board of Police may appoint in his place and stead some other proper person as hereinbefore provided. [§ 114, L. 1911, c. 870; amended by L.L. No. 5-1966]

§ C-115 Notice and hearing.

Whenever any charges shall be made to said Board against the Chief of Police, Police Sergeants, any policeman or doorman, he shall be served, as soon thereafter as may be, with a true copy of such charges and with a notice of a time and place at which the same will be investigated and he be heard before said Board in his defense; and no removal shall be made until such opportunity to be heard shall have been given. [§ 115, L. 1911, c. 870]

§ C-116 Suspension pending determination of charges.

The Board of Police, upon charges being preferred by any person against, or finding, or having reason to believe, said Chief of Police, or any subordinate, guilty of incompetency, negligence, misconduct or inability as specified in § C-114 of this act, shall have power to suspend said Chief of Police or subordinate from service until the Board shall convene and take action in the matter; provided, however, that said Chief or subordinate shall not remain suspended for a longer period than 20 days without an opportunity to be heard in his defense; and upon hearing proofs in the case, the Board shall without delay restore such person or discharge and remove him from office. The salary of any person so suspended shall cease from the time of such suspension, unless the Board shall otherwise order in its decision; such decision shall be in writing and be immediately filed with the City Clerk. [§ 116, L. 1911, c. 870; amended by L.L. No. 5-1966]

§ C-117 Promulgation of rules and orders.

The Board of Police shall promulgate through the Chief of Police, all its rules, regulations and orders to the whole police force, and said Chief shall have the immediate direction and control of the policemen under such rules, regulations and orders which are not inconsistent with the laws of the state. [§ 117, L. 1911, c. 870; amended by L.L. No. 5-1966]

§ C-118 Rewards for information.

The Board of Police, by and with the consent of the Common Council, may offer rewards to induce persons to give information which will lead to the detection, arrest and conviction of persons guilty of crime or violation of penal ordinances within the city; and such rewards shall be audited and paid by the Common Council from the Police Fund, to the persons who shall have given such information, upon the certificate of the Board that such persons are properly entitled thereto. [§ 118, L. 1911, c. 870]

§ C-119Salaries of members of force.

The Common Council shall fix the salary of the Chief of Police or any subordinate. [§ 119, L. 1911, c. 870; amended by L.L. No. 5-1966]

§ C-120Power and authority as constables.

Said Chief, Police Sergeants, policemen, temporary policemen and doormen shall severally possess the power and authority of a constable at common law and under the statutes of this state, except that they shall not serve any civil process; they shall also severally perform such duties as shall be prescribed by this act and by the Common Council for the preservation of the public peace, the care of the city property and the enforcement of the police regulations and municipal ordinances of said city; they shall have the exclusive power of serving all criminal process issued by the Police Justice or an Acting Police Justice. [§ 120, L. 1911, c. 870]

§ C-121Uniforms of members of force.

The Chief of Police or any subordinate shall always wear, when on duty, such uniform as may be prescribed by the Board of Police. [§ 121, L. 1911, c. 870; amended by L.L. No. 5-1966]

§ C-122Service of criminal process.

It shall be the duty of the Police Department to serve all process of every kind issued by the Police Justice or Acting Police Justice. [§ 122, L. 1911, c. 870; amended by L.L. No. 5-1966]

§ C-123Lost, abandoned or stolen property.

1. All lost or abandoned property or stolen or suspected of having been stolen, or property being or suspected of being the proceeds of crime, coming into the custody of any police officer or any Magistrate in the city, shall be delivered to the custody of the Police Department by such police officer or by the order of said Magistrate, to be held pending determination of its ownership or other disposition, and shall be registered in a book kept for the purpose, containing among other things the name and address of the person from whom taken, a description of the property, the place and time of seizure with the general circumstances, the name and address of the police officer or Magistrate by whom delivered, the name and address of the owner, if ascertained, and, if not, the claimants thereto, and the final disposition thereof.

2. Lost or abandoned property so received and not stolen or suspected of having been stolen and not being or suspected of being the proceeds of crime shall be delivered to the owner upon proof of ownership and upon payment of the reasonable charges incurred by the Department in connection with the taking and possession thereof, and the Police Chief may require a bond from the claimant to indemnify the city and all members of the police force and employees of the Police Department against all claims, demands, suits, costs and damages arising by reason of or in any manner growing out of the delivery of the property to the claimant. If such property is of slight value or is property the possession of which by any person is prohibited by law, or for the possession of which a permit or license is required by law, or the retention of which by the

Department might endanger public health or safety, the Police Chief may order the destruction thereof.

3. Stolen property or property suspected of having been stolen, or property being or suspected of being the proceeds of crime, shall be held by the Police Department pending the determination of ownership thereof as provided in the Code of Criminal Procedure or by other legal action or proceedings.

4. If any property described in this section shall remain unclaimed for six months after its seizure, the Police Chief, unless the property shall be money, may cause the same to be sold at public auction on notice of the time and place of the sale published once, not more than three weeks but at least one week before the sale, in the official publication or publications designated by the Council of the City, and the proceeds thereof shall be paid to the City Treasurer accompanied by a certificate of such sale stating the sale price and reasonable expense incurred by the city in the seizure, preservation and sale of the property. The city may be a purchaser at such sale. If the property so held unclaimed for such period shall be money, it shall be paid by the Police Chief to the City Treasurer accompanied by a report of the Police Chief of the circumstances surrounding the seizure, retention and payment thereof.

5. Nothing contained herein shall affect the disposition of motor vehicles or motorcycles controlled by § 60 of the New York State Vehicle and Traffic Law. [Added by L.L. No. 1-1954]

§ C-124 Outside service by Police Department.

The Common Council of the City of Lockport does hereby delegate to the Chief of Police of its Police Department the following powers to request or grant police assistance:

1. Whenever he deems that the public interest requires it, the Chief of Police may request the chief executive officer of any other local government to detail, assign and make available for duty and use in the local government for which the request is made, any part of the forces, equipment and supplies of the Police Department, police force or parkway police force of the local government of which the request is made.

2. The Chief of Police is hereby authorized and empowered to grant a similar request made to this local government. [Added by L.L. No. 2-1967]

Additional Charter sections regarding police

§ C-373 Members of police force to continue in office.

The Chief of Police and members of the Police Department in office in said city at the time this act takes effect shall continue in their respective offices and be members of the Police Department of said city until removed or superseded by the Board of Police in the manner herein described. [§ 373, L. 1911, c. 870]

§ 98—22 Police detail at fires.

In case of a fire or similar emergency, the Police Chief shall detail one or more policeman to the place where the fire may be, who shall be subject to the direction of the Mayor, any Fire Commissioner, the Fire Chief, or the officer-in-charge of the Fire Department at such fire, for the

protection of the hose and fire apparatus, the preservation of the public peace and removal of all idle and suspected persons, persons not actually or usefully employed in aiding to extinguish such fire or in the preservation of property in the vicinity thereof, until excused from such duty by the Mayor, a Fire Commissioner, the Fire Chief, or officer-in-charge of the fire or similar emergency.

§ 98-23Fire lines.

A. A policeman at a fire or other emergency incident, if so directed by the Fire Chief, an Assistant Fire Chief or officer-in-charge of the fire or incident, shall aid in the formation of a fire line (perimeter) and shall not permit any person to pass such line (perimeter) unless such person shall wear the badge or the identification of the Fire Department, excepting the Mayor, Alderman, members of the Police Department, Fire Commissioners, Commissioner of Public Works, Building Inspector, owners or other persons interested in property within or resident within the prescribed lines (perimeter), or insurance agents doing business in the City, except by direction of the Fire Chief or officer-in-charge of such fire or incident.

B. A policeman shall remove from within such lines all persons other than those excepted.

Appendix B

HUMAN RELATIONS COMMISSION

A Commission on Human Relations is hereby established by the City of Lockport in accordance with Article 12-D of the General Municipal Law, as enacted by Chapter 376 of the Laws of 1963.

The Commission shall consist of nine members appointed by the Mayor. The Mayor shall designate one of such members to be Chairman, who shall serve as Chairman at the pleasure of the Mayor.

Committee Minutes

[8/12/20](#)

[9/6/20](#)

Current Committee Make-up

Lauralee B. Zagarrigo- Chairwoman

Term expiration: 2021

Christina L. Lopez- Secretary

Term expiration: 2021

Jim Schultz

11 Continental Dr.

Term expiration: June 27, 2021

Leah Brown

422 W. Caledonia

Term expiration: July 15, 2022

Felicia M. Grooms- Vice Chairwoman

Term expiration: 2022

Anthony Nemi

Term expiration: 7/15/2022

Paula Halladay

42 Genesee St.

Term expiration: July 13, 2023

Wayne F. Hale

Term expiration: 2023

Jon D. Wiley

Term expiration: 7/15/2023

Chapter 23: Human Relations Commission

[HISTORY: Adopted by the Common Council of the City of Lockport 10-16-1963. Amendments noted where applicable.]

§ 23-1 **Establishment.**

§ 23-2 **Membership; terms; vacancies.**

§ 23-3 **Powers and duties.**

§ 23-4 **Obligations.**

§ 23-5 **Amendments to statute.**

§ 23-1 **Establishment.**

A Commission on Human Relations is hereby established by the City of Lockport in accordance with Article 12-D of the General Municipal Law, as enacted by Chapter 376 of the Laws of 1963.

§ 23-2Membership; terms; vacancies.

A. The Commission shall consist of nine members appointed by the Mayor. The Mayor shall designate one of such members to be Chairman, who shall serve as Chairman at the pleasure of the Mayor.

B. Of the members first appointed, three shall be appointed for terms of office of one year each, three for terms of office of two years each and three for terms of office of three years each. Thereafter, all appointments, except to fill vacancies, shall be for terms of office of three years each.

C. Vacancies occurring otherwise than by expiration of terms of office shall be filled for the unexpired terms of the offices so filled.

D. In making appointments to the Commission, the Mayor shall take into consideration the various religious, racial, nationality and political groups in the community.

§ 23-3Powers and duties.

It shall be the duty of the Commission, as provided by Article 12-D of the General Municipal Law, to:

A. Foster mutual respect and understanding among all racial, religious and nationality groups in the community.

B. Make such studies in any field of human relationship in the community as in its judgment will aid in effectuating its general purposes.

C. Inquire into incidents of tension and conflict among or between various racial, religious and nationality groups, and take such action as may be designed to alleviate such tension and conflict.

D. Conduct and recommend such educational programs as, in its judgment, will increase goodwill among inhabitants of the community and open new opportunities into all phases of community life for all inhabitants.

§ 23-4Obligations.

The Commission shall discharge the following obligations as provided in Article 12-D of the General Municipal Law:

A. Receive complaints of alleged discrimination because of race, creed, color or national origin, seek the active assistance of the State Commission for Human Relations in the solution of complaints which fall within the jurisdiction of the State Commission and prepare its own plans in the case of other complaints with a view to reducing and eliminating such alleged discrimination through the process of conference, conciliation and persuasion.

B. Hold conferences and other public meetings in the interest of and the constructive resolution of racial, religious and nationality group tensions and the prejudice and discrimination occasioned thereby.

C. Issue such publications and reports of investigation as, in its judgment, will tend to effectuate the purposes of Article 12-D of the General Municipal Law.

D. Enlist the cooperation and participation of the various racial, religious and nationality groups, community organizations, industrial and labor organizations, media of mass communication, fraternal and benevolent associations and other groups in an educational campaign devoted to fostering among the diverse groups of the community mutual esteem, justice and equality.

E. Encourage and stimulate agencies under the jurisdiction of the Council to take such action as will fulfill the purposes of such Article 12-D.

F. Submit an annual report to the governing board.

§ 23-5Amendments to statute.

In the event the provisions of General Municipal Law, Article 12-D, are amended, such amendments shall be effective with respect to the Commission on Human Relations created hereby.

BOARD OF ETHICS

(Three members + one alternate – three-year term)

§18-19 Established July 27, 1970; revised April 23, 2014

(Mayor recommends – council appoints)

This board was established as an advisory board to both officials and employees. Makes recommendations on adoption and amendments to code.

Shelley A. Richards

385 Pine St.

Term expiration: July 2, 2021

Mary Brennan Taylor, Chairwoman

480 Pine St.

Term expiration: July 2, 2022

Anna Mauri

57 Coolidge Ave.

Term expiration: August 7, 2023

Margaret Truax (alternate)

29 Spruce St.

Term expiration: Oct. 15, 2020

City Charter § 18-19 Board of Ethics.

A. Membership.

(1) The Board of Ethics shall consist of three members appointed by a supermajority of the Common Council. One alternate may be appointed by a supermajority of the Common Council to serve in the absence of another member.

(2) There shall be three members of the Ethics Board initially serving one three-year term, one two-year term and one one-year term. The alternate member shall serve for one three-year term. Subsequently, each member shall be appointed for a three-year term or until such time as a successor is appointed.

(3) Vacancy in office. If a vacancy shall occur otherwise than by expiration of term, the Common Council shall appoint the new member for the unexpired term.

(4) Removal of members. The Common Council shall have the power to remove, after public hearing, any member of the Board for cause.

B. Qualification of Board Members.

(1) All members of the Board of Ethics must be residents of the municipality.

(2) The members of the Board of Ethics should be qualified by temperament and experience to carry out the duties and responsibilities of the Board.

(3) No member of the Board of Ethics may hold office in a partisan political party or hold elective office in the City. A Board member may make campaign contributions and vote.

(4) Not more than two members of the Board of Ethics may be members of the same political party.

(5) No current officer or employee of the City of Lockport is eligible to serve on the Board of Ethics.

C. Compensation. Members of the Board of Ethics shall serve without compensation but may be reimbursed for reasonable and necessary expenses, as approved by the Common Council.

D. Powers and duties of the Board of Ethics.

(1) The Board of Ethics shall select its own Chairperson from within the Board for a one-year term and appoint such staff as necessary to carry out its duties under this chapter and to delegate authority to the Chairperson, if any, to act in the name of Board between meetings of the Board, provided that the delegation is in writing and the specific powers to be delegated are enumerated, and further provided that the Board may not delegate the power to conduct hearings, determine violations, recommend disciplinary action, impose civil fines, refer any matter to a prosecutor or render advisory opinions, except as stated in § **18-19D(9)**. The City of Lockport will provide legal counsel as necessary.

(2) To prescribe and promulgate rules and regulations governing its own internal organization and procedures in a manner not inconsistent with this chapter or state or federal law.

(3) To conduct investigations pursuant to § **18-20**.

(4) To conduct hearings, recommend disciplinary action and initiate appropriate actions and proceedings pursuant to §§ **18-18** and **18-19**.

(5) To issue advisory opinions pursuant to § **18-22**.

(6) To provide ethics training and education to City officers and employees on the provisions of the City Ethics Law and Article 18 of the General Municipal Law.

(7) The Ethics Board of the City of Lockport may act only with respect to officers and employees of the municipality and persons having business dealing with the municipality. The termination of a City officer's or employee's term of office or employment with the City shall not affect the jurisdiction of the City Ethics Board with respect to requirements imposed by this chapter on former City officers or employees to the extent permitted by law.

(8) The City Ethics Board may refer any matter within its jurisdiction to the County Ethics Board in its discretion.

(9) A member of the Board of Ethics may be removed from office by a majority vote of the Common Council for failure to fulfill the duties of the office or for violation of this chapter. The Common Council must give the Board member written notice and an opportunity to reply.

