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1.27.22 - Agenda - Update on Police Reform Plan

Documents:

1.27.22 - Agenda - Update on Police Reform Plan.pdf

2.

Public Safety Committee 1/27/22

Documents:

PUBLIC SAFETY COMMITTEE, 01-27-22.pdf

Theodore Roosevelt Executive and Legislative Building
1550 Franklin Avenue, Mineola, New York 11501



PUBLIC SAFETY COMMITTEE
Nassau County Legislature

Committee Membership

Denise Ford – Chair
Steve Rhoads - Vice Chair
Mazi Melesa Pilip
John Ferretti

Delia Deriggi-Whitton- Ranking
Siela Bynoe
Debra Mulé

**HEARING ON AN UPDATE ON THE NASSAU COUNTY
POLICE REFORM PLAN ADOPTED BY THE COUNTY
PURSUANT TO NEW YORK STATE EXECUTIVE ORDER
NO. 203**

**January 27, 2022
2:00 PM**

AGENDA

Patrick Ryder, Nassau County Commissioner of Police

Public Comment

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6 NASSAU COUNTY LEGISLATURE

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8 RICHARD NICOLELLO

9 PRESIDING OFFICER

10

11 PUBLIC SAFETY COMMITTEE

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13 LEGISLATOR DENISE FORD

14 CHAIR

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17 Theodore Roosevelt Building

18 1550 Franklin Avenue

19 Mineola, New York

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22 January 27, 2022

23 1:14 P.M.

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A P P E A R A N C E S :

LEGISLATOR DENISE FORD
Chair

LEGISLATOR STEVEN RHOADS
Vice Chair

LEGISLATOR MAZI MELESA PILIP

LEGISLATOR JOHN FERRETTI

LEGISLATOR DELIA DERIGGI-WHITTON
Ranking member

LEGISLATOR CARRIE SOLAGES

LEGISLATOR DEBRA MULE

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2 LEGISLATOR FORD: I'm calling the
3 Public Safety Committee to order, and I'd like
4 to ask the newest member of the Public Safety
5 Committee, Mazi Melesa Pilip, to lead us in
6 the Pledge of Allegiance.

7 Thank you Delia. If everybody
8 would just please rise. We would like to do a
9 moment of silence for officer Mora. Thank you
10 everyone.

11 I will ask the clerk to take the
12 roll call.

13 MR. PULITZER: Thank you Madam
14 Chairwoman. Roll call committee Public
15 Safety. Debra Mule.

16 LEGISLATOR MULE: Here.

17 MR. PULITZER: Substituting for
18 Ms. Bynoe is Carrie Solages.

19 LEGISLATOR SOLAGES: Here.

20 MR. PULITZER: Delia
21 DeRiggi-Whitton, ranking member.

22 LEGISLATOR DERIGGI-WHITTON:
23 Here.

24 MR. PULITZER: John Ferretti.

25 LEGISLATOR FERRETTI: Here.

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2 MR. PULITZER: Mazi Melesa Pilip.

3 LEGISLATOR PILIP: Here.

4 MR. PULITZER: Vice Chair Steven
5 Rhoads.

6 LEGISLATOR RHOADS: Present.

7 MR. PULITZER: Chairwoman Denise
8 Ford.

9 LEGISLATOR FORD: Here.

10 MR. PULITZER: We have a quorum
11 ma'am.

12 LEGISLATOR FORD: Thank you very
13 much. We are going to hear from Police
14 Commissioner Ryder who will be giving us an
15 update on the initiatives that were included
16 into the police reform plan that was submitted
17 to New York State last year. I'm going to
18 keep my comments very brief because I think
19 it's more important that we hear from you as
20 we have probably have a number of questions
21 and comments from the legislators and from the
22 public as well.

23 But I do just want to note that I
24 guess it has to be a proud moment for the
25 Nassau County Police Department to know that

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2 somebody who came from your ranks is currently
3 now the first black female police commissioner
4 in the City of New York. I think for me
5 there's a sense of pride in knowing out of all
6 of the candidates in the country Commissioner
7 Sewell was selected by Mayor Adams. And
8 commend her on so far the way she has been
9 handling herself.

10 It's been very tough. To have
11 officers, like not even a month in office, to
12 have them wounded and then to lose two young
13 officers. Very, very sad. I just want to say
14 that for me I'm very, very proud of the job
15 that she's been doing so far and I'm very
16 proud it was our police department that gave
17 them such a wonderful leader.

18 Now, as we go to another wonderful
19 leader, another wonderful commissioner,
20 Commissioner Ryder, asking you now to give us
21 an update as to where we are almost a year
22 after this was submitted.

23 COMMISSIONER RYDER: Good
24 afternoon and thank you and thank you for that
25 moment of silence recognizing officer Mora and

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2 we will all be attending that funeral
3 tomorrow, which will be very difficult. Then
4 again next week. So, again, it's a difficult
5 time for law enforcement, but we know what we
6 signed up for and we know the job we have to
7 do. But it doesn't matter what happens we
8 always stand by each other in those types of
9 situations. We will make sure that we are
10 there for him and his family tomorrow.

11 Police reform. As we all know,
12 EO203 by Governor Cuomo's office came down.
13 We were asked to address several areas that
14 were in his plan. We are happy to announce
15 that we have reached all of our goals except
16 one. That is just a delay in funding when it
17 comes to 911 texting. But otherwise we've
18 opened up our complaint tracking and all the
19 other categories that were asked to touch. So
20 I will jump on a few of them.

21 Body worn cameras. As of January
22 1, as we promised, every officer on patrol has
23 body worn camera. Every supervisor on patrol
24 has a body worn camera. All the management
25 team have a body worn camera. The only ones

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2 that don't wear a body worn camera are some of
3 the detectives obviously because of the
4 sensitive nature and the undercover
5 assignments that they do. But everybody is
6 wearing a body camera.

7 I am happy to also announce that
8 GTech is the company that we chose. We
9 haven't had any issues. Hardware once in a
10 while will break. A camera will break and so
11 forth. That's going to happen. But as far as
12 the camera working on scene no issue. As far
13 as downloading that data and putting it up to
14 the cloud no issue. We have our analysts that
15 we were very fortunate enough to get brought
16 in early and trained on discovery. They have
17 been able to turn all that over in the
18 seven-day window.

19 Discovery allows us for 14 days to
20 return the data over. We split the difference
21 with the DA's office. We have up to seven.
22 They get the second half of the seven days.
23 But we actually turn it over in two to three
24 days depending on it. Our body worn camera
25 analysts work seven days a week. Some days

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2 there's multiple cameras. There's multiple
3 videos.

4 To give you an example, if there's
5 one arrest and there's 15 cops at scene that's
6 15 videos that got to be downloaded, be
7 reviewed, put up to the cloud, get downloaded
8 again into the DA's system so they can access
9 it and the team has been doing a great job
10 getting it done along with the rest of the
11 discovery information.

12 We had several of our own internal
13 concerns. When you start to learn from things
14 it's our tactics. Tactics for safety for
15 ourselves. But the approach, the right to
16 know, we announce ourselves when we get up.
17 My name is officer Ryder. I'm stopping you
18 for the red light that you just passed on the
19 corner on Smith Street. Can I see your
20 license and registration? And by the way, I'm
21 wearing a body camera.

22 By announcing that that's a form of
23 de-escalation both for ourselves and for the
24 individual inside the car. All of that is on
25 the tapes as they are being turned over. We

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2 haven't had any issues in the past year. It
3 was a steady rollout that started with the
4 First and the Fifth -- excuse me, the Eighth
5 and Fifth Precinct and then we built from
6 there. And again, no issues. It's working
7 very, very well.

8 And the only delay was on a couple
9 of cameras that we're waiting for. But again,
10 we were able to take it from people that don't
11 need it at the time, like the academy staff.
12 They don't need it. They're not wearing a
13 body camera inside the academy. So we're able
14 to get that to anybody that needed it.
15 Shipping delays, as everybody knows, is of
16 concern. But we've got everybody on patrol
17 wearing a body camera. So, we've reached all
18 of our goals.

19 Training. Implicit bias training.
20 We went through an entire process on the
21 training. We created a ten-hour training
22 block that includes police reform, legal
23 updates, use of force, de-escalation, ethical
24 and moral courage, procedural justice,
25 implicit bias and wellness. We have trained

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2 all members of the superior officers including
3 myself down. Everybody had to attend the
4 training. No excuses. Everybody from the DAI
5 got trained.

6 And as far as the cops go, we've
7 got over 700 trained to date. The rest are
8 still going through the cycle. But to answer
9 the question of bias training, which we said
10 we would do, we created another online
11 training that they all had to do with the
12 other 800. So, everybody touched implicit
13 bias training and bias awareness.

14 The rest, as again, as you know,
15 it's a large volume to get through the process
16 of a ten-hour training block along with
17 training all the new detectives, all the new
18 sergeants and all the new police officers.
19 Nobody leaves that academy, going back three
20 classes now, without that training. And it's
21 got very good reviews. Including our villages
22 and our cities have also been part of the
23 process.

24 We have brought in outside trainers
25 to train with our recruits. We've asked both

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2 from the LBG. We've had it from the
3 African-American, Hispanic, Latino
4 communities. All come in as guest speakers
5 and speak about sensitivity training to all of
6 our new recruits. That has been expanded and
7 going well.

8 Our language line has gone very
9 well. We had a very nice meeting with
10 Cheryl. I see Cheryl is here in the audience
11 today. And again, work to be done, things to
12 make it better. And we had a very nice round
13 table discussion about a month ago, a month
14 and a half ago and we're moving in the same
15 direction, going to the same goals. So
16 everything has been working well there.

17 As far as de-escalation complaints
18 and data tracking. All of the data went up on
19 the six month as we promised. So the
20 six-month calendar ends June 30th. And then
21 we do it -- approximately we get one month to
22 gather that data, create the documents and put
23 it out. So it's always out by the end of
24 July.

25 This data that you have in front of

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2 you is the completed data. We rushed it up.
3 It would be normally due at the end of January
4 but we got it out in the last couple of days.
5 Gathered it up and got it out.

6 All of our reporting requirements,
7 our use of force forms are all on the
8 computer. Our complaint tracking, as we
9 promised, we got it now out there where it can
10 be using Google apps to file your complaint.
11 We have it in Spanish. We have it in
12 English. You can make a complaint in person.
13 We will come to you. You can come to the
14 station house. You can do it unanimously. We
15 can take it through a text or through an
16 email. Not the text yet. That is coming. Or
17 you can take and leave a message on the
18 phone. You do not have to give your name to
19 make a complaint, but we run down every
20 complaint that comes through.