(10) The Ethics Board must prepare an annual report to the Common Council on its activities and recommend changes to the City Ethics Law.

§ 18-20 Complaints and investigations.

A. Upon receipt of a form duly sworn by the person requesting an investigation of an alleged violation of this chapter or upon the Board determining on its own initiative that a violation of this chapter may exist, the Ethics Board shall have the power and duty to conduct any investigation necessary to carry out the provisions of this chapter. In conducting any such investigation, the Board may administer oaths or affirmations, subpoena witnesses and compel their attendance and require the production of any books or records which it may or deem relevant or material. The form to be utilized in requesting an investigation of an alleged violation of this chapter shall be the form available in the office of the City Clerk and on the City website.

B. The City Ethics Board investigation shall be confidential until such time that a final determination of the City Ethics Board has been made. Thereafter, the City Ethics Board shall state, in writing, its disposition of every sworn complaint it receives and of every investigation it

conducts and shall set forth the reasons for the disposition to the Common Council. Any findings of violations of this chapter or other applicable law shall be served upon the subject of the investigation within seven days of such service of any findings of violations of this chapter, and violations shall be made a public record and shall be indexed and maintained on file by the City Clerk.

§ 18-21Enforcement.

A. In its discretion and after a hearing in accordance with Article 3 of the State Administrative Procedure Act (SAPA), and subject to § 75 of the Civil Service Law and any collective bargaining agreements, to the extent practicable, the City Ethics Board may recommend for action appropriate disciplinary action, which may include a written warning, or reprimand forfeiture of accrued leave with pay, required attendance at ethics training seminars, suspension or termination of employment to the authority or person or body authorized by law to impose such sanctions.

B. The City Ethics Board shall conduct and complete the hearing with reasonable promptness and shall not act without notice and opportunity to be heard and shall observe appropriate due process.

§ 18-22Confidential ethics advisory opinions.

A. The Board of Ethics shall render confidential advisory opinions only to officers and employees of the City of Lockport with respect to Article 18 of the General Municipal Law and this Code of Ethics. Officers and employees of the municipality are encouraged to seek advisory opinions whenever they are uncertain whether their conduct may violate the Code of Ethics.

B. The Board of Ethics will prepare an advisory opinion based on a thorough review of the facts and applicable law. The Board's opinion is to be based solely on the facts presented in the request or subsequently submitted in a written, signed document. The opinion will be rendered, in writing, to the requester as expeditiously as is practicable, with special attention to the time requirements of a given case.

C. An officer or employee of the municipality whose conduct or action is the subject of an advisory opinion will not be subject to penalties or sanctions by virtue of acting, or failing to act, due to a reasonable reliance on the opinion, unless material facts were omitted or misstated in the material submitted by the requester.

D. The Board of Ethics will maintain a confidential, indexed file of all advisory opinions issued by the Board.

§ 18-23Posting and distribution of code.

A. The Mayor must promptly cause a copy of this code, and a copy of any amendment to this code, to be posted publicly and conspicuously in each building under the municipality's control. The code must be posted within 10 days following the date on which the code takes effect. An amendment to the code must be posted within 10 days following the date on which the amendment takes effect.

B. The Mayor must promptly cause a copy of this code, including any amendments to the code, to be distributed to every person who is or becomes an officer or employee of the City of Lockport.

C. Every municipal officer or employee who receives a copy of this code, or an amendment to the code, must acknowledge such receipt in writing. Such acknowledgment must be filed with the City Clerk who must maintain such acknowledgment as a public record.

D. The failure to post this code, or an amendment to the code, does not affect either the applicability or enforceability of the code or the amendment. The failure of a municipal officer or employee to receive a copy of this Code of Ethics, or an amendment to the code, or to acknowledge receipt thereof in writing, does not affect either the applicability or enforceability of the code or amendment to the code.

§ 18-24 Penalties for offenses.

Any municipal officer or employee who violates this code may be censured, fined, suspended or removed from office or employment in the manner provided by law.

Committee Meeting Minutes July 20, 2020

I. Call to order

Chief Abbott 5:30 pm <https://global.gotomeeting.com/join/749718949> Phone: [1 866 899 4679](tel:18668994679)
access 749-718-949 and M-24 1 Locks Plaza Lockport, NY 14094

II. Roll call

Mary Pat conducted a roll call. The following persons were present: Police Chief Steven Abbott; Mayor Michelle Roman; Alderwoman-At-Large Ellen Schratz; Alderwoman Kelly Vandemark; Civil Service/Personnel Director- Mary Pat Filbert; Corporation Counsel Jason Cafarella; Police Union President Kevin Lucinski; Police Union Vice President Tricia Vosburgh; Police Board Chairwoman Commissioner Flora Hawkins; Police Board Commissioner Cheryl Brown; Human Relations Chairwoman Commissioner LauraLee Zagarrigo; Human Relations Commissioner Felicia Grooms

The following members were absent: Community Police Aide Mark Sanders

III. Open issues

- a) Understanding the governor's directive on police policy review
- b) Understanding the city of Lockport Charter regarding police and police board
- c) Understanding the police department, at current status

Focus on establishing and maintaining a positive relationship with the community, work on building trust between the police department and the community

IV. New business

- a) Policy review process- committee members read the information provided by the chief on the current policies, attend ride along with officers
- b) Policy review timeline-to committee meets discuss ideas and impacts, public comment period, then suggestions provided to police board and common council by mid-October for discussion and adoption, as necessary.
- c) Policy review focus- Chief Abbott emphasized to the Police Policy Review Committee to take time to read and understand the 6 Pillars enumerated in the President's Task Force on 21st Century Policing, forwarded in an email;
 - Pillar 1. Building Trust and Legitimacy
 - Pillar2. Policy and Oversight
 - Pillar 3. Technology and Social Media
 - Pillar4. Community Policing and Crime Reduction
 - Pillar 5. Training and Education
 - Pillar 6. Officer Wellness and Safety

V. Next Steps

- a) Tasks
 - A public input survey regarding the community's perception of our police department. Suggestions on what could be done differently, what changes would benefit the department will be presented at the next meeting;
 - Look at the processes in New York State Civil Service to see how it can be adjusted/modified to attract a more diversified pool of candidates

- Look into different forms of training, example; train the trainer, to alleviate the expense of training the entire department at once. Benefit of having an expert in the field on staff as well as training their own department/co-workers.
 - Mental Health
 - De-escalation
 - Use of Force

b) Next meeting- August 10, 2020 at 5:30

VI. Adjournment

Chief Abbott adjourned the meeting at 6:40 pm

Committee Minutes August 17, 2020

- I. Chief Abbott 6:00 pm at 1 Locks Plaza room m-24, as well as those in attendance remotely at link: <https://global.gotomeeting.com/join/899869733> Phone: [1 866 899 4679](tel:18668994679) access 899-869-733.
- II. Roll Call- Mary Pat conducts roll call. The following are present: Police Chief Steven Abbott, Mayor Michelle Roman, Alderwomen at Large Ellen Schratz, Alderwomen Kelly VanDeMark, Civil Service/Personnel Director Mary Pat Filbert, Corporation Counsel Jason Cafarella, Police Union President Kevin Lucinski, Police Union Vice-President Tricia Vosburg, Police Board Chairwomen Commissioner Flora Hawkins, Human Relations Chairwomen Commissioner LauraLee Zagarrigo, Community Policing Aide, Mark Sanders, Absent: Police Board Commissioner Cheryl Brown, Human Relations Commissioner Felicia Grooms

III. Open issues

Police Policy Updates

Chief Abbott referenced 40 new policies per Lexa poll Focus on Use of Force and Search and Seizure

Community Engagement, use of Willow Street, Altro Park. Away from City Hall to encourage attendance.

Mark Sanders and Chief Abbott to flex hours to be open evening hours for community to stop in to talk about issues/ideas. #weliveheretoo, reach out to individuals associated with this hashtag to facilitate working together for the betterment of the community

Community input meetings

Research virtual block groups- Nextdoor.com, anonymous reporting- STOPit App

Community Input Calendar

Mayor encourages each committee member to attend a Community Meeting at the selected dates and parks on the calendar for the month of August.

Mark Sanders and Chief Abbott to look at possible community meeting sites in the areas of Locust St and South Street.

Police Union President Kevin Lucinski and Vice-President Patricia Vosburg addressed recruitment for the upcoming Civil Service Exam for Police Officer, providing study guides for candidates, available at the Recruitment table August 28, 2020 at Outwater Park from 10am-5pm. Alderwomen Kelly VanDeMark recommended setting additional tables up at the YMCA and Veterans Services locations. The Union and Chief will research those possibilities.

IV. Next Steps

- a) Mayor Roman requested all members of this committee generate 2-5 questions to be placed in the Community Survey.
- b) Chief Abbott to provide his 2021 Budget outlining his training requests for the Lockport Police Department.

V. Next meeting August 31, 2020 at 5:30pm

VI. Adjournment

Chief Abbott adjourned the meeting at 6:50pm.

Committee Meeting August 31, 2020 at 5:30 was cancelled due to community input meetings.

Committee Meeting Minutes September 14, 2020

- I. Call to Order: Chief Abbott 6:30 pm at 1 Locks Plaza room m-24, as well as those in attendance remotely at link: <https://global.gotomeeting.com/join/124041165>
Phone: [1 877 309 2073](tel:18773092073) access 124-041-165
- II. Roll Call: Mary Pat conducted a roll call. The following persons were present:
Attendance: Police Chief Steven Abbott; Mayor Michelle Roman; Alderwoman-At-Large Ellen Schratz; Civil Service/Personnel Director- Mary Pat Filbert; Corporation Counsel Jason Cafarella; Police Union President Kevin Lucinski; Police Union Vice President Tricia Vosburgh; Police Board Chairwoman Commissioner Flora Hawkins; Human Relations Chairwoman Commissioner LauraLee Zagarrigo; Human Relations Commissioner Felicia Grooms; Community Police Aide Mark Sanders
Absent: Alderwoman Kelly Vandemark; Police Board Commissioner Cheryl Brown
- III. **Open Issues**
 - a. **Public Input Meetings- Mayor Roman**
 - (i) Completed 8 public input meetings- Citizen comments included at the end
 - (ii) Survey- Prepare survey to have live by September 25.
 - (iii) County Police policy review committee has Lenny Thomas as the city representative
 - b. **Police Policy Updates- Chief Abbott**
 - i. Stop It anonymous reporting app is going live tomorrow, Tuesday September 15
 - ii. 1/3 of policies updated and previously shared- no questions; 1/3 of policies will be updated by mid-September; 1/3 of policies will be updated by early November
 - iii. ADA from county office is assigned to our committee
 - iv. Close to 150 candidates signed up to take the civil service exam scheduled for September 26.
 - c. **Union Input- Kevin Lucinski and Tricia Vosburgh-** PDF created with sample tests and answer keys available. Email klucinski@lockportny.gov for a copy. Mary Pat will share information with anyone who requests it. It will be posted on city sites, as well.
- IV. **Next Steps**
 - a. **Tasks-**

- i. Chief Abbott is emailing the sample survey from Syracuse.
- ii. Members of committee will send their survey question suggestions to chief by Friday September 18
- iii. Chief and Mayor will create draft survey and share to committee by Monday September 21
- iv. Members of the committee will give comments/suggestions on draft by Wednesday September 23
- v. Survey will go live Friday September 25- shared with press, website, social media, and residents who shared their contact information.
- vi. Flo and Mark will start process for universal traffic stop protocols
- b. Next meeting- think about specific policies that you want to see enhance, modified, eliminated, or added for the overall suggestions to the police board and council. Start to formalize the review process and outcome.

V. Adjournment

Chief Abbott on Tuesday October 13 at 6:30 pm.

Committee Meeting Minutes October 13, 2020

- I. Call to Order: Chief Abbott 6:35 pm at 1 Locks Plaza room m-24, as well as those in attendance remotely at link: <https://global.gotomeeting.com/join/124041165>
Phone: [1 877 309 2073](tel:18773092073) access 124-041-165
- II. Roll Call: Mary Pat conducts roll call **Members:** Police Chief Steven Abbott; Mayor Michelle Roman; ADA- Ryan Parisi; Alderwoman-At-Large Ellen Schratz; Civil Service/Personnel Director- Mary Pat Filbert; Police Union President Kevin Lucinski; Police Board Chairwoman Commissioner Flora Hawkins; Human Relations Chairwoman Commissioner LauraLee Zagarrigo; Human Relations Commissioner Felicia Grooms:
Absent: Alderwoman Kelly Vandemark; Corporation Counsel Jason Cafarella; Police Board Commissioner Cheryl Brown; Community Police Aide Mark Sanders; Police Union Vice President Tricia Vosburgh:

III. Open Issues

- a. Public Input- Mayor Roman
 1. Survey data analysis-
 2. See the survey results sent in the email
 3. Overall rating 3.2 out of 5. Most negative age group is 25-34, discrepancy between black respondents and others in areas of trust, neighborhood response, and willingness to call the police
- ii. County Police policy review committee has Lenny Thomas as the city representative
 1. County completed 2 community forums at the time of this meeting.
- b. Police Policy Updates

- i. Public transparency and input through technology- Chief Abbott-
 - 1. Active: STOPit App with access code LockportPDTips;
 - 2. In progress: Next Door App
 - 3. In progress app for tracking use of force
- ii. Lexipol update-Chief Abbott
 - 1. Work continues to review and upload the policies
- iii. Ryan Parisi, ADA from county office assigned to our committee-
- iv. Civil Service exam update- Mary Pat
 - 1. 150+ registered to take the exam
 - 2. Approximately 145 took the exam
 - a. Double the number of applicants from previous exam
 - b. Double the number of minorities that applied, but still under 10, previously 4 minorities signed up, this time 8-10 signed up, including more minority women.
- v. Traffic Stop Protocols- Flora & Chief- working on this with the union
- c. Union Input- Kevin Lucinski- They agree with creating traffic stop protocols. They also are not surprised by the survey results, but feel the results are hopeful. They are doing the work to improve but can be doing better and this is reflected in the surveys.

IV. Next Steps

- a. Tasks-
 - i. Formulate policy review results-Needs:
 - 1. Improvement in training
 - 2. Improvement in transparency
 - 3. Improvement in community relationships
 - 4. Diversify department
 - ii. Formulate policy recommendations
 - 1. Determine potential budget impacts- training and resource needs
 - 2. Determine Resources- county DA, community organizations, county legislature, grants, mental health providers, civil service personnel director
 - 3. Determine Timeline-
 - a. Draft complete by October 26 for review
 - b. Final discussion on October 29
 - c. Presentation to Police Board November 2
 - d. Provide report to the Common Council by November 4
 - e. Call for Public Hearing for December 2, 2020
 - f. Adoption by Common Council by December 16, 2020

V. Adjournment

- a. Next Meeting scheduled for October 29, 2020 at 6:00 pm

Press Release Tuesday August 11, 2020:

The Subcommittee on Police Policy Review will be holding community forums in Lockport's neighborhood parks over the next several weeks. The newly formed subcommittee of 12 members, along with Mayor Michelle Roman, is charged with reviewing policing policies with local citizens, city government, and the Lockport Police Department. The goal of the forums is to gain direct feedback from the community.

The first of these forums will be held Tuesday, August 18th at 6:30pm at Rogers Park. Additional gatherings include Grossi Park on Thursday, August 20th at 6:30pm; Dolan Park on Saturday, August 22nd at 11am. Children's Park on Tuesday, August 25th at 6:30pm; William Street Park on Thursday, August 27th at 6:30pm; Outwater Park on Saturday, August 29th at 11am; Kibler Park on Tuesday, September 1st at 6:30pm; and, Altro (Willow) Park on Thursday, September 3rd at 6:30pm.