21 Every complaint that comes through,
22 as you know, the AG required five complaints
23 in two years. We do three complaints in one
24 year. We improved that even better as the
25 early warning system. So we can get those

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2 officers that have been accused three times in
3 a 12-month period in front of the chief of
4 department to get retrained. Find out what
5 the problem is. Is it a false report? Is it
6 a good report? Or is there something this
7 officer needs to be done and changed?

8 Our complaints gone down. And the
9 reason our complaints have gone down? Body
10 cameras. On both sides. I'm not saying that
11 all of a sudden we proved that the public was
12 wrong. We also proved that sometimes our cops
13 needed to be a bit more courteous when they
14 deal with the public. So, those complaints
15 have gone down.

16 The AG currently has 15
17 investigations that we forwarded as we are
18 required to do. If it's a use of force case
19 it's immediate. It goes to the AG. If it's a
20 five in that two-year period they go to the
21 AG. They currently have 15 investigations.
22 We're fairly confident all of them are going
23 to come back as unfounded because there is
24 body cameras in some of them already. But
25 again, we have to follow the requirement.

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2 There's no option. So we send it right away.

3 The DA's office has a couple of our
4 cases that they are also looking at. Anything
5 that is use of force we always give to the
6 DA. Their public corruption office takes it
7 first. Any abuse of force has to also go to
8 the AG. Anything of improper tactics or
9 disrespectful in the public that also now five
10 times in the 24 months has gone to the AG. So
11 we have given that to the AG.

12 As far as our community outreach
13 and again building on it, and I'll get to
14 recruitment in a minute, and mental health.
15 Last year we did our park, walk and talk.
16 That's stopping and visiting the businesses
17 and the community. Just the businesses and
18 the community we did it over 2,218 times last
19 year.

20 Our visits to the houses of
21 worship, 31,000 times we visited houses of
22 worship last year. 31,000. Our visits to our
23 schools 20,000 times we went and visited our
24 schools last year. And our IP visits to
25 dignitaries, that's going out, community

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2 issues as we call it, we did that another 1200
3 times.

4 Total park, walk and talk and IP
5 visits last year 55,098 times. That's getting
6 out and actually speaking to someone. When we
7 say IP a location we say drive by. Stop.

8 Look. See what's going on. When we say park,
9 walk and talk, stop, get out and talk.

10 This past weekend just up in the
11 Great Neck area, up in Steamboat Road, we were
12 out greeting those that were attending
13 services. Our Long Island Islamic mosques we
14 visited also on Friday before prayer and we
15 stayed there. We were out again all day
16 Saturday on the Sabbath and again Sunday
17 visiting our churches.

18 Our youth for what we call the
19 YACs, the Young Adult Counsels, we did a total
20 of 77 meetings last year through our
21 precincts. We had a little bit of a slow down
22 as we know because of COVID but we think
23 outside the box. We actually did them outside
24 before the weather got cold and we'd sit them
25 in an area outside the building six feet apart

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2 and got them to come.

3 For example, the First Precinct had
4 17 meetings. They were our largest. The
5 Fourth Precinct had 15 meetings.

6 Community affairs. We're going to
7 talk about our mentoring program. We have
8 approximately 201 applicants that have entered
9 into the mentoring program. I don't know who
10 they are. That's part of the privacy. It's
11 the mentor and the student. That's mentoring
12 that person to both take the upcoming exam or
13 mentoring them as they're going through the
14 process.

15 There was a young female she should
16 be going out on field training today or
17 tomorrow. On the first couple of days I met
18 her in the academy. She was going to quit. I
19 spoke to her and I said you can't quit.
20 You're only here three days. You went through
21 too much to get here. And she said, you know,
22 I'll go back to work. I come from the city.
23 I'll go back to the city.

24 Just work with us. Did you get a
25 mentor? She goes no. I hooked her up through

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2 Aida McCollough, through the guardians, she
3 went through and got a mentoring program.
4 She's getting out today. We saved that kid.
5 That's the idea. We don't want to lose any of
6 our good kids that have gone through the
7 process. We don't want to lose any of the
8 kids we can get in.

9 Prerecruitment. As of today, for
10 the upcoming test, we have 11,882 people
11 already registered. Out of that recruitment
12 events, we did 260 recruitment events.
13 Outreach and diversity meetings we did 262.
14 You can see the number is going to grow.
15 Competition is going to get harder.

16 If you listen to someone like
17 Bishop Harvey it's in the mass. We need the
18 mass from all of our diverse communities. We
19 need the mass. So I need a large group from
20 the African-American communities to sign up.
21 And the Hispanic communities to sign up. I
22 get a large group from the white community.

23 So I do understand that and our
24 recruitment was all in the minority
25 communities and you can see by the number

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2 we're already getting them preregistered. So
3 that preregistrant app that they sign up for
4 gets them into the program has been working
5 really, really well. And again, it's been
6 good for us here in the police department.

7 When I look at MCT and look at our
8 mental health that was the number one concern
9 that most of had during the reform. We had
10 last year in 2021 we had 4,401 cases that we
11 got called for a mental health crisis. We
12 took 3,900 to the hospital. That's not the
13 best number. An expert in mobile crisis will
14 tell you that. We know that. The problem was
15 the expansion of mobile crisis and getting the
16 team separated and the hiring process, as we
17 all know in government, takes time to hire
18 these experts. November 1 we started rolling
19 that project out. It hit some bumps. By
20 December we were seamless.

21 MCT was involved in 108 cases that
22 they came to the scene on. Out of that we, to
23 give you an example, out of these 4400 cases
24 103 times we had to call emergency services to
25 the scene. That meant it was a violent mental

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2 aided. Of those 103, six times we had to use
3 force. All of the force that was used was
4 physical force. Not even a taser. I have two
5 cops that were bit and one that got a split
6 skull dealing with the mental aided. But they
7 only used physical force and used what we call
8 verbal judo to talk them down. All of these
9 cases nobody was injured. Not one out of
10 4,401 cases was any of these mental-aided
11 cases injured. We took them to the hospital
12 because they need treatment.

13 We're working with mobile crisis to
14 make that better so we can bring that number
15 down that they need to all to go to the
16 hospital. We understand that. Again, mobile
17 crisis is now in our station houses. They are
18 using some of our facilities to respond from.
19 They're on the road.

20 We have a three-tiered system which
21 is built with a script that our 911 operators
22 go to. The first one, if you looked at a tier
23 one as being the lowest, someone needs to talk
24 to someone and has called 911. Our
25 communications bureau transferred that to MCT

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2 cell number which is the person on call during
3 the hours of 0800 to 2400. This is similar if
4 you call 227 talk. There is no police
5 response if not necessary. If MCT says I have
6 it and they tell a 911 operator I know who it
7 is. This is Denise. We've dealt with her
8 before. It's okay. We're going to go visit
9 her. There's no violence. No threat of
10 suicide. Nothing like that. Okay, thank
11 you. When we do that we don't respond. MCT's
12 got it. They'll dispatch their own people.

13 The second tier. Someone having a
14 mental breakdown. Is not in imminent threat
15 of hurting themselves or others, but we'll
16 transfer that to MCT for evaluation for police
17 response but we're already responding because
18 we don't know how that's going to end. We
19 can't waste time getting there. So, we're
20 responding. There's two police officers and
21 an ambulance to that location.

22 If MCT evaluates and says no, it's
23 okay. We're still going to go and do a
24 wellness check. That's part of the second
25 tier of this. But the idea of it is working

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2 with MCT on a dual response. If they're out
3 there and say wait before you go to the house
4 we will wait before we go to the house.
5 They're in contact. They know the
6 individuals. They know most of their patients
7 out there and they do a fabulous job.

8 Tier three. Somebody is acting out
9 or breaking or destroying property or going to
10 hurt themselves or another. We're going.
11 We'll notify MCT and when MCT gets there, once
12 we've got the scene under control, we'll then
13 work with MCT on what's the best outcome for
14 this individual.

15 Police response. Again, is
16 nonviolent is two cars and a supervisor. We
17 always send a supervisor to these calls. If
18 it's a violent we send ESU and MCT is
19 notified.

20 Again, the success has been good.
21 The numbers shows that. That no one is
22 getting hurt. But the treatment for the
23 mental individual that's suffering from that
24 mental health crisis can be better. Meaning
25 not getting him to a hospital and getting him

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2 to remain home. MCT is working with that.
3 They got almost their full staff. They are
4 dispatching from the street now and they are
5 in quadrants throughout Nassau County.

6 I spoke to you about the training.
7 I went through that and then I'll get into
8 some of the numbers. I went through the IAU
9 stuff. Got it. Going into the numbers.

10 First category we'll cover is our
11 arrest data. Arrest data. We did 10,272
12 arrests last year. Total -- I'll just give
13 you the percentage -- is American-Indian
14 Alaskan Native are .3 percent. Asian Pacific
15 5.9 percent. African-American 35.6. Hispanic
16 Latino 25.1. Other is zero. Unknown is
17 zero. White is 33.1 percent. That makes up
18 100 percent of those arrested. The top areas
19 where they're arrested, top area is East
20 Garden City, which is the mall. 64 percent of
21 those that are arrested are our residents.
22 35.6 percent are nonresidents here in Nassau
23 County.

24 So when we compare the data to the
25 demographics of Nassau County it's kind of an

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2 unfair number because, again, 35.6 percent do
3 not reside in Nassau County.

4 Of that the number one arrest that
5 we do is controlled substance 1,774 times.
6 Our larcenies 1,411. Forgery and related
7 1,272. And assault related 911. That's the
8 top four in the category and there's more on
9 the chart if you choose to look at it.

10 Use of force data. We used force
11 440 times last year in the county. Understand
12 what force means. I'll give you some of the
13 categories. Physical force. That is the
14 number one. Out of the 440 was 287. If I use
15 an arm lock on you, which is a nonaggressive
16 way of controlling a subject, it's twisting
17 the arm to the elbow, an arm lock on you
18 that's a use of force. If the person
19 struggles to put the cuffs on that's a use of
20 force. If we have to push him into the wall
21 because he's not complying in a situation
22 that's a use of force. So we take a use of
23 force just about for any time that is anybody
24 that is just basically not complying. We take
25 that number.

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2 So, out of the 10,000 arrests last
3 year we used force 440 times. Of those forces
4 there were physical force 287. The use of a
5 stun gun 26. OC spray was one. Baton was
6 one. The canine is 14. We didn't bite
7 nobody. We don't do that. We don't unleash
8 our dogs and let them go. What happens is,
9 when we use dog to go and search for somebody
10 that's a use of force. It's like taking your
11 gun out. Your dog is in front of you. That's
12 a use of force so we record that.

13 Weapon displayed 48 times. For a
14 total of -- that gets you back to that number
15 440. Again, out of 10,000 arrests in Nassau
16 County.

17 So, field interviews. This is our
18 field stops. Our field stops, again, we did
19 2,562 field stops. Asian Native .4. Asian
20 Pacific 5.2. African-American 28. Hispanic,
21 Latino 24. And White 39.3 percent. And
22 again, of those 36.5 percent do not reside
23 here in Nassau County.

24 Field interview you don't need to
25 know the times and dates but they're on there

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2 that you can look at it.

3 1,923 people that were stopped were
4 residents. That's 64 percent. 915 were
5 nonresidents. That's 30 percent of the
6 makeup.

7 Complaint data. We had 379
8 complaints last year. I'm sorry, 491
9 complaints last year. That is down from the
10 year before. I'm going to again bring that up
11 that I believe it has to do a lot with the
12 fact that it is again body cameras are
13 starting to show a decline and now that it is
14 fully out there.

15 Any excessive force as I explained
16 to you or any unlawful conduct must go to the
17 attorney general. No option. Any five
18 complaints in two years goes to the attorney
19 general. Our early alert system, our early
20 warning system, is three times in 12 months.
21 Out of the million interactions with the
22 public on the complaints we get .1 percent
23 complaints against our officers.

24 Tickets and summonses. In 2019 we
25 wrote 242,000 summons. In 2020 we wrote

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2 119,000. In 2021 we wrote 104,000. There's a
3 reason for that I'll explain in a second. If
4 you look at again Asian is 9.4 percent.
5 African-American is 20 percent. Hispanic is
6 21 percent. White is 37.2 percent. And
7 company, which is an organization, they're at
8 seven percent.

9 56 percent of those summonses make
10 up our residents. 43.9 percent do not make up
11 our residents. They are nonresidents here in
12 Nassau County. And 41 percent of our
13 summonses are issued by the highway bureau up
14 on the highway department. It goes to show
15 you the break up of how it is.

16 We have changed conversations with
17 our officers about sensitivity, about going
18 into a community. About looking at things
19 like obstructed view in the windshield.
20 Corrective action. It doesn't need to be a
21 summons. A tail light that's broken, we give
22 a warning first time around. If we see that
23 car a week later he'll get the ticket by the
24 same cop. So we're doing that through all of
25 our communities. That's why we're seeing the

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2 numbers, there's a large shift as you just saw
3 in those numbers in the way they're being
4 handled.

5 Bias incidents and hate crime. We
6 have a total of 50 reported incidents. Those
7 that are found to be criminal are 28. These
8 are not against our officers. This is against
9 the public. And we have again ten of those
10 that we've made arrests.

11 Our language line. Our language
12 line usage is 8,964 calls totaling 50,000
13 minutes. Spanish 8,441. Mandarin 410.
14 Korean 48 calls. Haitian Creole 46. Italian
15 10. Cantonese five. Farci four.

16 And the rest of that in that
17 package that I've sent to you is all of the
18 documents related to diversity and
19 recruitment, press releases on things that
20 we've done as far as diversity. Our body worn
21 camera policy is in the document that you
22 have. Some of our programs that we're doing.
23 Our encounters with transgender and
24 non-binary, which I thank for the update and
25 the help that you gave to correct some of the

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2 language in there.

3 And our Explorer program in the
4 back and what we've done with the Explorers as
5 part of using them for our outreach in the
6 community.

7 So, that is the up-to-date one-year
8 report. And again, for the first year it's
9 been very successful under growing pains of
10 what we had to do technology. We have done --
11 the team has done an excellent job, again,
12 working with the community to get this done in
13 a timely fashion. The body worn camera itself
14 is a massive undertaking. It's a huge
15 program. There are four supervisors and 25 or
16 26 people running that program with
17 discovery. And all they do all day long is
18 look at videos. Make sure we're being
19 compliant. If there's a training issue we
20 send it back to the chief of department. We
21 actually brought one officer in. He's putting
22 himself at risk. He's making tactical
23 mistakes but doing a great job in being
24 professional and following the law. But I
25 still can't have him getting hurt out there.

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2 That's where we are.

3 I'm open up for any questions.

4 LEGISLATOR FORD: Thank you very
5 much. Delia, I have questions but I don't
6 know if you want to -- if you have questions
7 first Delia.

8 LEGISLATOR DERIGGI-WHITTON: I
9 had a couple of quick ones. I may have more
10 later but off the bat when you mention that
11 you refer like disciplinary issues if there's
12 more than a certain number of incidents per
13 year, when you referred to the AG what steps
14 happen after that?

15 COMMISSIONER RYDER: So the
16 attorney general gives it to their
17 investigators. We are required under the law
18 to turn over all the evidence to them. They
19 do an independent investigation. If they find
20 and -- if they call in my officer and my
21 officer refuses to go for whatever reason they
22 have the right to terminate him. Which is
23 something -- of course, our officers are going
24 to go. They get interviewed. They go through
25 an extensive investigation. They'll give back

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2 the findings to us for discipline.

3 LEGISLATOR DERIGGI-WHITTON: Do
4 you get a copy of like a report from the AG?

5 COMMISSIONER RYDER: I will get a
6 copy from the AG, correct.

7 LEGISLATOR DERIGGI-WHITTON: Do
8 they recommend what type of training or
9 discipline?

10 COMMISSIONER RYDER: Honestly, we
11 haven't gotten one back yet. It started in
12 March. They were building their team I don't
13 think they got up and running until June or
14 so.

15 LEGISLATOR DERIGGI-WHITTON: I'm
16 just curious as to what the follow-up is. Or
17 the AG gets --

18 COMMISSIONER RYDER: We have to
19 give them what was done with the individual.
20 If he was terminated. They have the right to
21 actually override my decision. If I didn't
22 terminate someone they have the right to do
23 that.

24 LEGISLATOR DERIGGI-WHITTON: The
25 other question I had when you mentioned

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2 nonresidents does that also mean like
3 undocumented?

4 COMMISSIONER RYDER: We don't ask
5 that question. None of my data will show
6 anything about status of anybody.

7 LEGISLATOR DERIGGI-WHITTON: I'm
8 just wondering if it's people that don't live
9 in Nassau or people that don't have proof of
10 where they come from.

11 COMMISSIONER RYDER: No. Again,
12 it's those that do not reside in the county.
13 We know that when we ask them for their
14 identification.

15 LEGISLATOR DERIGGI-WHITTON: So
16 you know that they reside somewhere else?

17 COMMISSIONER RYDER: That's
18 correct.

19 LEGISLATOR DERIGGI-WHITTON: I
20 did notice with the hate crimes the increase
21 in the Jewish community went up quite a lot in
22 the last six months. Are you seeing that?

23 COMMISSIONER RYDER: Fortunately,
24 it's been mostly aggravated harassment calls.
25 Using phones. Making threats. Fortunately

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2 what I mean is the fact that there has been no
3 violence here. We have no violent acts here
4 in Nassau County against any of our minority
5 communities. Which is good. We can go back a
6 year we have other cases that there was.
7 Again, some of it we have to show that it is a
8 bias incident. So we can't make it a bias
9 until we know for sure that it's a bias
10 incident.

11 LEGISLATOR DERIGGI-WHITTON: A
12 number of them did follow-up as a crime.
13 Legislator Arnold Drucker started a commission
14 of anti-Semitism. It might be a good idea to
15 convey any stats you get to that commission.

16 COMMISSIONER RYDER: Absolutely.

17 LEGISLATOR DERIGGI-WHITTON: Two
18 other quick questions. With the body cameras,
19 from what I understand they have to be turned
20 on for each incident?

21 COMMISSIONER RYDER: Any
22 interaction with the public they got to turn
23 it on. So, the interaction obviously is a
24 traffic stop it must be go on. And it will be
25 categorized by a switch on it. Says traffic

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2 stop. They turn it on. It goes back 30
3 seconds. So they're 30 seconds, whatever was
4 done 30 seconds before they turned it on is
5 already recorded. It overwrites itself until
6 we push the button to record. It goes back 30
7 seconds. Then the volume starts 30 seconds
8 later and now what's being said is recorded.
9 Yes, correct.

10 LEGISLATOR DERIGGI-WHITTON: How
11 is that -- is it cumbersome during a call?
12 Are you getting any feedback with that extra
13 step?

14 COMMISSIONER RYDER: It will
15 become second nature after a while. Yes,
16 cops -- listen, when we put the Track system
17 into place on the summonses, right, probably a
18 little bit of a reason why my summonses have
19 dropped so much is because now it's the
20 computer. Now it's the ticket system Tracks
21 and now it's also our T stop. Which is
22 catching all the demographics from the stop.
23 So there's three steps to writing a summons
24 now. Instead of in the old day you just write
25 it out on paper. Then it became electronic.

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2 Then it became electronic three times.

3 LEGISLATOR DERIGGI-WHITTON: I'm
4 happy about the body cameras.

5 Congratulations. That wasn't an easy task. I
6 know that. I do believe, like you said, the
7 statistics show that hopefully not only will
8 it de-escalate it will help the police as well
9 as our community I think it will help equally.

10 COMMISSIONER RYDER: Good for
11 all.

12 LEGISLATOR DERIGGI-WHITTON: This
13 is on a lighter note. You notice that your
14 summonses for women is like half for men for
15 driving? In fact, I'm taking this home.

16 COMMISSIONER RYDER: I'm not
17 going to comment on the advice of counsel and
18 my wife.

19 LEGISLATOR FORD: We are going to
20 leave it right there. I want to offer my
21 reasons but I'll just leave it.

22 With the body cameras though, even
23 before I give you the questions, are there
24 times -- I know that when we were having this
25 hearing, like when we were looking at it that

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2 there may be times when an officer may not
3 turn on a body camera. What happens if he
4 comes up to something, he has his body camera
5 on, and the people don't want to be filmed?
6 Does the resident or whoever was stopped have
7 the right to say stop recording me?

8 COMMISSIONER RYDER: No. But
9 again, it's sensitive in what we're doing.
10 Obviously, if it's an arrest that's not
11 happening. If it's a violent domestic that's
12 not happening. If it's the sensitivity of an
13 aided case and there's someone not being
14 clothed and everything, nobody sees that video
15 but the officer. And then when he puts it
16 into that area we then decide if it's
17 something that needs to be removed from the
18 system.

19 But we're very sensitive. Give you
20 an example. Officer down in the Fourth
21 Precinct pulled a car over. Parked in a dark
22 park at night time. We know why that couple
23 was there. They were there and the officer
24 walked up to the car and he stepped back and
25 he said ma'am, please, after you put your

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2 pants on, please step out of the car. And
3 then the individual stepped out of the car.
4 That individual was carrying a loaded handgun
5 and we ended up in a foot chase through the
6 woods about a good mile and a half down
7 through the Inwood area. Our cops could have
8 got seriously hurt. He lost tactical control
9 for being respectful to the woman in the car.