Additionally, a survey is being created that Mayor Roman says will help, "continue the conversation and update policies that will impact the culture and build trust and positive relationships within the department, its officers, and with the community at large."

The subcommittee's goal is to have a recommendation to present by the end of September or early in October for public input and review. The group would then present a recommendation to the Police Board and Common Council later in October or early in November.

The Subcommittee on Police Policy Review was formed after NYS legislation was passed earlier this year requiring local governments with police departments to form a review of policing policies with the community, legislative body, and police by November 2020, and have it take effect by April 1, 2021.

Community Input Meetings: Publicly announced in the Buffalo News, Union Sun and Journal, City Website, Facebook, LCTV Council Meetings August 5 and 12, LCTV Ask the Mayor

Public input meeting tuesday august 18, 2020 rogers park

12 residents in attendance

Public comments:

Anonymous reporting- publicize how to report
Newsletter communication for people offline
Youth activities-boys and girls club
Work as a community
Stop being interested in being in charge
Don't defund the police-
Call appropriate agencies like mental health/substance abuse
Ambulance for mental health- de-escalates situations better
Certify people to work with special circumstances
Budget limitations
Find grants and other funding opportunities
Civil service and cbas
Reuse old YMCA for community center

Thursday August 20, 2020 Grossi Park

9 Residents in attendance

Public Comments:

Stop good ol boy network
Transparency- keep it up
Increase patrols- foot/bike
Budget limitations
Listen to citizen complaints
Improve response time
Respect citizens
Gang unit
Shot spotter program
Better communications between police and crises services
Clear procedures
Ambulance with LFD for mental health
Training for screeners

Public Input Meeting Saturday August 22, 2020 Dolan Park

1 Resident in Attendance

Public Comments:

Expand neighborhood watch/block programs
Get to know neighbors
Block parties with health screenings/services

Public Input Meeting Tuesday August 25, 2020 Children's Memorial Park

5 residents in attendance

Public Comments:

- Increase Patrols
- Block Clubs/Neighborhood Watch
- Anonymity for Witnesses
- Community Education (how citizens can help)
- Call Police to establish nuisance houses
- Security cameras on private property- register with police
- Police explorers at the high school
- Competitive salaries
- Ride along with police
- Ambulance with LFD for mental health and coordination with police
- Enforceable Noise ordinance

Public Input Meeting Thursday August 27, 2020 William Street Park

0 Residents in Attendance

Public Input Meeting Saturday August 29, 2020 Outwater Memorial Park

1 Resident in Attendance

Public Comments:

- Enforceable noise ordinance
- Drug house
- Gang issues
- No excuses from police
- Don't blow off residents
- Anonymity for witnesses

Public Input Meeting Tuesday September 1, 2020 Kibler Park

17 Residents in Attendance

Public Comments:

- Mental Health crisis supports
- Improve Police Response
- Volunteers to help
- Community Garden in park
- More Patrols
- Improved Lighting
- Neighborhood Watch
- Speed Control
- Better Communication
- Budget
- Teen Issues
- Apartments

Tree Issue/Drain issue
Park Improvements

Public Input Meeting Thursday September 3, 2020 Altro/Willow Park

2 Residents in Attendance

Public Comments:

Dog control
Repeat calls for nuisance houses
Communication training for all officers
Role play training
Enforceable noise ordinance

Overall input from Public Meetings August 18 through September 3, 2020

Anonymity for Witnesses
 anonymous reporting- publicize how to report
Apartments
Better Communication with public
 - don't blow off residents
Better communications between police & crises services
 clear procedures
 training for screeners
Communication training for all officers
Community Education (how citizens can help)
Block Clubs/Neighborhood Watch
Block parties with health screenings/services
Work as a community
Volunteers to help
Transparency- keep it up
Community Garden in park
Ride along with police
Budget
Budget limitations
Find grants and other funding opportunities
Competitive salaries
Don't defund the police-
 call appropriate agencies ie mental health/substance abuse
 certify people to work with special circumstances
Civil service and CBAs
Respect citizens
Get to know neighbors
Listen to citizen complaints
Newsletter communication for people offline
Expand neighborhood watch/block programs
Call Police to establish nuisance houses
Drug houses

Enforcable noise ordinance
Police explorers at the high school
Teen issues
Youth activities-boys and girls club
Gang issues
Gang unit
Speed control
Increase patrols
Increase patrols- foot/bike
Mental Health crises supports
Improve police response
Improve response time
No excuses from police
Communication training for all officers
Role play training for officers and civilians
Improved lighting
Security cameras on private property- register w/ police
Shot spotter program
Stop being interested in being in charge
Stop good ol boy network
Tree Issue/Drain issue
Park improvements
Reuse old YMCA for community center

Survey Questions Reproduction

City of Lockport Community Policing and Public Safety

Community Feedback Survey 2020

*1. I am a resident of the city of Lockport

- ☐ Yes
- ☐ No
- ☐ Unknown

2. To which gender do you most identify?

- ☐ Female
- ☐ Male
- ☐ Transgender Female
- ☐ Transgender Male
- ☐ Non-conforming
- ☐ Prefer not to answer

3. What is your age?

- ☐ 18 to 24
- ☐ 25 to 34
- ☐ 35 to 44
- ☐ 45 to 54
- ☐ 55 to 64
- ☐ 65 to 74
- ☐ 75 or older

4. Are you of Hispanic, Latino, or of Spanish origin?

- ☐ Yes
- ☐ No

5. How would you describe yourself? You may choose more than 1

- ☐ White or Caucasian
- ☐ Black or African American
- ☐ Hispanic or Latino

- ☐ Asian or Asian American
- ☐ American Indian or Alaska Native
- ☐ Native Hawaiian or other Pacific Islander
- ☐ Another race/ethnicity
- ☐ Unknown

6. How effective do you feel Lockport Police Department is at reducing crime?

- ☐ Extremely effective
- ☐ Very effective
- ☐ Somewhat effective
- ☐ Not so effective
- ☐ Not at all effective

7. How satisfied are you with the department's presence in your neighborhood?

- ☐ Very satisfied
- ☐ Satisfied
- ☐ Neither satisfied nor dissatisfied
- ☐ Dissatisfied
- ☐ Very dissatisfied

8. How likely are you to call the police if you have a problem in your neighborhood?

- ☐ Very likely
- ☐ Likely
- ☐ Neither likely nor unlikely
- ☐ Unlikely
- ☐ Very unlikely

9. How satisfied are you with the department's ability to respond to problems in your neighborhood?

- ☐ Far above average
- ☐ Above average
- ☐ Average
- ☐ Below average
- ☐ Far below average

10. Do you feel your safety has changed in the last six months?

- ☐ Yes, positively
- ☐ No, it has stayed the same
- ☐ Yes, negatively

11. How likely are you to increase your protection from crime (starting a neighborhood watch, downloading Stop It app and/or adding security systems)?

- ☐ Very likely
- ☐ Likely
- ☐ Neither likely nor unlikely
- ☐ Unlikely
- ☐ Very unlikely

12. Do you feel the LPD treats people with respect?

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree

13. Do you feel the LPD is trustworthy?

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree

14. Do you feel the LPD allows for public input?

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree

15. Do you feel the LPD acts to promote public safety?

- ☐ Strongly agree
- ☐ Agree

- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree

16. Do you feel the Accountability Systems for the LPD are appropriate?

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree

17. Do you feel the LPD is transparent, in that they use data collection and release this data to the public?

- ☐ Always
- ☐ Usually
- ☐ Sometimes
- ☐ Rarely
- ☐ Never

18. Do you feel the use of force data and policies are shared with the public?

- ☐ Always
- ☐ Usually
- ☐ Sometimes
- ☐ Rarely
- ☐ Never

19. Do you feel the LPD needs improved training in racial bias training in addition to building skills in problem-solving, conflict mediation, communication, and de-escalation tactics?

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree

20. Do you agree that supervisors should have approval of all arrest charges at the time of booking?

- ☐ Strongly agree

- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree

21. Do you feel that in addition to technical and tactical training, training should focus on anti-racism, implicit bias, mental health, age-appropriate responses, problem-solving, mediation or cultural competency.

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree

22. The majority of law enforcement training should emphasize technical and tactical aspects of policing, as well as the following community relations/interactions: (You may choose more than 1 response.)

- ☐ Conflict resolution/mediation
- ☐ Interpersonal communication skills
- ☐ Implicit Bias, Anti-Racism
- ☐ Cultural Competency
- ☐ De-escalation
- ☐ Mental Health

23. Do you feel the hiring practices for the LPD are transparent and equitable?

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree

24. Overall, how would you rate the City of Lockport Police Department?

- Extremely Ineffective Ineffective Neither ineffective nor effective Effective
- ☐ ☐ ☐ ☐

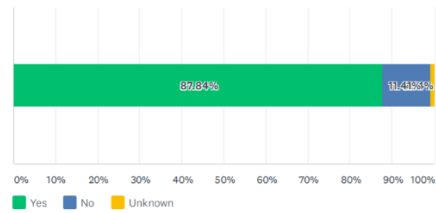
Other (please specify)

25. Additional thoughts or comments

Survey Responses

Q1 I am a resident of the city of Lockport

Answered: 403 Skipped: 0

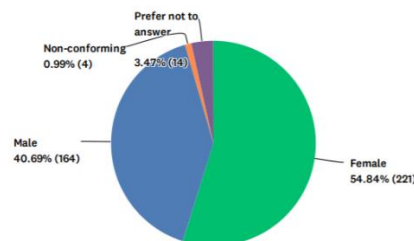


| ANSWER CHOICES | RESPONSES | |
|----------------|-----------|-----|
| Yes | 87.84% | 354 |
| No | 11.41% | 46 |
| Unknown | 0.74% | 3 |
| TOTAL | | 403 |

City of Lockport Community Policing and Public Safety

Q2 To which gender do you most identify?

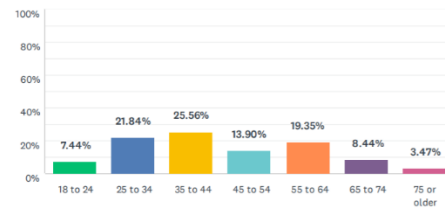
Answered: 403 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|----------------------|-----------|-----|
| Female | 54.84% | 221 |
| Male | 40.69% | 164 |
| Transgender Female | 0.00% | 0 |
| Transgender Male | 0.00% | 0 |
| Non-conforming | 0.99% | 4 |
| Prefer not to answer | 3.47% | 14 |
| TOTAL | | 403 |

Q3 What is your age?

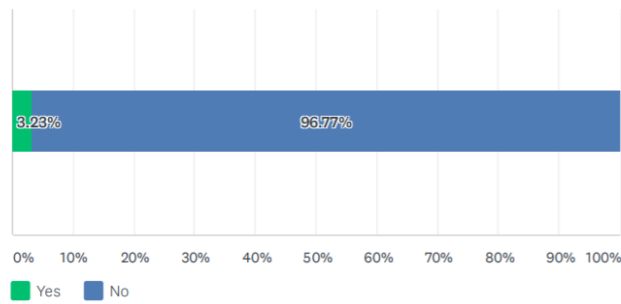
Answered: 403 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|----------------|-----------|-----|
| 18 to 24 | 7.44% | 30 |
| 25 to 34 | 21.84% | 88 |
| 35 to 44 | 25.56% | 103 |
| 45 to 54 | 13.90% | 56 |
| 55 to 64 | 19.35% | 78 |
| 65 to 74 | 8.44% | 34 |
| 75 or older | 3.47% | 14 |
| TOTAL | | 403 |

Q4 Are you of Hispanic, Latino, or of Spanish origin?

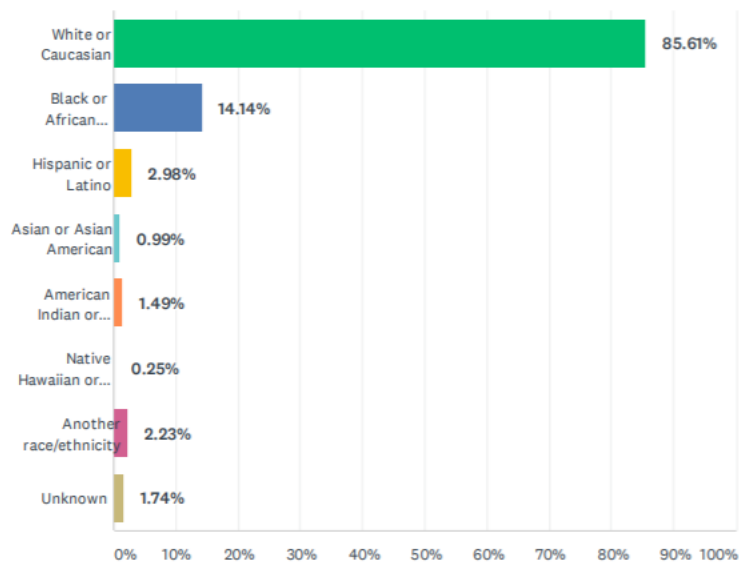
Answered: 402 Skipped: 1



| ANSWER CHOICES | RESPONSES | |
|----------------|-----------|-----|
| Yes | 3.23% | 13 |
| No | 96.77% | 389 |
| TOTAL | | 402 |

Q5 How would you describe yourself? You may choose more than 1

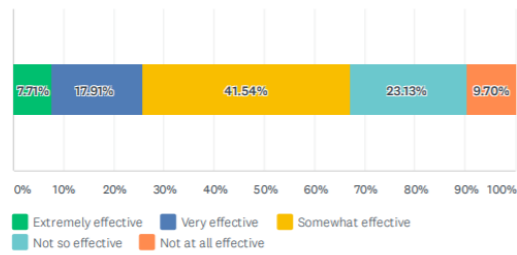
Answered: 403 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|---|-----------|-----|
| White or Caucasian | 85.61% | 345 |
| Black or African American | 14.14% | 57 |
| Hispanic or Latino | 2.98% | 12 |
| Asian or Asian American | 0.99% | 4 |
| American Indian or Alaska Native | 1.49% | 6 |
| Native Hawaiian or other Pacific Islander | 0.25% | 1 |
| Another race/ethnicity | 2.23% | 9 |
| Unknown | 1.74% | 7 |
| Total Respondents: 403 | | |

Q6 How effective do you feel Lockport Police Department is at reducing crime?

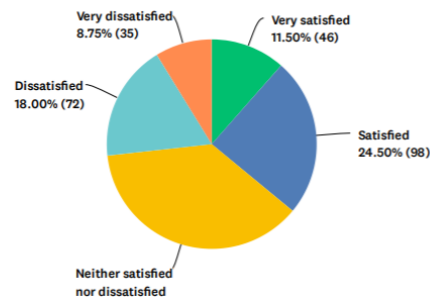
Answered: 402 Skipped: 1



| ANSWER CHOICES | RESPONSES |
|----------------------|------------|
| Extremely effective | 7.71% 31 |
| Very effective | 17.91% 72 |
| Somewhat effective | 41.54% 167 |
| Not so effective | 23.13% 93 |
| Not at all effective | 9.70% 39 |
| TOTAL | 402 |

Q7 How satisfied are you with the department's presence in your neighborhood?