10 That's an example. That camera
11 stays on. That camera is not going off. Even
12 in the transport of the prisoner it does not
13 go off. It goes off once the individual is
14 placed into the holding area of the precinct
15 because that is then under camera.

16 LEGISLATOR FORD: What if they're
17 going to question somebody? They're walking
18 up and they see a group of people and just
19 maybe like something was going on, just
20 passing by. Would they have the camera on or
21 is that something that they would wait until
22 they interact with the people?

23 COMMISSIONER RYDER: Camera's
24 on. I walk up and I see five people, as I
25 turn the corner, I want to speak to. I push

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2 the camera on. It goes back 30 seconds. So
3 if I missed something it's on the camera. Not
4 the audio because it has some protections for
5 the rights of the officer. But that 30
6 seconds of video behind is captured.

7 LEGISLATOR FORD: Then do we have
8 enough body cameras? I mean, is there any
9 delay in getting them? I know sometimes with
10 the supply chain and ships and all that other
11 stuff. Does that impact the ability of these
12 body cameras?

13 COMMISSIONER RYDER: We were down
14 to December 1st getting the last batch and we
15 rolled them out. We had already trained them
16 though. So it was good. We didn't have to
17 bring them in and train them. It was a little
18 bit more work to get it out but we got them
19 all out there up and running by December
20 12th. Everything in the department was up and
21 running.

22 LEGISLATOR FORD: Are we going to
23 have a new class going in soon?

24 COMMISSIONER RYDER: We have a
25 class that just went out. They have their

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2 body cameras with them. They're not
3 officially out until the 15th of February but
4 they're out on field training. They all have
5 body cameras. The new 40 that are in the
6 academy right now, they don't graduate until
7 May and they will have body cameras before
8 they go out.

9 LEGISLATOR FORD: And we keep
10 extras like just in case they get broken?

11 COMMISSIONER RYDER: Every
12 station house has 15 extra that they keep on
13 hand. Because some day they may come in,
14 look, a cop forgets to charge. He's
15 responsible to charge it at home and come in
16 with a live camera. Let's say he had a power
17 outage that night and the camera didn't
18 charge. There's no excuse to say oh, my
19 camera was dead so I couldn't turn it on.
20 No. You go change your camera out and you get
21 a new one.

22 LEGISLATOR FORD: On the mental
23 health, you were saying we have mental health
24 teams that are assigned to each precinct?

25 COMMISSIONER RYDER: Not to each

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2 precinct. They're set up in four quadrants in
3 Nassau County. They're doing their normal
4 visits during the day. When the call comes in
5 to 911 if somebody's at the office they'll
6 answer the phone. If they left the office to
7 do something, it forwards to the call phone
8 and that person receiving says look, we
9 responded to a call for mental health crisis.
10 Or we have somebody on that's suffering
11 through a mental health crisis. We think it's
12 a non-police response. Would you like to
13 speak to them? Yes. Put them on the phone.
14 We stay on the phone. We don't disconnect
15 until MCT says we got it and then we
16 disconnect it.

17 LEGISLATOR FORD: And that would
18 be the 911 operator that received the call?

19 COMMISSIONER RYDER: That's
20 correct.

21 LEGISLATOR FORD: And the 911
22 operators have the actual sheets that they
23 follow with the dialogue they're supposed to
24 use in assessing whether or not it goes to
25 mental health?

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2 COMMISSIONER RYDER: That's
3 correct. They have a worksheet that they work
4 with. It is flexible. Obviously it's
5 different for different people with the
6 questions. But if you heard the call in the
7 city of New York unfortunately where the two
8 officers were shot, apparently the question
9 wasn't asked are there any weapons in the
10 house? We ask that question when we assign
11 these things.

12 This is a 20 point power point
13 training that's all of the trainers went
14 through, again, with the help of the experts.
15 We didn't create this. The county workers
16 helped us create this to put it together with
17 the experts' advice on some things.

18 LEGISLATOR FORD: With all the
19 stops that we make, so it's the data that you
20 have within this report? The percentage of
21 how many people were stopped. Who they were.
22 Men. Women. Whether or not it was Black
23 Hispanic, White or Asian whatever. Correct?

24 COMMISSIONER RYDER: Correct.

25 LEGISLATOR FORD: You were saying

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2 these three. I know that we now -- the
3 officers do give -- if I get stopped and I'm
4 now issued a ticket, maybe my rear light is
5 out or whatever it is or went through a stop
6 sign, the officer actually gives a printed
7 computer statement or something, whatever,
8 almost like a receipt, right, to let me know
9 why I was stopped? Do they do it like just
10 if, if they just -- if they don't issue a
11 ticket do they also give that person a reason
12 why they were stopped even though they were
13 not given a ticket?

14 COMMISSIONER RYDER: Every
15 officer when they go up to the car in that
16 their camera is recording they will announce
17 who they are, the reason for their stop and
18 ask for their ID. If they choose to give a
19 warning that person will get it. If that
20 person feels that this officer was
21 disrespectful, not only will the camera show
22 the interaction but the car is GPS'd. So the
23 GPS will show that that car was there at that
24 date and time. So they say I was stopped on
25 Smith Street. Cop never gave me his name and

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2 I don't know what the car number was. Okay.
3 What time was it? 1:30. We bring up the GPS
4 of the car. This is the car that stopped. It
5 was 1:03. We bring up the camera. Here he is
6 announcing who he is or he didn't. Then we
7 have a problem.

8 LEGISLATOR FORD: You only give
9 that receipt when somebody -- if they get a
10 ticket they're given the reason why they were
11 given that ticket?

12 COMMISSIONER RYDER: That's
13 right.

14 LEGISLATOR FORD: Legislator
15 Ferretti you had a question?

16 LEGISLATOR FERRETTI:
17 Commissioner, how are you doing? Thank you
18 for your presentation. Thank you to you, your
19 men and women in blue for everything you do
20 always. Thank you.

21 My question is, one of my
22 questions, has to deal with what Legislator
23 Ford was kind of just talking about. The
24 tiered response that's been implemented
25 through this reform plan. My understanding is

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2 that you have three tiers. Tier one would be
3 information to the community about mental
4 health programs, call centers, etcetera,
5 right?

6 COMMISSIONER RYDER: Correct.

7 LEGISLATOR FERRETTI: Tier two
8 would be where the 911 operator asks if
9 there's danger, the complainant hurting
10 themselves, right? Is the person violent or
11 aggressive?

12 COMMISSIONER RYDER: Right.

13 LEGISLATOR FERRETTI: And if the
14 answer to those are no then a mobile crisis
15 team goes out?

16 COMMISSIONER RYDER: No. If
17 we're in a tier two situation it's is a dual
18 response.

19 LEGISLATOR FERRETTI: So tier
20 three would be a police response?

21 COMMISSIONER RYDER: Correct.

22 LEGISLATOR FERRETTI: Without
23 the --

24 COMMISSIONER RYDER: We notified
25 them. When they get there they get there.

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2 But we're not waiting because there's a
3 potential injury to themselves or others.

4 LEGISLATOR FERRETTI: Going back
5 to the tragedy a couple of days ago in the
6 city, the unfortunate murders of officers
7 Rivera and Mora. If that phone call came into
8 the Nassau County 911 operator who would have
9 been dispatched?

10 COMMISSIONER RYDER: Police.

11 LEGISLATOR FERRETTI: Without the
12 mobile crisis team?

13 COMMISSIONER RYDER: Without
14 mobile crisis. That was a domestic.
15 Domestic are handled by police not mobile
16 crisis. Mobile crisis is only for mental
17 health crisis.

18 LEGISLATOR FERRETTI: My
19 understanding is that the reform plan requires
20 the Nassau County Police Department to
21 evaluate the tiered response. Has that
22 evaluation -- is that ongoing? Has it been
23 conducted?

24 COMMISSIONER RYDER: It's ongoing
25 because, as I said, we didn't really get

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2 started until November. We had some bumps in
3 November. And December we started running
4 seamless. We had 108 responses by mobile
5 crisis as a dual response or a transfer over.
6 We're gathering all that data going forward.
7 Obviously in one month there's no data to
8 really analyze.

9 LEGISLATOR FERRETTI: In the
10 situation in the city a couple of days ago I
11 think you said that -- correct me if I'm
12 wrong -- when the 911 call went in they said
13 that there was no weapon on the scene?

14 COMMISSIONER RYDER: My
15 understanding is that the question wasn't
16 asked is there a weapon at the residence. I
17 don't know if the individual would have
18 answered it yes or no anyhow.

19 LEGISLATOR FERRETTI: Would it
20 have mattered?

21 COMMISSIONER RYDER: It's a
22 heightened alert. Again, I'm not going to
23 comment on it. It's just a response. It's
24 always nice to know if someone will tell
25 you -- many domestics we go to they'll be

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2 yeah, there's a hunting rifle in the house.
3 We want to know that. And many times, if
4 we've been there before, that's already
5 recorded in our 911 system. So it will say
6 you've been to that house five times for
7 aggressiveness and whatever, we know what
8 we're getting ourselves into.

9 LEGISLATOR FERRETTI: But in
10 terms of who's dispatched to the scene, would
11 it have an affect on which tier the call will
12 fall into just because there's a weapon at the
13 scene? Let's say there's a hunting rifle at
14 the scene but there's a determination made
15 that there's no danger of the complainant
16 hurting themselves or violent act, etcetera
17 but they do say when you ask them is there a
18 weapon at the scene, yes, I have a hunting
19 rifle. Is there still a chance that the
20 police will not be dispatched to that call?

21 COMMISSIONER RYDER: No.

22 LEGISLATOR FERRETTI: So, a
23 police officer will be dispatched because
24 there's a weapon present?

25 COMMISSIONER RYDER: No, because

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2 it's a domestic. We handle domestics. If the
3 call came in from mental health call and they
4 said there was a weapon we're going. If
5 there's violence we're going.

6 LEGISLATOR FERRETTI: I'm not
7 talking about just domestic, just in general
8 now. Forget about the case from the city. If
9 a call comes in where it's determined that
10 there's a mental crisis unit needed and it
11 would possibly fit into tier one, you know
12 what I'm saying, where the police wouldn't
13 necessarily be sent out, but then you're told
14 there is a weapon at the scene.

15 COMMISSIONER RYDER: We're going.

16 LEGISLATOR FERRETTI: That's an
17 automatic?

18 COMMISSIONER RYDER: No matter
19 what we're going.

20 LEGISLATOR FERRETTI: My last
21 question, I want to make sure I'm reading the
22 chart right. In '21 there were 10,272 total
23 arrests?