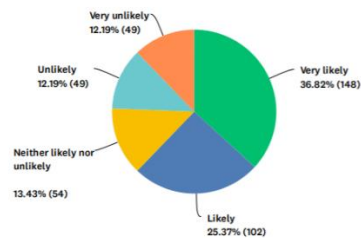
Answered: 400 Skipped: 3



| ANSWER CHOICES | RESPONSES |
|------------------------------------|------------|
| Very satisfied | 11.50% 46 |
| Satisfied | 24.50% 98 |
| Neither satisfied nor dissatisfied | 37.25% 149 |
| Dissatisfied | 18.00% 72 |
| Very dissatisfied | 8.75% 35 |
| TOTAL | 400 |

Q8 How likely are you to call the police if you have a problem in your neighborhood?

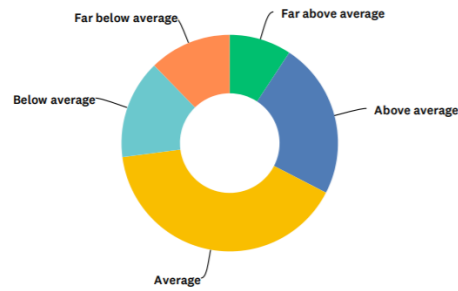
Answered: 402 Skipped: 1



| ANSWER CHOICES | RESPONSES |
|-----------------------------|------------|
| Very likely | 36.82% 148 |
| Likely | 25.37% 102 |
| Neither likely nor unlikely | 13.43% 54 |
| Unlikely | 12.19% 49 |
| Very unlikely | 12.19% 49 |
| TOTAL | 402 |

Q9 How satisfied are you with the department's ability to respond to problems in your neighborhood?

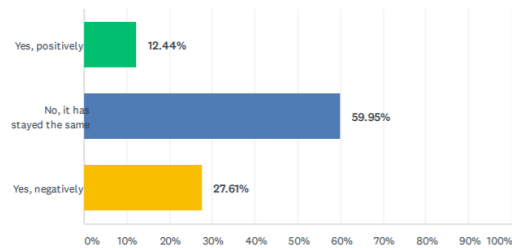
Answered: 399 Skipped: 4



| ANSWER CHOICES | RESPONSES | |
|-------------------|-----------|-----|
| Far above average | 9.27% | 37 |
| Above average | 23.31% | 93 |
| Average | 40.35% | 161 |
| Below average | 14.79% | 59 |
| Far below average | 12.28% | 49 |
| TOTAL | | 399 |

Q10 Do you feel your safety has changed in the last six months?

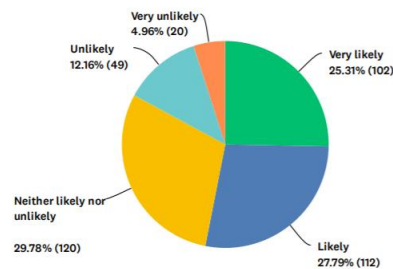
Answered: 402 Skipped: 1



| ANSWER CHOICES | RESPONSES | |
|----------------------------|-----------|-----|
| Yes, positively | 12.44% | 50 |
| No, it has stayed the same | 59.95% | 241 |
| Yes, negatively | 27.61% | 111 |
| TOTAL | | 402 |

Q11 How likely are you to increase your protection from crime (starting a neighborhood watch, downloading Stop It app and/or adding security systems)?

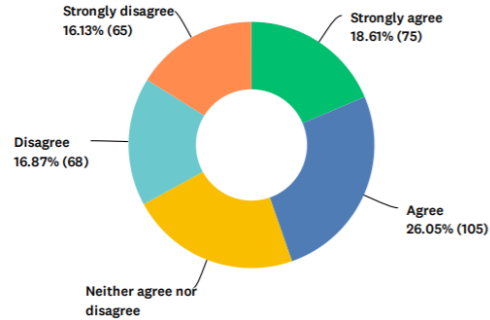
Answered: 403 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|-----------------------------|-----------|-----|
| Very likely | 25.31% | 102 |
| Likely | 27.79% | 112 |
| Neither likely nor unlikely | 29.78% | 120 |
| Unlikely | 12.16% | 49 |
| Very unlikely | 4.96% | 20 |
| TOTAL | | 403 |

Q12 Do you feel the LPD treats people with respect?

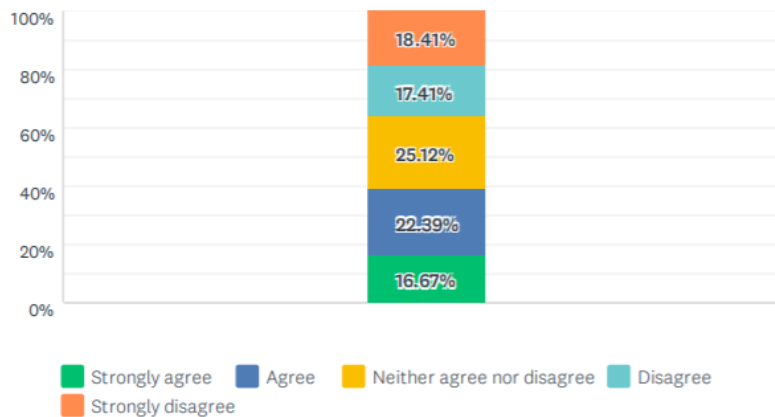
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| ANSWER CHOICES | RESPONSES |
|----------------------------|------------|
| Strongly agree | 18.61% 75 |
| Agree | 26.05% 105 |
| Neither agree nor disagree | 22.33% 90 |
| Disagree | 16.87% 68 |
| Strongly disagree | 16.13% 65 |
| TOTAL | 403 |

Q13 Do you feel the LPD is trustworthy?

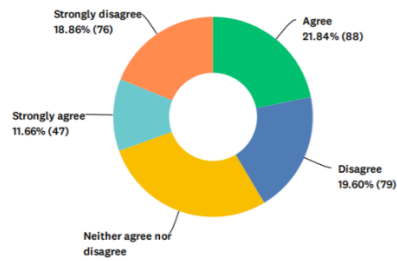
Answered: 402 Skipped: 1



| ANSWER CHOICES | RESPONSES |
|----------------------------|------------|
| Strongly agree | 16.67% 67 |
| Agree | 22.39% 90 |
| Neither agree nor disagree | 25.12% 101 |
| Disagree | 17.41% 70 |
| Strongly disagree | 18.41% 74 |
| TOTAL | 402 |

Q14 Do you feel the LPD allows for public input?

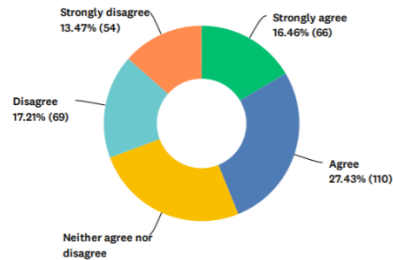
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| ANSWER CHOICES | RESPONSES |
|----------------------------|--------------|
| Agree | 21.84% (88) |
| Disagree | 19.60% (79) |
| Neither agree nor disagree | 28.04% (113) |
| Strongly agree | 11.66% (47) |
| Strongly disagree | 18.86% (76) |
| TOTAL | 403 |

Q15 Do you feel the LPD acts to promote public safety?

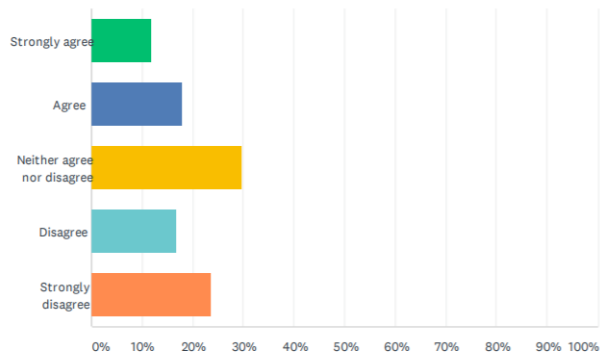
Answered: 401 Skipped: 2



| ANSWER CHOICES | RESPONSES |
|----------------------------|--------------|
| Strongly agree | 16.46% (66) |
| Agree | 27.43% (110) |
| Neither agree nor disagree | 25.44% (102) |
| Disagree | 17.21% (69) |
| Strongly disagree | 13.47% (54) |
| TOTAL | 401 |

Q16 Do you feel the Accountability Systems for the LPD are appropriate?

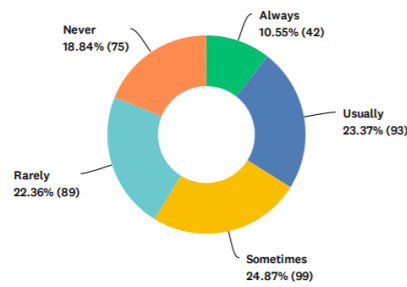
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| ANSWER CHOICES | RESPONSES |
|----------------------------|--------------|
| Strongly agree | 11.97% (48) |
| Agree | 17.96% (72) |
| Neither agree nor disagree | 29.68% (119) |
| Disagree | 16.71% (67) |
| Strongly disagree | 23.69% (95) |
| TOTAL | 401 |

Q17 Do you feel the LPD is transparent, in that they use data collection and release this data to the public?

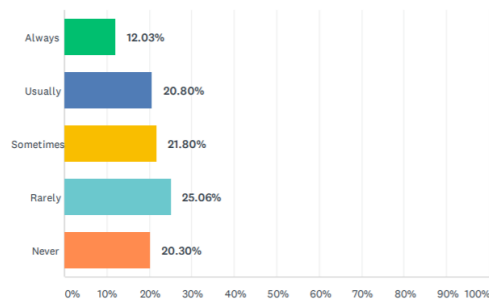
Answered: 398 Skipped: 5



| ANSWER CHOICES | RESPONSES |
|----------------|-----------|
| Always | 10.55% 42 |
| Usually | 23.37% 93 |
| Sometimes | 24.87% 99 |
| Rarely | 22.36% 89 |
| Never | 18.84% 75 |
| TOTAL | 398 |

Q18 Do you feel the use of force data and policies are shared with the public?

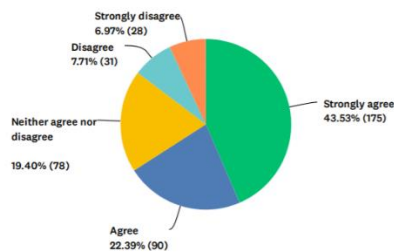
Answered: 399 Skipped: 4



| ANSWER CHOICES | RESPONSES |
|----------------|------------|
| Always | 12.03% 48 |
| Usually | 20.80% 83 |
| Sometimes | 21.80% 87 |
| Rarely | 25.06% 100 |
| Never | 20.30% 81 |
| TOTAL | 399 |

Q19 Do you feel the LPD needs improved training in racial bias training in addition to building skills in problem-solving, conflict mediation, communication, and de-escalation tactics?

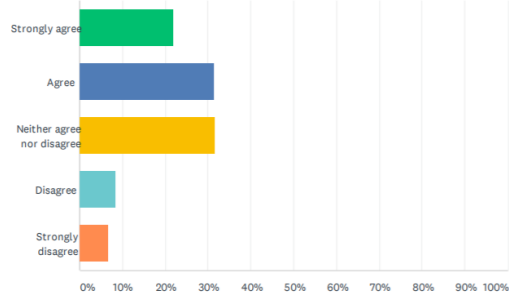
Answered: 402 Skipped: 1



| ANSWER CHOICES | RESPONSES |
|----------------------------|------------|
| Strongly agree | 43.53% 175 |
| Agree | 22.39% 90 |
| Neither agree nor disagree | 19.40% 78 |
| Disagree | 7.71% 31 |
| Strongly disagree | 6.97% 28 |
| TOTAL | 402 |

Q20 Do you agree that supervisors should have approval of all arrest charges at the time of booking?

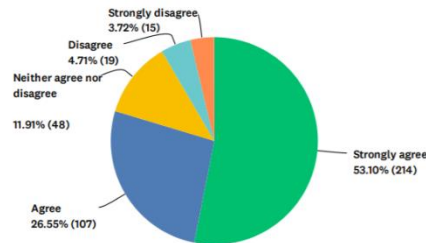
Answered: 402 Skipped: 1



| ANSWER CHOICES | RESPONSES |
|----------------------------|------------|
| Strongly agree | 21.89% 88 |
| Agree | 31.34% 126 |
| Neither agree nor disagree | 31.59% 127 |
| Disagree | 8.46% 34 |
| Strongly disagree | 6.72% 27 |
| TOTAL | 402 |

Q21 Do you feel that in addition to technical and tactical training, training should focus on anti-racism, implicit bias, mental health, age-appropriate responses, problem-solving, mediation or cultural competency.

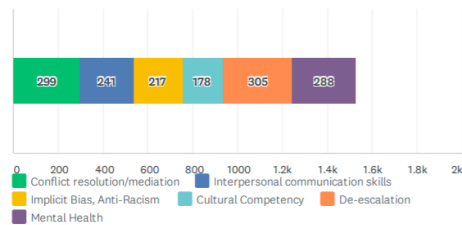
Answered: 403 Skipped: 0



| ANSWER CHOICES | RESPONSES |
|----------------------------|------------|
| Strongly agree | 53.10% 214 |
| Agree | 26.55% 107 |
| Neither agree nor disagree | 11.91% 48 |
| Disagree | 4.71% 19 |
| Strongly disagree | 3.72% 15 |
| TOTAL | 403 |

Q22 The majority of law enforcement training should emphasize technical and tactical aspects of policing, as well as the following community relations/interactions: (You may choose more than 1 response.)

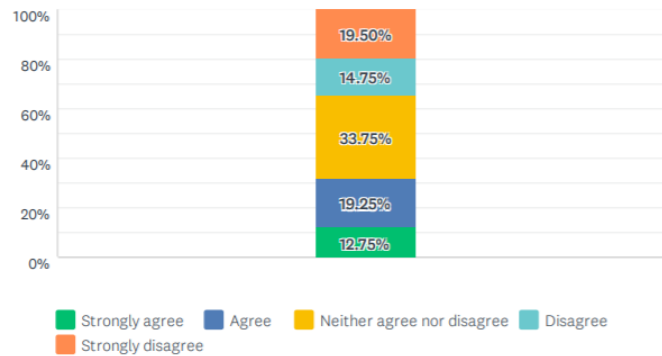
Answered: 397 Skipped: 6



| ANSWER CHOICES | RESPONSES |
|------------------------------------|------------|
| Conflict resolution/mediation | 75.31% 299 |
| Interpersonal communication skills | 60.71% 241 |
| Implicit Bias, Anti-Racism | 54.66% 217 |
| Cultural Competency | 44.84% 178 |
| De-escalation | 76.83% 305 |
| Mental Health | 72.54% 288 |
| Total Respondents: 397 | |

Q23 Do you feel the hiring practices for the LPD are transparent and equitable?

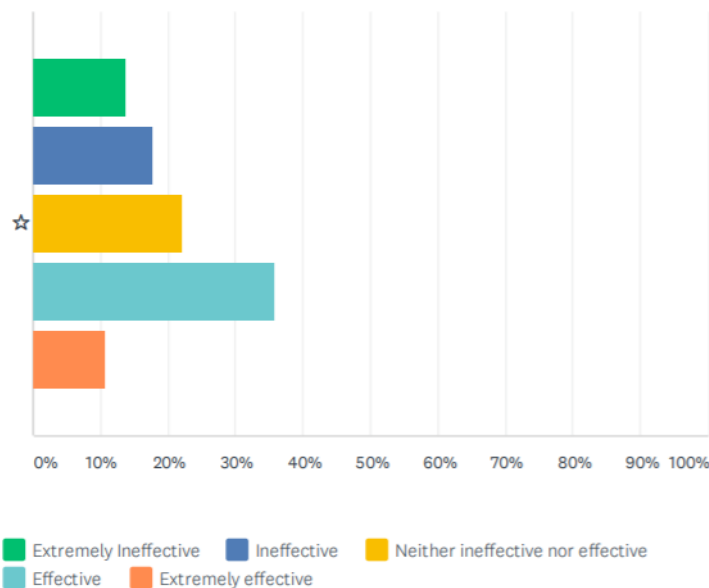
Answered: 400 Skipped: 3



| ANSWER CHOICES | RESPONSES | |
|----------------------------|-----------|-----|
| Strongly agree | 12.75% | 51 |
| Agree | 19.25% | 77 |
| Neither agree nor disagree | 33.75% | 135 |
| Disagree | 14.75% | 59 |
| Strongly disagree | 19.50% | 78 |
| TOTAL | | 400 |

Q24 Overall, how would you rate the City of Lockport Police Department?

Answered: 384 Skipped: 19



| | EXTREMELY INEFFECTIVE | INEFFECTIVE | NEITHER INEFFECTIVE NOR EFFECTIVE | EFFECTIVE | EXTREMELY EFFECTIVE | TOTAL | WEIGHTED AVERAGE |
|---|-----------------------|-------------|-----------------------------------|-----------|---------------------|-------|------------------|
| ☆ | 13.80% | 17.71% | 22.14% | 35.68% | 10.68% | 384 | 3.12 |
| | 53 | 68 | 85 | 137 | 41 | | |

Individual Survey Responses to Qualitative Question:

Q 25 Additional Comments: Open Response Items, re: Community Relations

Additional thoughts or comments

Selected: 14

I am female & visible minority. Local police has racially profiled me on more than one occasion. I've lead community events connecting the Police, Fire Dept, MainStreet business and community with annual events. It works...event is free, open to everyone and raises everyone's profile, with cultural and social understanding. Let me know if you're interested. My family has had a business on Main St for over 70 years... we need more community events WITH Police, Fire, community services groups. M. Scirto

I think continued outreach in the community will strengthen relationships as well as having a mental health staff person for both officers and mental health calls

Having a majority of the police officers not living in the city they protect sends a negative message. I think the benefits far out way the negative of requiring them to reside in the city. I think additional public fundraising for the police officers to receive equipment and training should also be done. I think it is a silent majority that supports the officers and wants to help them during this very challenging time.

I wondering why they don't close down some of the parks because I feel leaving 3 biggest ones open and maybe putting in security cameras high off the ground I have a park in my backyard and I seen them put in brand new swing sets and picnic table and with in the first two days unsupervised children broke the swings and picnic table with so many children not being supervised by any adults they are out of control plus I know you have your hands full with more important issues but I would love something done about the cars speeding down thru hear its like the races they are not doing even close to the speed limit

They should communicate and talk to their neighbors more

In my opinion I think some officer don't use proper edicate when speaking to individuals. I think some forget the training that they have received. I think some of them have a lack of respect for their community as well and could care less and alike it is work and not their jobs. I think that these officer have a huge disconnect of why they are in uniform in the first place. Old saying goes dont try being a superhero or a cowboy it won't get you nowhere.

I strongly believe they should be more public forms between communities and police once a month. Mental Health and Implicit Bias training should be top priority prior to being hired and should be mandatory training every 6months. Transparency and Accountability for Troy Hodge.

I strongly believe they should be more public forms between communities and police once a month. Mental Health and Implicit Bias training should be top priority prior to being hired and should be mandatory training every 6months. Transparency and Accountability for Troy Hodge.

Police need to interact with public at non police situations. Having lunch, coffee etc. Police should have residency requirement otherwise they are not part of community.

There needs to be educational programs to teach community members how to interact with police. Yes police need additional training but so should the public.

They need to treat people of every economic background with the same respect.

the survey does not ask any question on how the public can be educated in not resisting the police or wanting to contest their arrest on the street. everything cannot be the fault of the police

I have never seen the rubrics the city uses for LPD effectiveness. The police incident reports are not touted to be public knowledge, even if you can go request them as a FOIL request. They should be published and sent to houses like a newsletter. If there is special training going on make it known to the citizens, so that it shows good faith by the officers to become better. Lets lead by example.

I think it's really troubling to see crime rates, drug activity and violence continue to rise. People don't want to live in the city of Lockport due to high taxes and now there are safety concerns on top of it. Better policing is one aspect, in addition there should be targeted community programs. I don't think less policing is the answer, I think more but it also needs to be effective and combined with community efforts to really make noticeable improvements.

I feel as if it would be beneficial to utilize the department Facebook page to post incidents and reports to better inform the public and reduce the spread of false information.

Q 25 Additional Comments: Open Response re: General Administrative

Additional thoughts or comments

Selected: 11

Police Board - not sure of name - nominate some average Joes and Janes - need less political input and less input from those who feel they are owed something - regular people would improve the situation.

If an outgoing captain can't get people in trouble for abusing overtime (not to mention the people that suffered the arrests so an officer could pocket the extra bucks), then there is no hope for any kind of meaningful oversight.

Department is a mess needs a lot of work

LPD is corrupt & disgraceful. Terrible for the few good times.

unethical officers with unethical supervisors, a union that is a perversion of its intended purpose, and a city that is in the pocket of the union.

Too much dissension in the Lockport Police Department

The Lockport Police Department does the best job they can given the circumstances and the situations they are placed in daily. I do not feel that the Lockport city police Department has proper support from the mayor. I feel that we are catering to protesters and those committing crimes rather than focusing on the real issues within the city limits. Drugs, shootings and stabbing are happening far too often and officers hands are tied. If they attempt to do their jobs, they are called racist. A mayor who kneels with protesters and attends memorial services for an individual who put multiple officers lives in danger is not supporting the men and women who put their lives on the line.

The Lockport police department does best possible job given support and resources they have. I feel that lpd doesn't have proper support from mayor and city officials. I feel like city officials are playing into political propaganda and shining a bad light on our cities law enforcement officers and first responders in the process. In a time when we should be showing a sense of unity . Our public officials are showing a sign of suppression and kneeling in public to try to descultate a situation in which only makes it offer for our police force and first responders.

Q 25 Additional Comments: Open Response Items, re: Policies

Additional thoughts or comments

Selected: 17

Fight the governor in releasing criminals and tying the hands of LEO's across the state.

I feel that the LPD has enough to do with keeping our city safe, and adding more duties; such as being mental health counselors should be left to professionals that deal with mental health issues. They should know when there is a need to call in a professional.

Train the officer that he is not judge jury and

Communications "dispatch" should go to the sheriffs dispatch. 85 percent of 911 calls are cell phones. Serious delay, then being transferred to police dispatch, wasting serious time. The officers should be on the street. Every shift has two officers, are in city dispatch, 90000 dollars times two, three shifts a day. Use a phone at the window, we are a small city. I will discuss this any time anywhere. Pat Schrader

Police officers that take a life should be treated like any other civilian. Let them live by the 13th amendment

The Lockport police department need better tactical training on how to handle mental health response. Troy Hodge did not deserve to die. Whether his death was racially motivated or simply poor training, something should be done to justify why a good man died in the hands of this police department. Like wise, training on domestic violence cases should be enforced as well. The departments job is to protect and serve. In the past, I had not felt protected after reaching out for help. Victims of domestic violence should be taken seriously and protected at all costs. Thank you for your time!

Respect for all races and for people who haven't been convicted of crimes yet would really help

Training by other police officers (ie. sheriffs) is totally ineffective. In fact it has proved to be harmful. The officers can create their own bad habits. Get some officers from the 70s, 80, 90s who are retired but not dead. They were effective and respected police. Today I think car salesmen are more trusted and equipped to handle problems. BTW - Why do you work part time and get paid full time? The community is well-aware and think it sucks.

Need more officers patrolling the streets...crime has risen.

Additional thoughts or comments

Selected: 17

I don't think police need "more" or "better" training on how to avoid racial bias. I think they need to be held accountable when their actions demonstrate that the officer values the lives of certain people less than the lives of other people. In the business world, this accountability is called internal audit. You can't train your way out of this problem; you need to provide assurance that procedures will be followed, and that consequences will follow for officers who deviate. I know it's a lot more politically convenient to buy some educational content and declare victory, but that doesn't solve systemic problems.

LPD should focus on their main purpose, protecting the residents. Dispatch should be moved to the county facilities, as dispatch has changed over the years and the county facility is better equipped. This allows more officers available for policing our streets

The media is not releasing facts on the highly publicized police cases. We need MORE police in the community to keep us safe. In all of the cases the people involved were criminals or had a criminal history. If they did not put themselves in that position there was zero chance that they would've had an interaction with the police. Please do not play into the media hype, keep our police out on the streets, we need them! (Look at how the crime rates have increased in all cities where police were "defunded") Please put more police programs in schools to help ease any "false fears" that children are taught by their parents. Please do not change your tactics to please the loudest few. The majority of the citizens want the police to go home safe to their families every night and removing weapons and tactics will only give the criminals the advantage. I have lived in Lockport my entire life and crime seems to be slowing creeping up (as well as self entitlement), you risk losing all of your law abiding citizens if you cater to criminals and other people who believe "laws don't apply to them" for some reason. Thank you.

Definitely need a mental/behavioral health escort with EVERY mental health related call. I also believe tasers should be added to EVERY officers uniform as to reduce the need of deadly force

I am grateful for a chance to anonymously complain about the police. Yet at the same time I won't be surprised if I get a speeding ticket for driving 35 in a 30 in the near future.

Maybe stop releasing arrest reports to the Lockport Journal. Those things are easy to find on an internet search many, many years after they happen. Makes it kind of hard to apply for jobs. I have never seen the not guilty report sent to the paper.

I support other agencies responding to most 911 calls other than active shootings or taking reports of crimes after they happen. Police are overfunded and built to protect themselves and punish anyone that goes against the grain internally.

Q 25 Additional Comments: Open Response Items, re: Hiring Practices

Additional thoughts or comments

Selected: 23

Better background checks should be done . Not just on the individual Applying for the position but on their families , past and current friends and current groups and activities they are involved in .

how can the city and nation get more qualified minorities to take police exam

Do you think if the city ever hires a black officer that the rest of the force will stop using the n word so much? Maybe. Or maybe they will keep using it to let the black officer know who is boss.

The political will to address the cultural differences in both the city and county is not there.

As a young female interested in a career in law enforcement, I have heard that in the City of Lockport you need to have sex with someone to get a job. I am wondering if the sex has to continue to keep the job. Does it have to be with multiple people? Do I have to have sex with the people who run the firearms test, fitness test, etc? It would be helpful to know these things before pursuing the job.

There should be a residency requirement for all LPD officers and supervisors

Random drug testing should be done. More training on racism and mental health

The law enforcement officials in Lockport are representative of the "white boy" mentality pervasive in this area. I don't believe there will ever be interest or will for meaningful change.

Lockport needs to change their bi laws for the hiring system. It's apparent they don't want black police officers just hire one already

Hire minorities

Additional thoughts or comments

Selected: 23

Institutional racism can be overcome. We need to do better.

hire more officers to reduce street crime, bail reform required

Our PD has does not at all look like the community they serve. Understanding different races might be easier if you hired them!

The police department lacks diversity as well as a caring attitude towards those with disabilities and people of color. The department does not reflect the diverse nature of the city. There seems to be an "us vs them" mentality. There is lack of love and feel for the community. Very rarely do see officers smiling and trying to build relationships within the community. The school district is full of cops even though we still have bomb threats and school shooting threats, so what exactly are they doing? They are not there to create a feeling of safety instead its a feeling of oppression.

No equality or justice is in this city or town. There's no fairness here and no diversity here and as a community were not taking it anymore. Were going to change things. We have a diverse community and our police department should have the same. Hire minorities and have a diverse workforce. We will not accept racism and discrimination and are standing up to it and holding those in leadership responsible.

No black officers in the history of the dept is absurd. Failure to terminate problem officers in a timely fashion inexcusable

Hire with diversity in mind

We do not have any POC in the LPD. We live in a city where 20% of the population are a person of color and there is no one on the force to reflect that. I would love to see data that shows people are applying for these jobs and they are just getting denied for whatever reason, instead of thinking it's a race issue.

This community needs diversity and minorities in the police department and all the government agencies that serves the community. It's disappointing that in 2020 you have never in the history of Lockport had any African Americans in the police force, in corrections etc. It's time for a change. We want change not just one but a diverse police department

I don't agree with the civil service requirements of only the top 3 candidates being interviewed. I feel STRONGLY that a more fair scoring system be used. For example - anyone scoring over an 85 or 90% should be interviewed. The persons ability to be an excellent representative of the community is not solely based on scoring in the top 3! I also believe that all test scores should be revealed with the persons name and an explanation of how the scoring is done and by whom.

Become NYS Certified. Become a diverse agency. The census as far as the different cultures within the City should be matched by the Dept. Stop the obvious nepotism.

LPD is primarily conservative right-wing white men with not only a bias but an immutable disrespect for minorities and the poor. They protect themselves from scrutiny internally and, like most PD, have likely committed crimes themselves under the protection of the brothers in blue. Policing should be dismantled and utterly restructured with more rigid qualifications including mental health exams and 4-year degrees in law.

We need officers of color and maybe some men and women that grew up in the community to help build these relationships. Housing incentive to live in certain areas of the city

Q 25 Additional Comments: Open Response Items, re: Troy Hodge References

Additional thoughts or comments

Selected: 28

As someone who grew up in Lockport and is now raising children here, I have seen the good and the bad. But this is from both sides. There are many members of my racial and neighborhood communities that have disrespected each other way too often and then use the police to blame for when they are forced to be accountable for their actions. It is disappointing that the department does not stand up and protect its own when we are in a world where everyone is against the police. Not to say they haven't maybe handled things a little different than I would at times, but I have never been in their shoes. I am not the one being called for every problem and having to openly face whatever comes my way that day. Your officers protect our city and community even when it hates on them and they deserve to have respect from their leadership and department. It is shameful that the chief and mayor do not feel they can defend their officers because they're too worried about social media. Your officers deserve that and you should acknowledge that your officers are part of our community. One of them has been involved with teaching my child at the school for GREAT and now he no longer is doing it. He worked so well with those kids and even coaches them in sports too. How is it that you are not promoting the connections of officers to community for the good. Being scared of public opinion should not stop you from proving what you have. I just wish you could have more officers who are willing to work with our youth, coaching them & teaching them and protecting them at night. He should be the one who is out there on the streets helping during these times

Hire a black officer and fire the jokers who killed Troy hodge.

Who ordered the riot squad to meet the peaceful protest of Troy Hodge's death? I am glad it was less confrontational the second time around.

Justice For Troy Hodge

I feel there needs to be change in the LPD. The four officers that were involved in Troy Hodges homicide. They need to be prosecuted and fired.

Police need to be held accountable for their actions. If they kill someone or are brutal to someone they need to pay and also need a lot more training on mental health issues

JUSTICE FOR TROY HAD WE WANT THE OFFICERS HELD ACCOUNTABLE FIRED AND CHARGED!!!!

Additional thoughts or comments

Selected: 28

I just want officers to be held accountable for their actions. There is a lot of things that have been hidden in the department that weren't addressed or officers were not held accountable. I also want to see the officers in Troy Hodges murder fired and indicted. Once that video comes out it's going to be mayhem if the department has not done anything to fix this problem. Our tax dollars should not be going to officers that are abusing their power!