24 COMMISSIONER RYDER: That's
25 correct.

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2 LEGISLATOR FERRETTI: Do you have
3 the numbers in terms of -- out of those 10,272
4 how many were released with an appearance
5 ticket under the new bail reform plan?

6 COMMISSIONER RYDER: Yes. I can
7 give you -- this number will be a little
8 higher because we include our villages. So,
9 11,005 arrests. Let's use that number right
10 now. When it comes to bail reform they were
11 released on cashless bail 4,043 times.
12 Released at arraignment with no bail that
13 was -- we get them to the courts the courts
14 let them go with no bail -- 2,237 times. And
15 released by the judge 3,419 times. So out of
16 that 11,000, 9,699 people were released
17 without bail.

18 LEGISLATOR FERRETTI: What's that
19 last number again? I think you did the math
20 for me for.

21 COMMISSIONER RYDER: 9,699.

22 LEGISLATOR FERRETTI: So roughly
23 1300 were held on bail?

24 COMMISSIONER RYDER: Okay. Yes.

25 LEGISLATOR FERRETTI: Out of

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2 11,000?

3 COMMISSIONER RYDER: That's
4 correct.

5 LEGISLATOR FERRETTI: Thank you.

6 LEGISLATOR FORD: Legislator
7 Rhoads.

8 LEGISLATOR RHOADS: Hi
9 Commissioner. Again, thank you so much for
10 your presentation and the outstanding work you
11 and your department does on a daily basis.
12 Just as a follow up to that, do you keep those
13 statistics in comparison to statistics from
14 before bail reform? In other words, are you
15 able to articulate, and if not today are you
16 able to get us, if 1300 were actually held on
17 bail out of 11,000 arrests what is that by
18 percentage in comparison to what existed
19 before bail reform?

20 COMMISSIONER RYDER: I'm going to
21 say of course we can get it because the data
22 exists somewhere. It's not going to be an
23 easy task because we didn't collect it -- we
24 didn't look at it that way. I know how many
25 appearance tickets I give at the station

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2 house. But when they go to arraignment that's
3 kept by the courts. So now I have to rely on
4 the courts to have kept that record. Again,
5 that data exists. It's a task to get it.

6 LEGISLATOR RHOADS: I didn't know
7 if for comparison purposes alone if the
8 department actually -- or I guess the answer
9 is no but you can get it.

10 COMMISSIONER RYDER: Correct.

11 LEGISLATOR RHOADS: Of the 9,000
12 and change, 9,900 I believe you said it was.

13 COMMISSIONER RYDER: 9,699.

14 LEGISLATOR RHOADS: Of the 9699
15 how many re-arrests were there?

16 COMMISSIONER RYDER: 1,111. And
17 694 became warrants.

18 LEGISLATOR RHOADS: And the
19 warrants are based upon nonappearance in
20 court?

21 COMMISSIONER RYDER: Yes.

22 LEGISLATOR RHOADS: My
23 understanding of the law is that first they
24 have to be given a warning by court personnel
25 that they didn't show up at their court

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2 appearance?

3 COMMISSIONER RYDER: If you miss
4 your court you get phone call that says you
5 missed your court date. We need to reschedule
6 your court date and they reschedule your court
7 date.

8 LEGISLATOR RHOADS: So the 694
9 would be the people that received that phone
10 call, didn't show up at their second
11 appearance and a warrant was issued?

12 COMMISSIONER RYDER: For the most
13 part, yes.

14 LEGISLATOR RHOADS: Getting back
15 to the police reform proposal. I believe part
16 of the proposal was community contact and
17 resident surveys. Were there surveys done in
18 individual communities? Or were you in the
19 process of doing that?

20 COMMISSIONER RYDER: I'm sorry,
21 what?

22 LEGISLATOR RHOADS: My
23 understanding is the police department was
24 required to conduct surveys of communities,
25 victims and complaints. Are we doing that

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2 through our community outreach or are there
3 physical surveys that are being done?

4 COMMISSIONER RYDER: There's no
5 physical surveys being done but we are going
6 out and speaking to our public, yes.

7 LEGISLATOR RHOADS: Thank you.

8 LEGISLATOR FORD: Legislator
9 Solages.

10 LEGISLATOR SOLAGES: Good morning
11 Commissioner. How are you doing? I want to
12 thank the chairwoman for allowing me to speak
13 today. Legislator Bynoe could not be here for
14 personal reasons, family reasons but she asked
15 me to sub in.

16 First, I would like to send my
17 condolences to the entire law enforcement
18 family for the regrettable, unfortunate
19 passing, killing of two police officers.
20 Young police officers. Whether someone has to
21 has to change the world by being a nurse, a
22 teacher or a police officer we've lost two
23 young people and it's a very sad day for all
24 of us. So my condolences to the entire law
25 enforcement family. Just being a son of a

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2 police officer that was my ultimate fear every
3 night when he went to work.

4 I have questions. I have certain
5 questions I don't believe that are appropriate
6 now that I will send to you and I would like
7 to have a written response. But there are
8 appropriate questions now that are appropriate
9 to ask.

10 We're here today because in April
11 we had a very important meeting here at the
12 legislature where the governor's plan to
13 reform our law enforcement was up for
14 consideration and we had a very lively crowd
15 here. Very robust crowd. I've been here for
16 several terms and that was one of the key days
17 I remember. Many people were here. They
18 wanted to be heard. They were talking about
19 recruitment, diversity, improving
20 interactions, need for independent oversight.

21 My question is, how have you
22 engaged community? What have you learned?
23 What input did you receive and how will you
24 input that information into policy?

25 COMMISSIONER RYDER: So, I gave

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2 those numbers before. Part of engaging is our
3 park, walk and talk program. We did over
4 2,218 visits. Our IP, houses of worship
5 31,305. Where are we going to recruit more
6 that we would like to get from the community
7 obviously is from our houses of worship,
8 right? Our IP visits at schools 20,298.
9 Interacting with the kids. Doing
10 recruitment. Showing the good side of law
11 enforcement. See that we're the good guys.
12 Let's help you out. Let's be a partner here.
13 And then obviously a total of 55,000 visits
14 throughout.

15 Our YAC, which was part of the
16 reform, our young adult counsels, we did over
17 77 meetings last year and that's pretty good
18 considering COVID. That brought these young
19 adults in together. 201 applicants that have
20 been input into our mentoring program. I gave
21 you the example of one I know personally.

22 Prerecruitment already is 11,882.
23 People signed up. Recruitment events 216.
24 They were all done either at the community
25 college or at the community parks and we did

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2 one down in Elmont with -- I forget the
3 group. 260 events.

4 LEGISLATOR SOLAGES: Men of
5 Elmont.

6 COMMISSIONER RYDER: And we did a
7 program down there. Outreach and diversity we
8 did another 262. So, we have been reaching
9 out to the community. We've been doing a lot
10 of positive interaction both with the young,
11 middle age and older kids.

12 LEGISLATOR SOLAGES: What are the
13 main things you've heard? What do people
14 want? Especially in minority communities what
15 do they want with their interactions with law
16 enforcement?

17 COMMISSIONER RYDER: It's good
18 and they'd like to see things improve. We've
19 all seen the tape of the Men of Elmont and we
20 listened to that. That is part of our
21 training. Every officer watches that video.
22 Look, we've had some healthy discussions about
23 it too. It's all for the better.

24 So, the community, for the most
25 part, it wants to make sure there's no crime

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2 and they go about their livelihood. And when
3 we speak to a lot of these kids they want to
4 be police officers and they talk about things
5 like trust and stuff. We get it and we're out
6 there dealing with them and building that
7 trust.

8 LEGISLATOR SOLAGES: Much of my
9 questioning is based upon information on the
10 six-month report. I only received the year
11 report ten minutes before the hearing began.
12 We all did. Forgive me if my questions are
13 only based on the six-month report.

14 As you recall, when we had this
15 hearing in April I asked you questions about
16 numbers from 2017 where the Black male to
17 White male arrest ratio was 5.3 not five, 5.3,
18 who's counting, to one 2017. And similar in
19 '18 and '19.

20 I have these six month numbers here
21 and I appreciate these numbers and I
22 appreciate how you further break it down
23 between Nassau and non-Nassau residents. Kind
24 of makes the comparison a bit more difficult
25 it. But of course these numbers that you

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2 provided here, went from 5.3 to one to now can
3 we say roughly three to one for every arrest
4 you have it's three black males to one white
5 male, is that roughly correct?

6 COMMISSIONER RYDER: I don't have
7 the six month data in front of me. I only
8 have the one year data.

9 LEGISLATOR SOLAGES: You make a
10 distinction between Nassau and non-Nassau
11 residents. Of the non-Nassau residents
12 arrested or stopped what percentage were White
13 and what percentage were Black?

14 COMMISSIONER RYDER: Of the
15 nonresidents that were stopped I don't have
16 that data.

17 LEGISLATOR SOLAGES: Can we try
18 to get that data?

19 COMMISSIONER RYDER: Sure.

20 LEGISLATOR SOLAGES: Is it fair
21 that say that that data would show that the
22 arrest ratio is disproportionate?

23 COMMISSIONER RYDER: I don't
24 understand that question.

25 LEGISLATOR SOLAGES: We haven't

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2 seen the data yet so I guess we can't ask
3 questions about that. But specifically in
4 order to make I guess a fair assessment based
5 on accurate data we would have to break down
6 the information between Nassau residents and
7 non-Nassau residents?

8 COMMISSIONER RYDER: Yeah.
9 Because when you take the number out of the
10 nonresidents you're comparing the ratio of the
11 demographics of Nassau County, ten percent
12 African-American, 18 percent Hispanic. It's
13 actually up to eight percent Asian. So this
14 arrest data being compared to this, if 35
15 percent don't reside in the county my
16 demographic field gets bigger. That changes
17 the number.

18 LEGISLATOR SOLAGES: Understood.
19 But is it fair to say to have a perfect
20 analysis you really need to have a demographic
21 breakdown of every nonresident who comes into
22 the county?

23 COMMISSIONER RYDER: Right. But
24 now we're talking about looking at
25 demographics throughout the state of

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2 New York. I'm making an analogy that if 35
3 percent of the people that I arrested do not
4 reside here they're not part of the county of
5 Nassau and they've been arrested. So they
6 came here to commit some kind of criminal act
7 and they've been arrested.

8 LEGISLATOR SOLAGES: I can't
9 speak for the non-Nassau residents but I can
10 speak for Nassau residents and I can speak for
11 several mothers in my community who call me
12 and tell me that their sons continue to
13 receive lots of tickets, lots of summons.
14 They want answers. In fact, they believe that
15 because their children are receiving the brunt
16 of these summons that they are paying more in
17 court fees and fines and this is a tax.