As a wife of a police officer & many other family members in law enforcement, I have so much respect & gratitude for what they endure each day. Contrary to the LPD who brutally murdered Troy Hodge. No excuse, or justification what so ever! Heartbreaking to say the least. That did not have to happen! The department is an absolute disgrace, and needs reform from the top to the bottom.

Justice for Troy Hodge

I think the Lockport police dept employees need to be held accountable for the death of Troy hodge. I think more training is absolutely necessary for people with mental health issues. I believe some on the force may have good intentions but have no idea how to deal with someone with mental health issues. Also I would like to see some diversity within the dept itself. More training is definitely needed. Not all police are bad police,, but Troy's death was ruled a homicide and those involved should be prosecuted just like any other homicide case. Thank you.

Over the years police brutality has been gone way too far on the minority communities of people of color of any color ethnic background. Breonna Taylor was the prime example along with many more even one of these victims was a child who was innocent has died from the hands of men and women whom are taught to be racist and also some using this badge and gun to stop a race that's more powerful than them years blacks have roamed the earth longer than whites and sadly only differences between the ethnic backgrounds are due to diet and geographic change in weather and environment that caused color to change even then still black ethnic backgrounds are still superior. The system for years wants us to fail due to how smart and more we are to them. I have white ethnic black ethnic through my blood and I'm not gonna stop the fight for justice for all of the black women and men whom were killed by the hands of people who are suppose to protect and serve us plus the re training of these people and educate that we are not the messed up ones sadly the people who are messed up especially for the actions upon any blacks through out history and think this is ok it's not ok and should be held accountable for their wrongs and give back to us. Don't forget that the black Wall Street was burned to the ground by the whites whom were jealous that we were successful just like them. Remember don't let people lie about black history anymore cuz we help created this world so if anyone should take it away should be us but then what would that make us fucked up just like you so we show you that we don't act uncivilized but you whites do only those whom believe that blacks are a danger. But I'm not a dangerous person and I'm not an animal.
#BlacksLivesMatter#JusticeForBreonna #JusticeForAllBlacks

Q 25 Additional Comments: Open Response Items, re: Troy Hodge References

Additional thoughts or comments

Selected: 28

Murderers can get away with it because LPD doesn't know how to handle a murder !!!! Also a life was taken by the hands of the LPD, Troy Hodge. Holly Seiler was my mom she deserves justice. I could of died two weeks later I begged the DA and police department to keep a close eye on me because I felt like my brother was going to kill me, they said they couldn't. Then he almost killed me that same week! DA apologized after the fact but yet that doesn't solve anything. We need change for this community and change needs to happen now. This is a town that is run by a gang leader "money sex murder, 7" Solve the problems instead of sweeping them under the rug. This is absurd. Justice for my mom. Justice for Troy hodge.

Rip troy

Why hasn't the NYS AG Report been released? Who at city hall is preventing its release?

There must be accountability by the Lockport police department for the death of Troy Hodges.

I want to see accountability for the death of Troy hodge. When they receive a call for mental health they need to send out a counselor not the cops bc they only make the situation worse. The 4 cops that killed troy hodge should lose they jobs an apologize to the family. I want to see better training within the department. Would also like to see more black, Spanish cops on the force. End racism with these cops they should be asked certain questions b4 getting hired to see if they are racist. They did what they did to troy hodge but you got these lil want to be gangs going around shooting each other but you don't see them going to jail. They need to get them off the streets so our kids can go around n feel safe.

Justice for Troy Hodge.

Arrest the cops that killed Troy Hodge!!!!

The community has a hard time trusting the LPD. The four officers that killed Troy Hodge need to be held accountable. They are a liability to the force and until this matter is taken care of the community is going to be angry. There's good officers that are being judged because of the actions of those four officers. Do right by the family and the community and I believe that will bridge the gap. Stop sweeping things under the rug. The police test is also way harder than most tests with other forces.

Additional thoughts or comments

Selected: 28

also way harder than most tests with other forces.

Answer and transparency to the untimely death of troy hodge a year ago!! What is taking so long and how is the investigation going???? Someone needs to be held accountable!!!

We still have not seen justice for Troy Hodge, we will never stop waiting and until then fear that is and our children are next.

Justice for all families effected negatively by the LPD, especially Troy Hodge. This community needs change!

I feel the police department should be held Accountable for the death of Troy Hodge

There needs to be officers of color in the department. Mom the streets. The community as a whole would more likely comply if they had officers that looked like them. I believe that all of the officers need to be put through a rigorous psychiatric evaluation to determine their true intentions of wearing the badge. The officers that killed Troy Hodge are still on the streets. They are still collecting a paycheck. They are not behind bars where they should be. The people of this city are paying murderers to sit at a desk. Change the entire department!!!! SAY HER NAME #BREONNATAYLOR SAY HIS NAME #TROYHODGE

Lockport Police department NEEDS to have black officers on duty to serve its multi cultural biracial community and the Mayor should be in charge of hiring and firing. I feel like there is a faulty system that doesn't hire black officers on purpose. Lockport is a prejudice city. I also feel that without any questions the officers that were involved in Troy Hodge Homicide need to be held accountable. There are some very nice police officers and some really snaky ones, the snaky ones make the good ones look bad.

If it turns out that officers lied in their statements about the death of Troy Hodge, will they be fired? Probably not.

The silent majority supports the police! The city administration should as well. Do not succumb to a few loud mouths. Everyone knows that the officers involved in the Troy hodge incident did everything right and no one is looking for any officer to be held accountable. They are heroes.

Q 25 Additional Comments: Open Response Items, re: Negative or Suggestions

Additional thoughts or comments

Selected: 43

I called to leave a tip and it was never followed up or taken seriously.

I wish they would patrol north transit and washington for all the car blowing the stop sign someone is going to get hurt

The LPD spent the summer saying they couldn't cite anyone for fireworks unless they saw them do it. They finally had an opportunity where they confiscated a lot of aerial mortars from a public park and instead they didn't give anyone a citation, the fireworks were never entered into evidence and a report wasn't filed. I've also had an officer pound on my door at 1:30am over lost dogs. We've had people tasered on our front lawn. Honestly we can't wait to move out of the city considering the LPD, and government leadership.

Need to patrol Georgia, Alanview, Lindhurst streets more especially at night. Lots of cars park overnight in street

Known drug house on corner of Genesee and locust and nothing is ever done about it . Crack heads are even forming a line at times to get their stuff through the door .

i know about that cop that blindly shot at the man who ran away from the hospital....

A tale of two potential drunk driving arrests in Lockport: In one, an officer pulls someone over, the suspect is polite and cooperative with all requests. In the other, a passenger gets out of the car and immediately begins to accost the officer and name off all the LPD members she knows. Guess who gets off the hook? I mean, do they even confirm that the accused know these people? Or do we just have to list LPD staff to go free?

I am unlikely to call for an ambulance because the police also arrive. A medical issue does not require law enforcement presence

Fix the drug targeted areas. The zone is no better than it was. There is just as much drug dealing going on in the south street area as there always was.

Additional thoughts or comments

Selected: 43

Please stop allowing Lockport to become Niagara falls 2- make it more uncomfortable for all this trash to be here running down neighborhoods with disturbances, debris, drugs, and violence. Thanks

Having finding myself as well as other family members victims of a family member with drug and mental health issues, we have been left stranded after asking for help on several occasions. We are terrified. We are prisoners in our own homes. Constantly on the lookout. At this point in time, I don't have faith in the Lockport Police Department. It's sad, but so very true.

I've called the LPD multiple times in my life for a few different issues, theft, mediation between ourselves and neighbors. Majority of the time things aren't resolved at all. I've gotten to the point where we call them only as a last resort because they take forever to show up and usually do little to nothing at all.

I have been stopped many times by the Lockport police Dept for numerous things and never given a ticket or arrested. Because of the car I drove and time of day I was targeted. I believe your Department violates standards of probable cause and will intimidate to get answers they want. Proper training of public rights and how to speak to people should be enforced and encouraged. Also I work in Lockport but do not live in the city anymore.

I hesitate to call the police except in the most urgent of emergencies because I have not seen that "conflict resolution" is something that can really happen. Also, many of the officers I have encountered tend not to be approachable. I feel as if they act as if they are doing us a favor, but we, as citizens, are just asking them to do their jobs.

There is an on going issue with my neighbors. The LPD has been called over 10 times this summer with no resolution.

The police need to treat all people the same and stop abusing there power. They are a few nice police on the force that do their jobs but respect the people but there are a lot that are nasty to blacks for no reason at all other then they are black. The police here are so quick to jump out their cars and throw on their gloves and talk down to people which will cause people to get defensive which cause small things to turn into big things. STOP ABUSING YOUR POWER!!!

Ignorant

Additional thoughts or comments

Selected: 43

Shutting down a road for a car stop but ignoring completely drug activity's

My personal experiences have been extremely subpar. I am not a criminal and never have and yet I've always been treated with disrespect. We are all humans. Stop acting above the law.

Think before you act it's not hard.

There is to much crime , for such a small city. Every on knows who is involved and has even seen videos of the lead monster brutally beating a man on Washburn st. Put him in prison!! And these other kids will have no one to follow!!

Do better

Lockport police stereotype individuals and do not like to press charges unless their supervisors make them. I can not say that an officer should need their supervisors approval on charges because I don't believe that the supervisors always push for charges when it is appropriate. Lockport police do nothing in Domestic Violence.

Need more presence

Training by other police officers (ie. sheriffs) is totally ineffective. In fact it has proved to be harmful The officers can create their own bad habits. Get some officers from the 70s, 80, 90s who are retired but not dead. They were effective and respected police. Today I think car salesmen are more trusted and equipped to handle problems. BTW - Why do you work part time and get paid full time? The community is well-aware and think it sucks.

We can do better it's time for change. Right is right and wrong is wrong . There is good and bad in everyone , bad is not acceptable especially as a police officer who is here to protect and serve God bless

Q 25 Additional Comments: Open Response Items, re: Negative Comments/Suggestions

Additional thoughts or comments

Selected: 43

The focus towards solving actual problems should not be wavered towards easy ticketing and cheap banter

Utilize the other tools on your belt besides a gun. Less scare tactics... Stop speeding and blowing through stop signs. Use your turn signals.

Instead of arresting and convicting drug dealers and users, the LPD tends to turn them into informants. In doing so these people then ever are given treatment. Quit doing that, convict them! And there should be more police officers walking (and talking) the beat! I would also like to see leather gloves BANNED. When police come they put on their gloves and immediately escalate a situation as it looks like they are expecting a fight.

Need more officers patrolling the streets...crime has risen.

LPD should be doing more to crack down on epidemic of speeders on the streets of Lockport. Much more traffic law enforcement is needed.....

They seem to disregard my numerous calls concerning speeding traffic on Walnut St. There are many little children in the neighborhood.

I am scared of interacting with police. I have had bad experiences with police in Lockport. I don't think they mean to be awful, but are humans too who let their own feelings and stressors put the public in danger.

I feel the city of lockport is a closed community, if your from here, people will be willing to help you, if your not from here, like myself, I feel your treated like a outsider and with the taxes i pay, everyone should be treated the same .

It's a rigged system. Above the law police. A judge who pledged to act as a prosecutor on the bench. A tiny jury pool. Local lawyers who are only interested in settling as opposed to fighting for your rights. When an arrest is made, it is like a conviction.

Additional thoughts or comments

Selected: 43

Is there a different way to search someone besides grabbing their nuts during an arrest? Because I am still traumatized by the officer that did that to me many years ago.

I would like to request that when making a drug possession or drunk driving arrest that the police make that arrest without any smug pomposity especially considering they often themselves commit those same crimes but will never face arrest (or if arrested, have the paperwork intentionally botched or whatever). Yeah I'm bitter but doesn't mean it is not true.

I have personally witnessed and also heard stories where the law does not apply to the police, friends of police, and related jobs such as firefighters. I believe the law should be applied equally. If the punishments are too harsh to hand out to friends and family, then maybe we need to rethink how the law is applied to the rest of us.

Several police officers look as though they would never pass a physical fitness nor agility test if offered. Perhaps this is why there are so many compensable injuries that are incurred during arrests, chases, etc.

As a white person when I was sheltered at home I thought there was nothing wrong with the police, as I have grown up I see I was very wrong. I fear when my significant other gets pulled over they might get killed because they are mixed. I fear that my own children will have to grow up and be taught how to act with the police since they too are mixed. I've went full blocks with a suv trailing me because my car is registered to a mixed black man

A family member was the victim of a horrifically violent assault and there was never any investigation that we were privy to. I had to go and beg in tears for someone to come and take a statement before the victim's jaw was wired shut. We were never contacted again about the case or heard anything about an investigation. Still bitter about our treatment.

I know that they plate read not worker and they need more police working one time I know they only have 3 police and one boss on the road and they had to call the sheriff in to help

With the interactions I have had with our officer have all been positive, however I have seen and know of others that have not been. I feel that this problem is not a local one but a national one. I feel there are things on both sides that could be done better. As a citizen I would like to see more interaction with the police not just as officer and person who has an issue, but as in stop and talk to each other. People are less likely to do harm to people they know.

City of Lockport Police Policy Review Committee Report 2020

Q 25 Additional Comments: Open Response Items, re: No Comments/Positive Remarks

Additional thoughts or comments

Selected: 32

I live in a fairly safe neighborhood, really don't have interaction with the police

All of my interactions with LPD have been positive and I always felt that my concerns were heard.

None at this time, thank you.

No

I feel at night not sitting in open areas like funeral home parking lot or old H.R parked with all these guns out in our cumminty they are sitting ducks that worries me a lot. I also notice when swat team sitting on Genessee st makes a very good statement maybe having them once in awhile move around near Washburn st & John st area I'm sure that will help keep the violence down need to make a strong statement out here letting those dealers and those who ate trying to make our neighbors territorial hoods few of them don't even live in our city let alone Ny State I've seen a lot I noticed when law enforcement is needed they our right on top of it and have issues under control fast . We need to kerp our city safe i feel our Mayor is making a great impac and has made a big difference keep up the great work

Everyone should let the police do what they are hired to do. The job they have is to protect the citizens and stop the criminals. If you obey the law you won't have a problem.

We have had to utilize officers of LPD more than once and we were always treated with respect. With that being said, we have also seen them serve in a manner not so respectful. Where antagonizing happened more than de-escalating the situation.

the community supports lockport police! do not forget about the silent majority. we support cops and law and order. we support the cops that dealt with the troy hodge incident. its obvious he was high and had a mental health problem. train your officers better and support them when things like this happen its a tough job but someone has to do it and they do a good job

none

Additional thoughts or comments

Selected: 32

Thank you for your service

i back the blue

None

doing a great job

I pray for the safety of our police officers for they are a vital and necessary part of our community

If there had been an option to answer "not sure" on some of these, that's what I would have chosen. I've had very limited interaction with the LPD but they acted professional.

The Lockport police do an excellent job and do not require any significant changes.

I think that over all they have helped me on occasion- there are times that I have needed LPD's help personally and they are respectful. I have witnessed first hand situations where they have done as they were told by much higher up people as retribution. This was in the past- but the police force should be non-political at all times. Also I feel that when Lockport had the fire department running the ambulances the firemen had terrific control of mental health instances. Had the firemen been dispatched first Troy Hodge would still be alive today.

If you treat the Police with respect, they will treat you with the same. If act like a fool, you deserve the consequences of your actions. Lockport police are no different than any other police force

None

Additional thoughts or comments

Selected: 32

None

Keep up the great work.

None

LPD is great. I have lots of friends who are police officers. I also love my city. We are living in terrible times. Between the racism movement, COVID, and anti police groups makes it tough. I would love to see more cultural training because there just needs to be for fair treatment. I damn well know our police officers mean well. I would also like to see 2 police officers or more dispatched to each call from now on if they aren't already. My biggest upset is the increase in drugs and shootings. Im looking to move out of the city. I am currently renting and am in the works of buying a home and I unfortunately dont think it will be within the city limits solely because of increased crime. I pray for our officers and i pray to see a day that they are respected the way they should be

I support the police and hope that we do not go down the path of cutting their funding or demonizing them in the pursuit of some perverse concept of justice.

I live in the Town of Lockport so interaction with city police has been more limited than if I were a city resident but I have never had a bad interaction with a city police officer

Criminals are always going to be criminals. If you dont do crimes then you dont have to worry about what the police are doing.

None

Thanks you For all that you do!!

Q 25 Additional Comments: Open Response Items, re: No Comments/Positive Remarks

LPD officers have always been respectful and professional. I have a relative retired from law enforcement and I appreciate the dedication required for this job.

Just keep doing the great job you are doing.

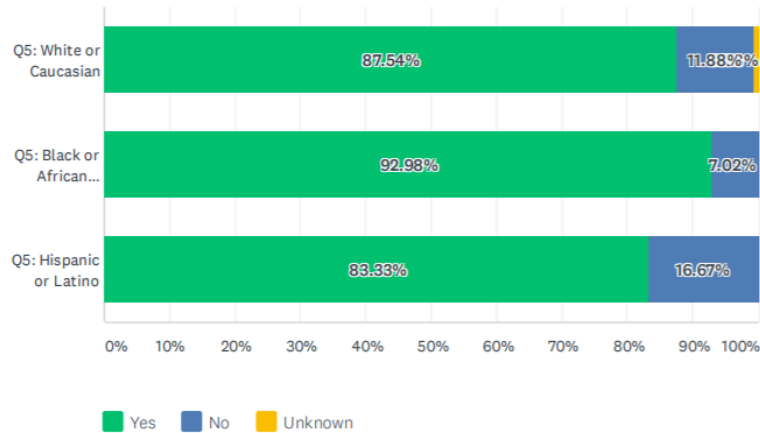
I think the LPD is doing a fine job! Keep up the good work! One day I would like to join the LPD and serve my local community.

Na

Graphical Data by Race: White/Caucasian; Black/African American; Hispanic

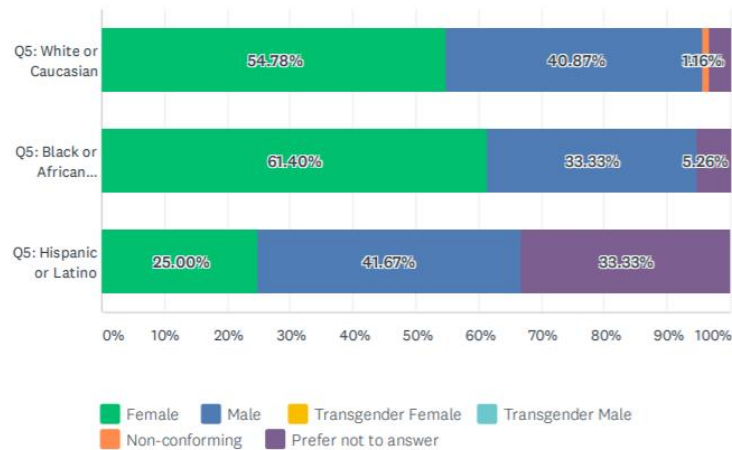
Q1 I am a resident of the city of Lockport

Answered: 391 Skipped: 0



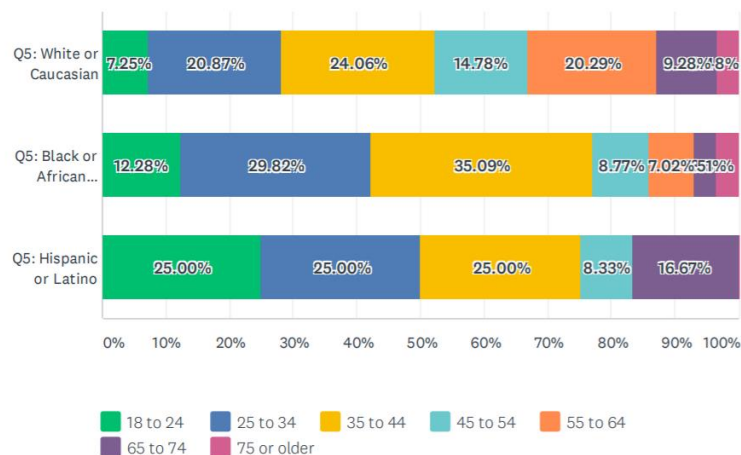
Q2 To which gender do you most identify?

Answered: 391 Skipped: 0



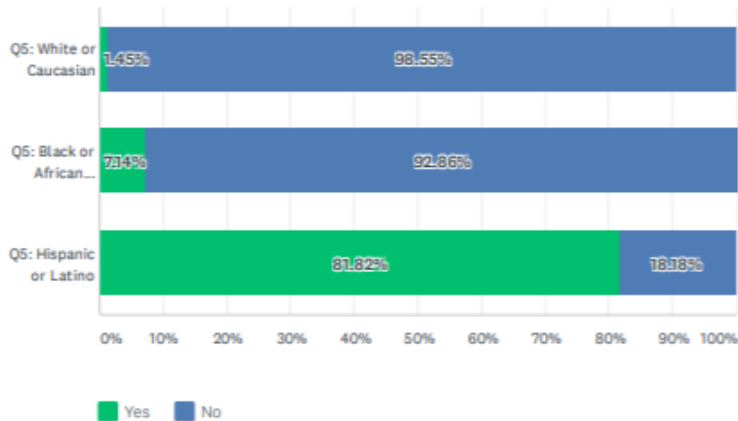
Q3 What is your age?

Answered: 391 Skipped: 0



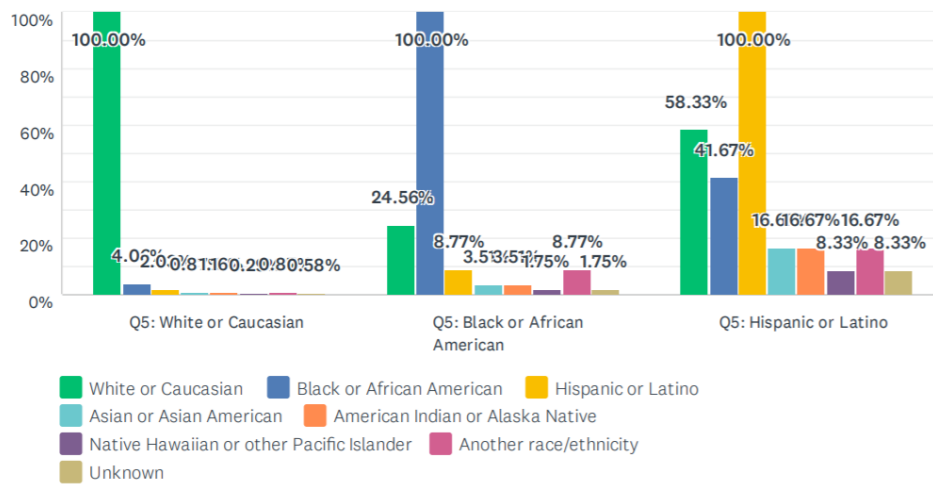
Q4 Are you of Hispanic, Latino, or of Spanish origin?

Answered: 390 Skipped: 1



Q5 How would you describe yourself? You may choose more than 1

Answered: 391 Skipped: 0



Q6 How effective do you feel Lockport Police Department is at reducing crime?

Answered: 390 Skipped: 1



Q7 How satisfied are you with the department's presence in your neighborhood?

Answered: 388 Skipped: 3



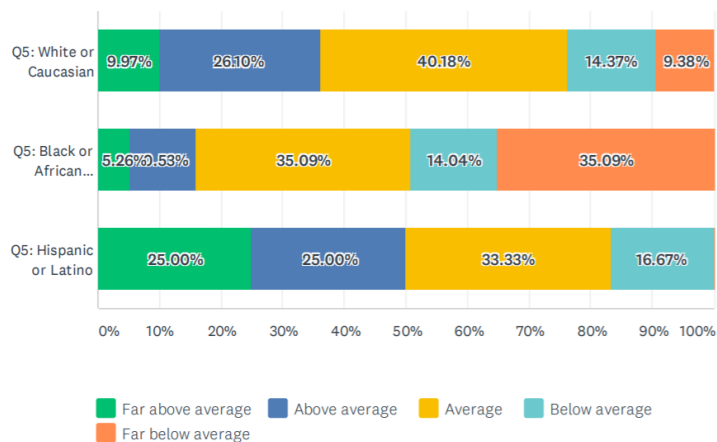
Q8 How likely are you to call the police if you have a problem in your neighborhood?

Answered: 390 Skipped: 1



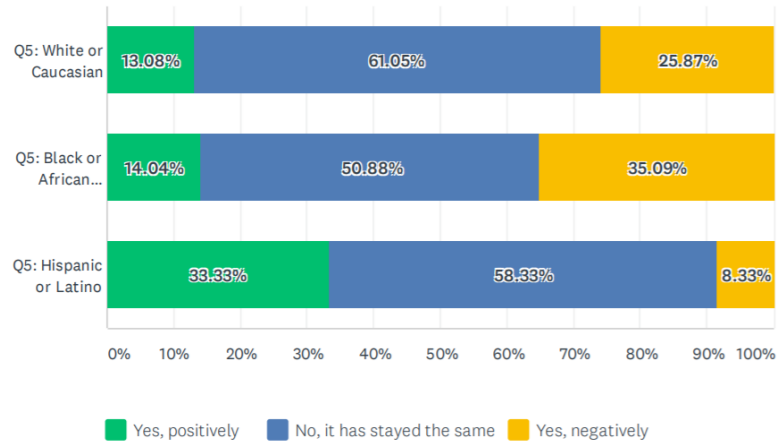
Q9 How satisfied are you with the department's ability to respond to problems in your neighborhood?

Answered: 387 Skipped: 4



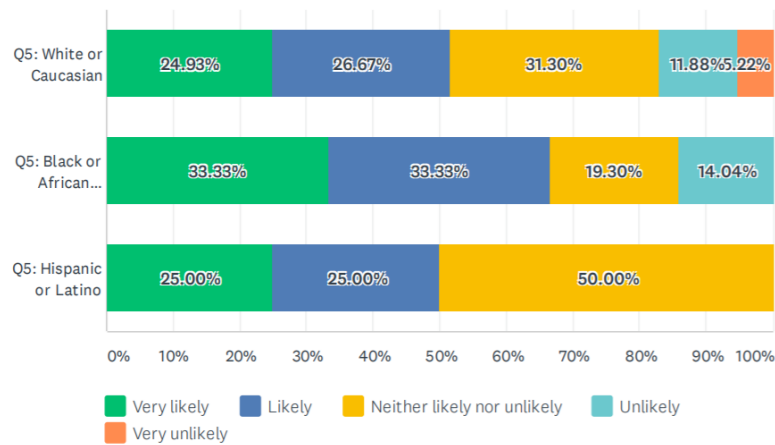
Q10 Do you feel your safety has changed in the last six months?

Answered: 390 Skipped: 1



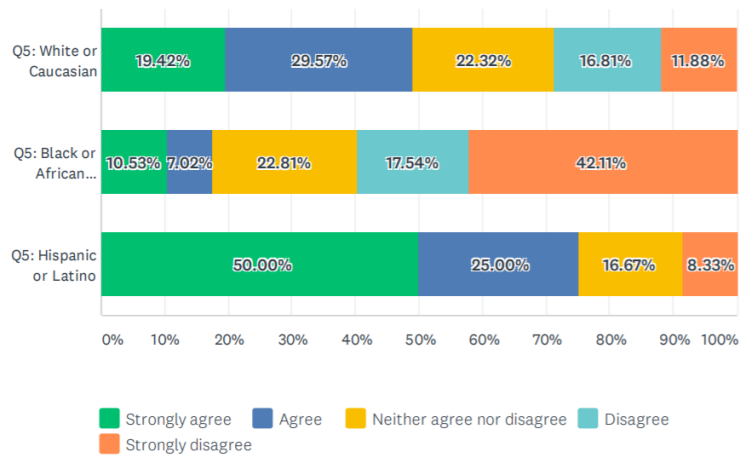
Q11 How likely are you to increase your protection from crime (starting a neighborhood watch, downloading Stop It app and/or adding security systems)?

Answered: 391 Skipped: 0



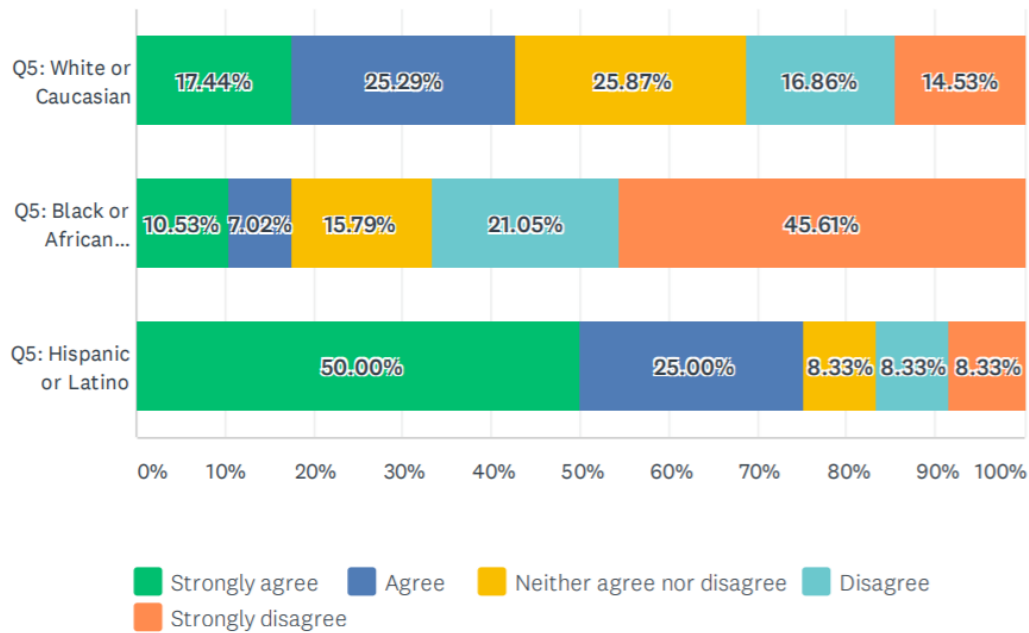
Q12 Do you feel the LPD treats people with respect?