18 As you know, our country, when you
19 think of the Boston Tea Party, we were founded
20 on us standing up to not being taxed. These
21 individuals in my community, these mothers
22 with children that receive summons as long as
23 from here to there. Let the record reflect
24 about ten feet. They believe that they are
25 paying a Black tax to live in Nassau County.

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2 In addition to the high property taxes.

3 COMMISSIONER RYDER: If you look
4 at the data of 2019 we wrote 242,000. We
5 write half of the summonses now. More than
6 half. We wrote about 104,000 last year. Of
7 that number 37.2 percent went to White. 20.9
8 percent went to African-Americans. I mean,
9 the number is not that far out of whack.

10 LEGISLATOR SOLAGES: The Blacks
11 represent, according to your numbers, is ten
12 percent.

13 COMMISSIONER RYDER: But also 43
14 percent of those are nonresidents driving
15 through our county. Again, comparing that
16 data. Now you're also talking 41 percent are
17 written by the highway department. Our
18 highway guys are up on the LIE and the
19 Seaford-Oyster Bay. Somebody drives by at 100
20 miles an hour I don't care what the race,
21 religion or gender is in that car. They're
22 getting pulled over and they're getting a
23 summons.

24 LEGISLATOR SOLAGES: Rightfully
25 so. I want to ask you questions sir about

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2 staffing and recruitment.

3 COMMISSIONER RYDER: You're good
4 with this one? That was a good answer?

5 LEGISLATOR SOLAGES: I have more
6 follow-up questions. I won't say that I'm
7 satisfied. But in the interest of time I want
8 to jump to another issue please. Thank you
9 very much.

10 Come to the issue of staffing and
11 recruitment E0203, in the six-month report
12 that you provided, it stated that there were
13 3,028 preregistered applicants for the 2022
14 Nassau County Police Department exam. You
15 mentioned before in your previous testimony
16 that that number jumped up in the year report
17 to 11,000. Of that amount how many were Black
18 or African-American?

19 Because Newsday reports that on May
20 27, 2021 Newsday reports that out of the 6,539
21 Black people who tried to take the exam only
22 67 became police officers. That's a very,
23 very low number. Of the 11,000 people who
24 registered for the test how many are Black
25 African-Americans?

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2 COMMISSIONER RYDER: I don't have
3 that number because that's not -- we don't
4 collect that data. That's data that's not
5 proper for us to collect. We don't ask
6 somebody their race when they preregister for
7 an exam. Civil --

8 LEGISLATOR SOLAGES: But in the
9 exams that you have --

10 COMMISSIONER RYDER: Let me
11 finish. Civil service asks that when you
12 register. This is a preregistration. So we
13 give them the early notification to take the
14 test. The number that you're referring to,
15 that 3,700, whatever the number was, that was
16 how many African-Americans had, for the one
17 test in 2018, signed up with us to take it.
18 Only 1100 showed up on the day of the test.
19 And all races, Black, White and Hispanic all
20 failed by half. Leaving me 500 to choose from
21 to become viable applicants. That's what the
22 number is.

23 What Newsday did was they melded
24 two tests together. And they melded two
25 counties together. The number was 67. And if

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2 you look at the number 67, 47 were hired by
3 the Nassau County Police Department.

4 And also cut short the entire list
5 of the new test. They used the number but the
6 test had three and a half more years to go.
7 The last class that we just put in was 38
8 percent minorities into that class. 38
9 percent.

10 My argument all along has been if
11 we prolong the test, and this has nothing to
12 do with skill or ability, I answer a question
13 right you answer it wrong, I don't know how
14 the test is designed. But the fact is, if you
15 last the test out to where we say to the
16 Department of Justice we're going to get to,
17 if we get there we hire more minorities.

18 LEGISLATOR SOLAGES: It's
19 interesting you say how the test is designed.
20 Is there a consent decree?

21 COMMISSIONER RYDER: That's
22 correct.

23 LEGISLATOR SOLAGES: That's in
24 effect?

25 COMMISSIONER RYDER: That's

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2 correct. For the last 40 something years.

3 LEGISLATOR SOLAGES: You would at
4 least say it's reasonable to say that based on
5 the way the test is designed there is a
6 disproportionate effect where Black applicants
7 are not selected?

8 COMMISSIONER RYDER: That's
9 totally not true. If 15,000 White kids take
10 the test and a thousand African-Americans kids
11 take the test there's no way it's going to be
12 a proportionate equal in the hiring process.
13 It's impossible. The math doesn't add up.
14 That was my point. When I had 3700 that
15 preregistered I needed all 3700 to show up.
16 That gives me a better proportionate number.
17 That's how we fix the problem in hiring.
18 Bishop Harvey, I give him credit, he said
19 that. It's the masses. You need to bring
20 more to the table to take the test.

21 LEGISLATOR SOLAGES: Understood.
22 Your subordinate is now your colleague, the
23 commissioner in New York City, Commissioner
24 Sewell, she's a great choice. Currently Mayor
25 Adams is considering a residency requirement

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2 for police officers. Have you considered
3 that? Would that improve the numbers in terms
4 of diversity?

5 COMMISSIONER RYDER: That would
6 kill my numbers. Make it worse. Because we
7 only have ten percent African-Americans living
8 here. If I took ten percent and I took how
9 many people are actually eligible for the test
10 it would be even less. And then how many want
11 to take the test? It would be even less. You
12 got to open the doors. That's why we go to
13 Harlem to recruit. That's why we go to
14 Brooklyn to recruit. That's where our
15 recruitment stub is done to bring the kids to
16 the table.

17 LEGISLATOR SOLAGES: Understood.
18 We have a unique situation here that you
19 served as a police commissioner under the
20 previous county executive and now here you are
21 again under the current county executive Mr.
22 Blakeman. Congratulations. Are there any
23 policy differences you would say that now you
24 are serving under a different administration?

25 COMMISSIONER RYDER: I don't know

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2 what that has to do with reform, but I will
3 tell you our county exec backs our police
4 department, supports law enforcement, supports
5 the fact of law and order in Nassau County and
6 we stand with that and we thank him for it.

7 LEGISLATOR SOLAGES: Understood.

8 Legislator Ferretti asked about bail reform
9 but it is still the case that Nassau County is
10 the safest county of its size in America; is
11 that correct?

12 COMMISSIONER RYDER: For the
13 years 2019 and '20 we were. 2021 comes out in
14 March. '19 and '20 we were. Our crime went
15 up slightly last year in major crime but many
16 of our quality of life and smaller crimes went
17 on the rise last year.

18 LEGISLATOR SOLAGES: In your
19 humble opinion, do you believe that in this
20 coming year will Nassau County still maintain
21 that very honorable distinction honestly.

22 COMMISSIONER RYDER: I'm going to
23 work my butt off to make sure it does.

24 LEGISLATOR SOLAGES: Thank you
25 very much sir. Two more questions. Regarding

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2 restorative justice, has the DA secured
3 funding to hire social workers to engage with
4 the youth? With justice involved in youth?

5 COMMISSIONER RYDER: I saw that
6 today. I honestly don't know the answer. I
7 didn't get a chance to ask her. And it would
8 be under the old administration.

9 LEGISLATOR SOLAGES: And do you
10 plan to continue the PAL programs in Lawrence
11 and Inwood and also Elmont?

12 COMMISSIONER RYDER: 100
13 percent. We've had a great return on that.

14 LEGISLATOR SOLAGES: I have more
15 questions but I would just ask the chair
16 please, respectfully, that because of an issue
17 of this importance that we please meet
18 semi-quarterly not just every six months.

19 And also today, I'm heading to the
20 funeral today, I really wanted to be there
21 already, if we could just try to have
22 semi-quarterly meetings I'd appreciate that.
23 Thank you very much.

24 LEGISLATOR FORD: Legislator
25 Ferretti has a follow up.

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2 COMMISSIONER RYDER: Excuse me.

3 Can I ask? You're asking me to now report
4 quarterly? Is that what we're asking?

5 LEGISLATOR FORD: We'll take into
6 consideration what he wants but we'll discuss
7 this.

8 COMMISSIONER RYDER: Yes. But in
9 the plan we did agree on biannual.

10 LEGISLATOR FORD: Under the plan
11 we did. But what we can do, Legislator
12 Solages, we can also ourselves meet as a group
13 and we can discuss the different issues that
14 we may face. Because, as we know,
15 Commissioner Ryder is willing to respond. I
16 have some questions from people who can't be
17 here. But some of them I'm going to ask. If
18 I hand them to you if you could respond in
19 writing for us. But you don't have to do it
20 today. We have legislators and people in the
21 audience as well. But we will stay on top of
22 this.

23 But we've seen so far some of the
24 improvements that have been made in regard to
25 a lot of the data that's been collected. A

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2 lot of the information that we've been given.
3 Language access. I believe you're moving in
4 the right direction.

5 LEGISLATOR FERRETTI: Just
6 following up on some of the questions my
7 colleague Legislator Solages brought up. In
8 terms of summonses, which community received
9 the most summonses in 2021?

10 COMMISSIONER RYDER: Summons data
11 the number one community was Massapequa.
12 Number two is Levittown. Number three was
13 Hicksville. Number four was Jericho. Number
14 five is Plainview.

15 LEGISLATOR FERRETTI: You can
16 stop. I was going just for number one and
17 number two. So number one and number two
18 are?

19 COMMISSIONER RYDER: Massapequa
20 and Levittown.

21 LEGISLATOR FERRETTI: In terms of
22 bail reform and when we talk about the safest
23 community in the country, I think you said
24 that was '19 and '20, two years combined?

25 COMMISSIONER RYDER: We received

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2 it 2019, 2020. 2021's report comes out in
3 March.

4 LEGISLATOR FERRETTI: When did
5 bail reform go into effect?

6 COMMISSIONER RYDER: 2020.
7 January of 2020.

8 LEGISLATOR FERRETTI: I'm sorry,
9 I missed the last part.

10 COMMISSIONER RYDER: January
11 2020.

12 LEGISLATOR FERRETTI: So, we
13 don't know yet in terms of 2021 who's
14 identified as the safest community in the
15 country?

16 COMMISSIONER RYDER: That's
17 correct.

18 LEGISLATOR FORD: Legislator
19 Pilip.

20 LEGISLATOR PILIP: Commissioner,
21 I would like to thank you and all the officers
22 for the hard work to make sure we have a safe
23 community. I think it's a great start. There
24 is no doubt there's more work to do in the
25 future. But the idea is to come together and

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2 see how we can approve a lot of issues. I
3 would love to see more African-Americans join
4 the Nassau police and we have to encourage.
5 Maybe you can come up with great ideas to
6 encourage more kids to take the test. If they
7 are not joining or coming to take the test no
8 way we can have a higher number of police
9 officers. So, I think we can come and maybe
10 be more creative and to encourage more of
11 those kids to join the Nassau police. But
12 thank you so much for your hard work.

13 COMMISSIONER RYDER: Thank you.

14 LEGISLATOR FORD: Thank you
15 Commissioner. I just want to do a couple of
16 follow-ups. I know that Legislator Solages
17 about the residency. I know that one of the
18 issues we have with the jail, with our
19 correction officers, is trying to get enough
20 candidates to take the test and pass and
21 become correction officers. One of the
22 drawbacks we had over the years was that they
23 were required to be Nassau County residents.
24 And we actually have submitted requests to
25 allow us to hire from outside of Nassau County

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2 so that we have a greater pool of people.

3 I support you in that. I
4 understand what Mayor Adams wants to do. But
5 New York City is a lot bigger than Nassau
6 County. The fact is that you can go to other
7 parts of the city and give people an
8 opportunity to work here and even live here.

9 Legislator Solages did touch on the
10 PAL, which we are all a big supporter of. I
11 know that one of the ideas that you had -- you
12 may be doing this already -- with the academy
13 because you have the gym and like basketball
14 courts and things like that and your dream was
15 to maybe have a lot of the local youth
16 organizations come in. Are you doing that now
17 or because of COVID you can't.

18 COMMISSIONER RYDER: We've been
19 up and running on that. As a matter of fact,
20 I've got a meeting because we've overbooked
21 ourselves. Every night that academy is being
22 used. Eddie Phillips, who runs our Uniondale,
23 and we assigned another PAL officer to the
24 academy just for that function, that's how
25 involved it's gotten already.

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2 Gym space is always a hot item.
3 And the PAL has Hicksville. But the kids from
4 Uniondale and Roosevelt can't get to
5 Hicksville. There's no bus that takes you
6 there. So let's bring them right up the
7 street. Bring them into the academy.

8 We did the Jo Jo Wright tournament
9 there. Eddie Phillips just announced a new
10 tournament. He's calling it the West End
11 tournament. So now we can have Elmont,
12 Roosevelt, Uniondale play in that tournament.
13 Then find the west end against the east end
14 and form a tournament. So, some good ideas
15 coming out of it.

16 And we overbooked ourselves. I had
17 to cancel for a graduation we're doing in two
18 weeks and he's like you're bumping me off the
19 court. Ed, I apologize but I need the
20 building.

21 LEGISLATOR FORD: In respect to
22 recruitment, and I know when we talked about
23 trying to get these young people to be
24 interested in joining the police force, and I
25 know with the mentor program you can help, but

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2 I know that sometimes, and I think it was -- I
3 saw a video, might have been last year or the
4 year before, a lot of women police officers
5 from Nassau County. I know that then County
6 Executive Laura Curran was on it. They were
7 talking about some of the hurdles. So that to
8 maybe prepare the candidates to be able to
9 know what's on the physical.

10 I know that like when my sons went
11 for their fire department in New York City
12 tests they could go for these tutorials where
13 they learned what would be on the written part
14 of the test so that they could practice for
15 it. And it was offered to all of the
16 candidates in New York City that were taking
17 the test.

18 But even for the physical, a lot of
19 times they get like so they're aware of what's
20 going on to be the physical so that they know
21 if they have to lift 50 pounds or run ten
22 miles or whatever it is. That might be
23 something that -- are we looking at that to
24 sort of like provide these types of training
25 sessions, free training sessions, like if

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2 somebody wants to do it they're better
3 prepared for taking the test?

4 COMMISSIONER RYDER: Already done
5 in the mentoring program. And when we notify
6 you now to take the physical we notify you
7 that you can reach out to one of the groups
8 there and they will provide that training to
9 make sure that you're prepared to take that
10 test with the best ability. And in the next
11 group it's going to be all of a different
12 process because we're going to offer test
13 taking, as best way you can put it, test
14 taking techniques before the exam to help kids
15 out.

16 LEGISLATOR FORD: Perfect. Thank
17 you. Legislator Mule.

18 LEGISLATOR MULE: Thank you Madam
19 Chair. Actually my first question is to you.
20 I'd like some clarification. The topic today
21 was supposed to be our police reform. But
22 there were quite a number of questions asked
23 about bail reform. And then when Legislator
24 Solages asked a question off topic there
25 seemed to be a problem. What are we doing

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2 here?

3 LEGISLATOR FORD: I don't
4 understand. What topic did he bring up that
5 he wasn't allowed to ask?

6 LEGISLATOR MULE: Honestly, I
7 can't even remember what it was.

8 LEGISLATOR FORD: I didn't stop
9 him from asking a question. Right?

10 LEGISLATOR SOLAGES: I'm just
11 here to assist. I don't know what question
12 was not answered.

13 LEGISLATOR MULE: It's okay if we
14 ask questions that are a little bit off
15 topic?

16 LEGISLATOR FORD: Just slightly
17 off topic. The impact of police reform maybe
18 with bail reform with the officers answering a
19 number of calls and the repeats and stuff like
20 that. But we're trying to stay on like
21 looking to see how we are moving forward with
22 bail reform. But I'm sorry that you
23 misunderstood something because I was not here
24 to censure anyone.

25 LEGISLATOR MULE: You do not.

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2 LEGISLATOR SOLAGES: Nor do I
3 feel censured.

4 LEGISLATOR MULE: Hello
5 Commissioner. And, as always, thank you for a
6 wonderful presentation and this is great
7 information for all of us to have. My focus
8 is primarily going to be on the mobile crisis
9 units. But I do have a couple of questions
10 prior to that.

11 So, regarding the questions that my
12 colleagues asked with regard to body cameras,
13 and I'm 100 percent in favor of this program,
14 I'm so pleased that it's been implemented, but
15 my question is, do we know that the cameras
16 are always turned on when police go out and
17 interact with people? What I'm trying to find
18 out is, is there a way of circumventing that?

19 COMMISSIONER RYDER: There's no
20 way to circumvent it and there's no way to
21 manipulate it. An original is an original. I
22 record it. It's in here. I, the cop, can't
23 go in and change it. Can't do it.

24 LEGISLATOR MULE: But you
25 couldn't decide not to turn it on?

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2 COMMISSIONER RYDER: I'll get
3 there. When you dock it, boom, it's
4 uploaded. Afterwards, the original is always
5 saved. If we need to blur out a face because
6 of a young child or a sex victim we do that.
7 Defense counsel gets it because that's part of
8 discovery. But we don't want that getting out
9 in the wrong way. But the original stays in
10 its form. Never changes. Can't touch it.

11 I don't know what I don't know.
12 I'll be honest with you. So if I stop a car
13 today and I don't turn on my camera and I
14 address the person and I don't give him a
15 ticket and I let him go, he don't complain
16 there's no way to tell that he didn't turn it
17 on.

18 But what we do know is when we go
19 back and that person does make a complaint and
20 there is no video now he's got to answer.
21 He's going to be disciplined. Why didn't you
22 turn the camera on?

23 Look, the fact that he said look, I
24 just saw this thing. I wanted to stop and
25 give him a warning. Yeah, but the person made

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2 a complaint. So now it's shame on you. You
3 should have turned your camera on. They know
4 that any interaction with the public they must
5 turn the camera on.

6 There is flexibility when you're
7 there and the camera's on and you need to
8 speak to the supervisor, step away from the
9 defendant. You can turn the camera off.
10 That's a private conversation. Doesn't get
11 recorded. But then when you go back and
12 you're interacting with the subject or the
13 public or the domestic victim the camera's got
14 to be on.

15 LEGISLATOR MULE: Thank you.
16 That gives me some reassurance because that
17 makes sense.

18 COMMISSIONER RYDER: 100 percent.

19 LEGISLATOR MULE: Now, I'm going
20 to mobile crisis and questions about that.
21 So, it's my understanding that the mobile
22 crisis unit is a contracted entity. Is that
23 correct? That's how it has been done in the
24 past?

25 COMMISSIONER RYDER: I believe

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2 yes.

3 LEGISLATOR MULE: It's not an
4 official Department of Nassau County for
5 instance?

6 COMMISSIONER RYDER: I can't
7 answer. I really don't know the answer. I
8 believe they are contracted. But they don't
9 answer to the police department, let's put it
10 that way.

11 LEGISLATOR MULE: If I'm
12 remembering correctly, the additional funding
13 did come from the county to hire the
14 additional social workers?

15 COMMISSIONER RYDER: I'm going to
16 say I think so, you're right. I don't think
17 it came from a grant. I think it did come
18 from the county.

19 LEGISLATOR MULE: Do you know
20 under the police reform plan how many extra
21 social workers were supposed to be hired?

22 COMMISSIONER RYDER: I believe it
23 was 12 and I think they have ten in-house. I
24 think they had problem hiring 12.

25 LEGISLATOR MULE: So it should be

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2 a total of 12 not 12 extra, is that what
3 you're saying?

4 COMMISSIONER RYDER: No, no. I
5 think it's 12 additional.

6 LEGISLATOR MULE: Do you know
7 what they started with?

8 COMMISSIONER RYDER: I don't
9 know. I'm not in that end of it.

10 LEGISLATOR MULE: You said that
11 they are going out to four different
12 stations?

13 COMMISSIONER RYDER: In one place
14 they're actually located in the police station
15 house. Another one they're located in the
16 public safety building. Then there's two
17 other county buildings that they're using.
18 It's whatever strategically works out. To be
19 honest with you, most of the time they're on
20 the road. They're busy. And they're going to
21 their normal client visits that they make and
22 then they come back. But if we call, if
23 there's nobody in the office, it goes directly
24 to a call phone.

25 LEGISLATOR MULE: Getting back to

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2 the three tier response because I heard it a
3 little different than Legislator Ferretti
4 did. The first tier, do police go to that or
5 is that just mobile crisis that goes to that?

6 COMMISSIONER RYDER: That first
7 tier is determined by the communication
8 operator. She receives the phone call. Hi.
9 My name is Johnny. I'm feeling a little
10 depressed today. I need to speak to
11 somebody. If you'd like John, where going to
12 connect you -- and they ask a couple of
13 questions -- we'll connect you with mobile
14 crisis. We stay on the line. We don't
15 disconnect and push it.

16 So, we stay on the line. Mobile
17 crisis answers. Hi. I got John on the
18 phone. He'd like to talk to somebody. Who is
19 this? Johnny Smith. Oh, John, from Maple
20 Avenue? Yes. How are you today John? Good.
21 I didn't take my medicine today. Okay.