Answered: 391 Skipped: 0



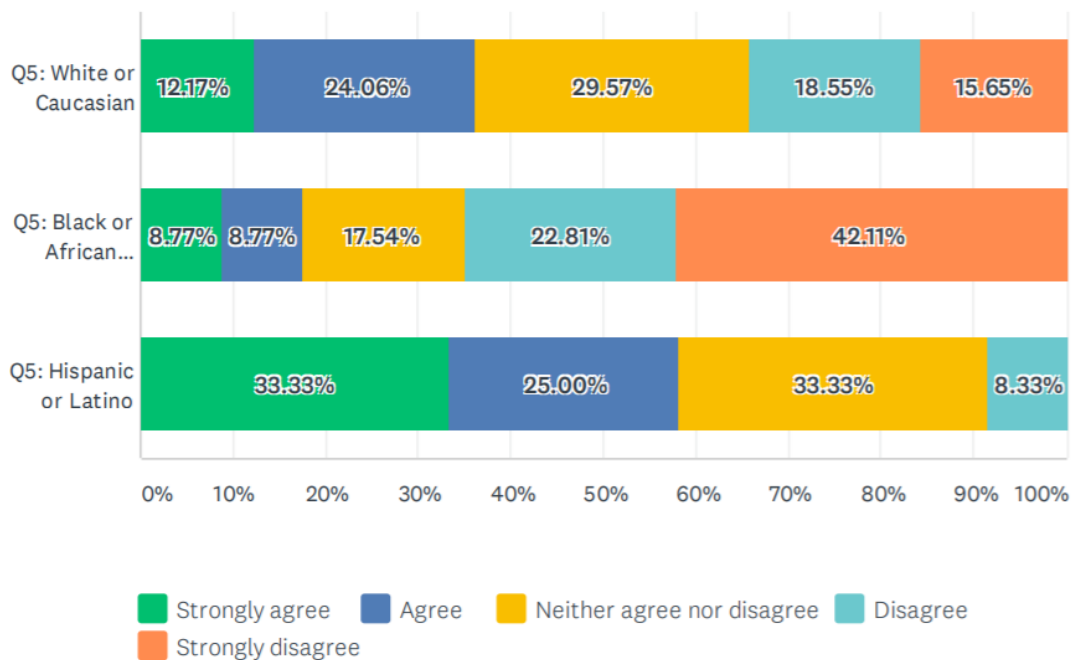
Q13 Do you feel the LPD is trustworthy?

Answered: 390 Skipped: 1



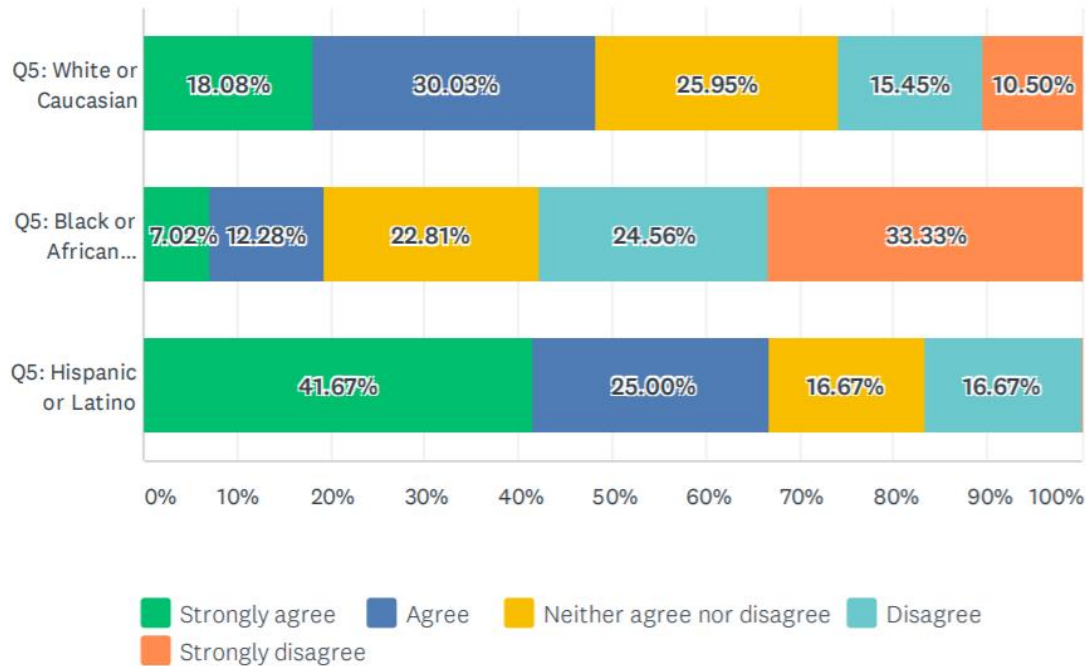
Q14 Do you feel the LPD allows for public input?

Answered: 391 Skipped: 0



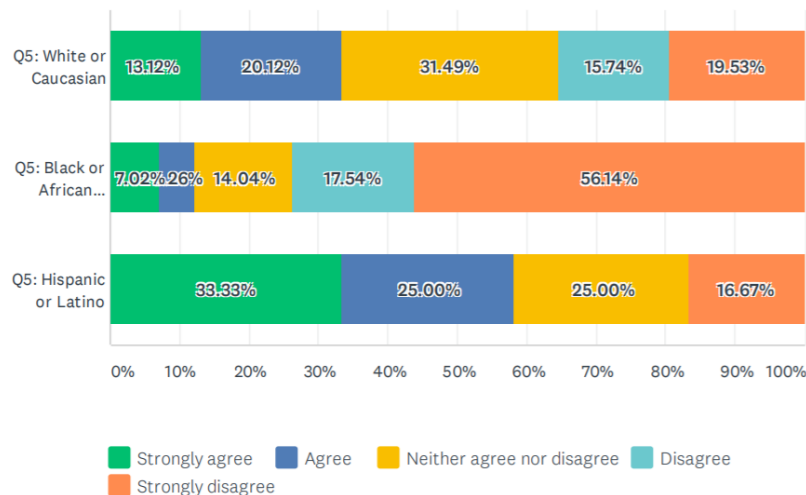
Q15 Do you feel the LPD acts to promote public safety?

Answered: 389 Skipped: 2



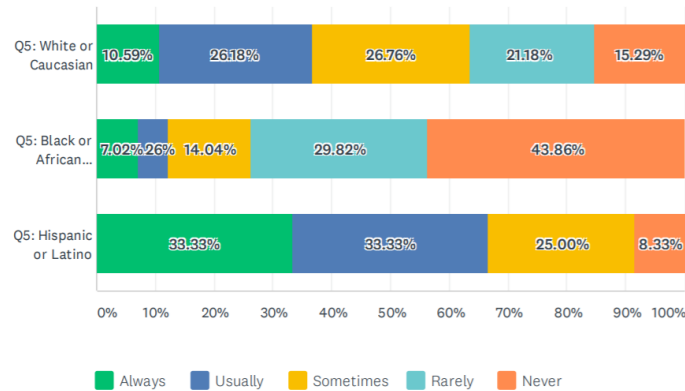
Q16 Do you feel the Accountability Systems for the LPD are appropriate?

Answered: 389 Skipped: 2



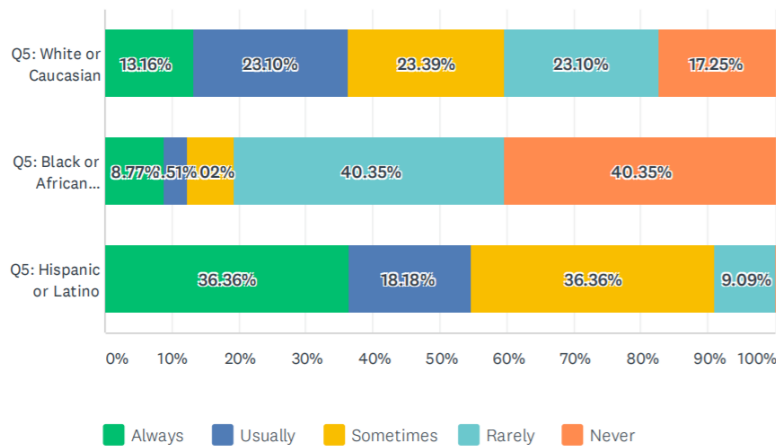
Q17 Do you feel the LPD is transparent, in that they use data collection and release this data to the public?

Answered: 386 Skipped: 5



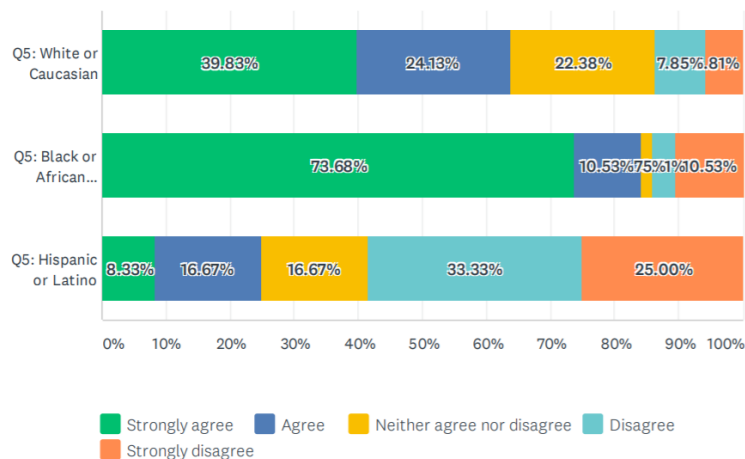
Q18 Do you feel the use of force data and policies are shared with the public?

Answered: 387 Skipped: 4

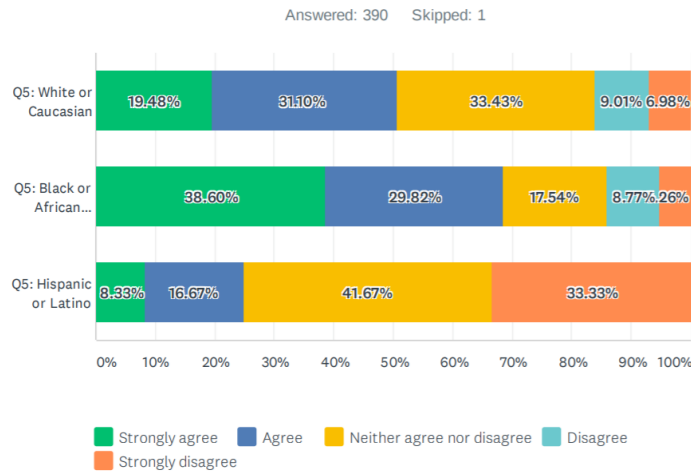


Q19 Do you feel the LPD needs improved training in racial bias training in addition to building skills in problem-solving, conflict mediation, communication, and de-escalation tactics?

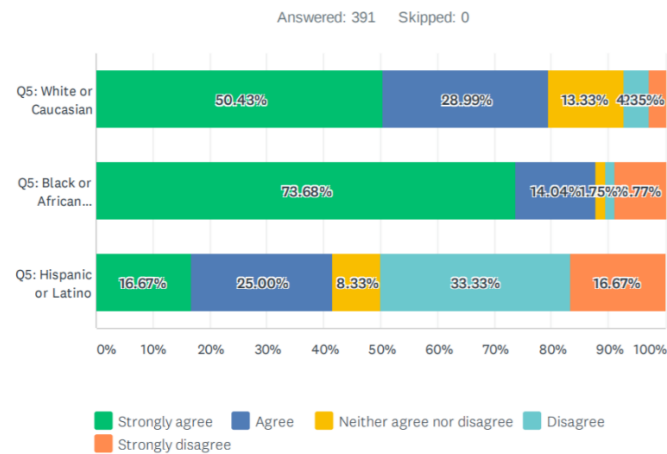
Answered: 390 Skipped: 1



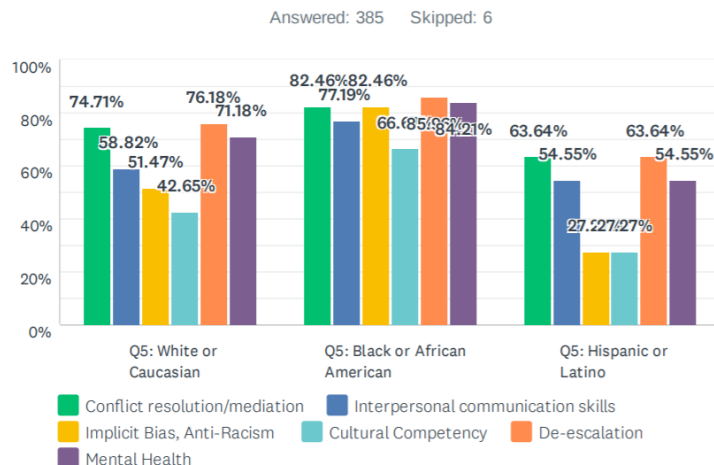
Q20 Do you agree that supervisors should have approval of all arrest charges at the time of booking?



Q21 Do you feel that in addition to technical and tactical training, training should focus on anti-racism, implicit bias, mental health, age-appropriate responses, problem-solving, mediation or cultural competency.

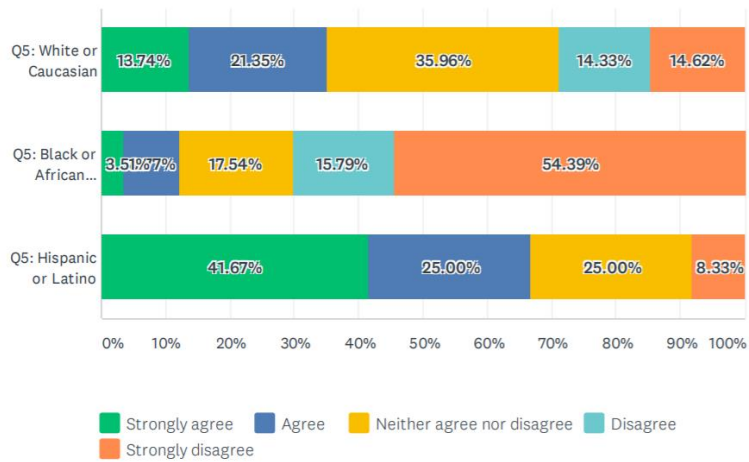


Q22 The majority of law enforcement training should emphasize technical and tactical aspects of policing, as well as the following community relations/interactions: (You may choose more than 1 response.)



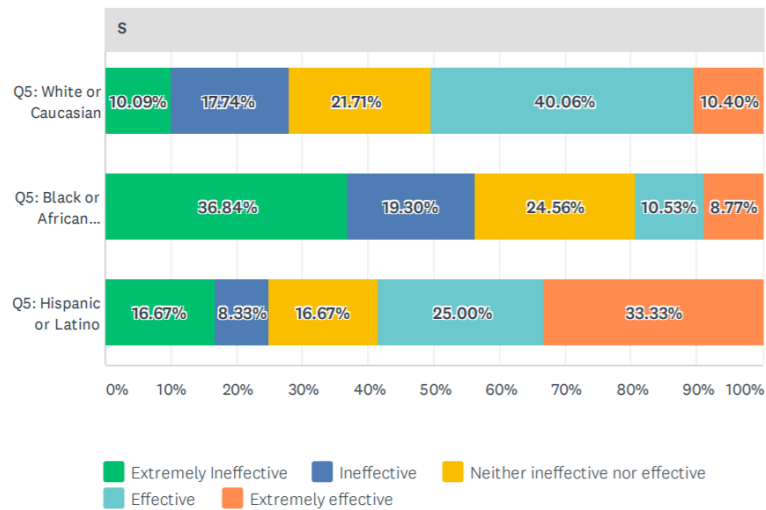
Q23 Do you feel the hiring practices for the LPD are transparent and equitable?

Answered: 388 Skipped: 3



Q24 Overall, how would you rate the City of Lockport Police Department?

Answered: 373 Skipped: 18



City of Lockport Police Department Organizational Chart