22 They'll turn around and go we know
23 John Smith. He's a regular with us. We'll
24 take care of it. Okay, great. Thank you.
25 There's no threat, no suicide. No harming

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2 nobody. No weapons. We know the history from
3 the calls because 911 tells us boom, that they
4 got it.

5 The second thing is John is
6 threatening to kill himself, that's a dual
7 response. If John is causing damage to
8 something in the house that's a dual response
9 but police priority. If John is threatening
10 to hurt somebody that's police priority with a
11 notification to MCT.

12 LEGISLATOR MULE: I understand.
13 So this is a change in culture in essence that
14 the police department is incorporating that
15 there's this mental health aspect that is
16 separate. Whereas, police were frequently
17 called to answer to mental health situations
18 on their own without the help of social
19 workers. How is that going? Do you think
20 it's being accepted as the way to go or is
21 there any resistance or is there anything that
22 needs to change to make that a smoother
23 transition? What do you think?

24 COMMISSIONER RYDER: I go back to
25 that response, you don't know what you don't

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2 know. The first tier, cop didn't know he was
3 getting called because it didn't go that way.
4 The second tier, the dual response, we're 99.9
5 percent always going to be the first one on
6 the scene because they're not responding in
7 lights and sirens. They're coming as a
8 response. When they get there we've worked
9 with them several times with our ESU guys
10 there. And many times they've said to the ESU
11 you take this. We know him.

12 So we're learning from one each
13 other 100 percent. There's no environment
14 that they're controlling that's going to allow
15 someone to get hurt because it's a dual
16 response. We're there.

17 If we make the decision and we
18 override them because of a safety issue we can
19 argue about it later. But we get the
20 individual to the hospital.

21 But the discussion has been very
22 good working between the two. Our ESU
23 sergeant Favor and sergeant Papa they said
24 it's been no problems and our cops are fine
25 with it. Our cops don't want to spend their

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2 time in the hospital. They want to be out on
3 patrol. They're okay with it too but they
4 also want to make sure that everybody is safe
5 before we make that decision.

6 LEGISLATOR MULE: Are you
7 finding -- this is an opinion question -- that
8 we're getting better outcomes, worse outcomes
9 same outcomes?

10 COMMISSIONER RYDER: I don't
11 know. I don't know because it's only one
12 month into it. The data's just too small.

13 LEGISLATOR MULE: That's fair
14 enough. So, now this is slightly off topic.
15 So, there have been several major arrests with
16 regards to guns being seized. I think we can
17 all agree we want guns off the streets. Are
18 there any plans to do anything like gun buy
19 backs or moving forward to try to get even
20 more guns off the streets?

21 COMMISSIONER RYDER: We did a gun
22 buy back. We always try to do one around
23 Thanksgiving. Give some people some holiday
24 money. Get those guns off the street. We try
25 to do them twice a year now because you get

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2 the return. Our gun suppression team is out
3 there doing proactive interviews. We're now
4 working with the district attorney. She's
5 going to announce her own gun program for it.

6 So, the good news about all of
7 these gun arrests they were made before a
8 crime occurred. Meaning a shooting or
9 anything like that. We've made other arrests
10 but many of the guns that we've seen and we
11 showed you and in press conferences have been
12 done. It's the preventive work that's being
13 done. Again, you see the numbers are changing
14 on the stops and so forth. And it's just good
15 police work. And they're wearing body
16 cameras. The body cameras have not hurt their
17 approach to policing.

18 Thank God we've been lucky. There
19 was a sentence today for a man, Costas was his
20 name, he was stopped on a routine -- the car
21 stopped, right, and the individual got out and
22 ran. Chased by our police. We almost had a
23 blue on blue shooting in Hempstead. The
24 individual fired and emptied his entire gun at
25 the officer. After dropping the first gun he

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2 pulled a second gun out, fired and one of the
3 officers testified that the bullet whizzed by
4 his head. He heard it go by his head. That's
5 how close it was to coming. We arrested him.
6 No incident. Nobody fired a round.

7 By the way, nobody's asked it, but
8 we haven't fired our guns in over two years in
9 Nassau County. A year and a half. We have
10 very well disciplined police officers that are
11 out there doing good work.

12 It is getting dangerous more than
13 it every has because those guns are in the
14 hands of people that don't have them because
15 their own safety. We're concerned about it
16 but we're doing everything we can to keep them
17 off the street.

18 LEGISLATOR MULE: I agree. Guns
19 need to get off the streets for sure. Then my
20 final question is, where do you think the
21 department needs to improve at this point?
22 You've given us all kinds of great
23 information, terrific successes. Where do you
24 think it needs to go?

25 COMMISSIONER RYDER: I think we

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2 need to stay the course. I think the
3 reform -- look, nobody likes change. We
4 addressed it. We embraced it. A lot of
5 things we were doing we knew to do it better.
6 We listened to our community. We made changes
7 in a lot of things. We're staying the
8 course. We're getting a good return. Let's
9 see what the next six months shows. If it
10 starts to go off the charts a little bit then
11 we got to get it back.

12 But the training that we're doing,
13 bringing the outside agencies in to speak to
14 our police officers is a good thing. The
15 equipment that we give them. The tasers.
16 Before reform the Hempstead Police Department
17 didn't have tasers. Now they have tasers.

18 Again, it's a nonlethal
19 de-escalation tool that helps us. Teaching
20 them verbal judo. Interaction. Getting more
21 training. Kudos to the SOA and the DAI have
22 given us more training days to bring their
23 members in and train them. We all agree to
24 get a better product you have to invest into
25 that product and training is one of them. And

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2 that new academy has been a God send. Thank
3 you to all of you.

4 LEGISLATOR MULE: Beautiful
5 facility. Only for the good. But thank you
6 Commissioner. Appreciate it.

7 LEGISLATOR FORD: We have public
8 comment but I'm just going to read for the
9 benefit of the people who sent in emails I'm
10 just going to read their emails. Then I'm
11 going to hand them to you and if you could
12 respond next week in writing. How's that?

13 COMMISSIONER RYDER: No problem.

14 LEGISLATOR FORD: Because some of
15 them are long questions. It's very involved.
16 But I do want to recognize the people who took
17 the time to send something in.

18 The first is from Daniel McElroy.
19 He asked would the commissioner be willing to
20 establish a use of force continuum and train
21 all officers to use it in the field as defined
22 and explained the People's Plan?

23 In the case of deadly force, this
24 includes requiring officers to exhaust all
25 alternatives, including nonlethal and less

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2 lethal strategies, before resorting to use of
3 firearm or other deadly force as well as
4 require warnings prior to the use of firearm.

5 I might add, like you just said,
6 they haven't discharged their firearms in the
7 past year and a half.

8 As per the definition of force in
9 Nassau County Police Department use of force
10 reporting and findings there's only a
11 distinction between force and deadly force.
12 Such a definition of the use of force
13 continuum would begin with expressly
14 stipulating that the deprivation of an
15 individual's liberty to continue on their way
16 during a police inquiry constitutes the use of
17 force as the police represent the awesome
18 power of the state.

19 Second question. Can the
20 commissioner ensure that the guiding values of
21 the Nassau County Police Department shall be
22 those principles set forth, as well as the
23 paramount objective of reverence for the
24 sanctity of human life as described in police
25 reform E0203 cosigned by then County Executive

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2 Laura Curran and, of course, Patrick Ryder and
3 be explicitly written into police regulation?

4 Third. While there are definitions
5 in Nassau County Police Department Use of
6 Force Reporting and Findings describing force,
7 can the commissioner ensure the creation of a
8 clear policy and minimal reliance on force,
9 alternatives to forces, factors to consider in
10 use of force, drawing and pointing firearms,
11 duty to render medical assistance and duty to
12 intervene? Can such a policy be explicitly
13 written into police regulation?

14 You'll be getting this.

15 The second one is from Erin
16 Curley.

17 I'm reaching out ahead of Nassau
18 County Police Commissioner Ryder's hearing
19 happening tomorrow. She is unable to attend
20 in person because it's inaccessible and also
21 in the case of COVID.

22 Related to the People's Plan,
23 suggestions to the county's police reform, in
24 her opinion, there has been zero
25 implementation of language access within the

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2 NCPD. This is necessary because to promote
3 public safety information must be accessible.
4 How has our county created a home for
5 non-English speakers? It's clear there is no
6 county, I guess incentive, towards this issue,
7 as it's been close to a year since the people
8 have made it clear within the People's Plan we
9 need language inclusivity.

10 The second example of NCPD and the
11 county overall's inability to assist residents
12 of Nassau is the failure to produce
13 documentation for the FOIA request Newsday
14 made. This is vital FOIA as it is related to
15 the NCPD's failure to protect people
16 particularly individuals who have experienced
17 domestic violence or intimate partner
18 violence. A horrific example of this is the
19 life of Jo'Anna Bird and the failure of NCPD
20 to assist.

21 Her feelings is it's not the first
22 time that you failed.

23 You will get this and respond to
24 certain questions in writing.

25 The other is from Marianna

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2 Hoitt-Lange.

3 The Nassau County Police Department
4 says it's concerned about public trust and
5 transparency and yet it is engaged in two FOIL
6 lawsuits with both Newsday and the NYCLU over
7 police disciplinary records, use of force
8 documentation and field stop data.

9 And her question is, why is the
10 Nassau County Police Department so afraid of
11 transparency? You will also get that as well.

12 The other came from Maria Ceraulo.
13 Since more members for mobile crisis teams
14 have been hired, how many fewer mental health
15 calls have police responded to? Has there
16 been any progress setting up community
17 stabilization centers?

18 With the state awash in money, is
19 there a strong commitment to developing them?
20 What additional de-escalation training has
21 been provided for police and correction
22 officers? Have you utilized impacted people
23 in planning your response? Are there plans to
24 utilize paid peers in response to these
25 calls?

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2 These are all like something that
3 you can -- I ask that maybe you respond, send
4 them to us and then we will send them out to
5 the persons or the residents who requested
6 them. So now we will go for public comment.
7 I just want to remind everybody that we have
8 gone back to our old days. So it's three
9 minutes of public comment. So I will ask
10 Susan Gottehrer to please come up.

11 MS. GOTTEHRER: Thank you. I'm
12 just a little thrown off. Also very grateful
13 that you're allowing us to ask questions after
14 the police commissioner. So, I don't know if
15 this is going to be a give and take because
16 we're used to doing comments beforehand.

17 LEGISLATOR FORD: You would ask
18 us the questions and then we would pose them
19 so they would come through us.

20 MS. GOTTEHRER: So I'll sort of
21 give you things in a bucket. My name is Susan
22 Gottehrer. I'm the director of the Nassau
23 County New York Civil Liberties Union. I'm
24 with Long Island United and LIAFA. I think
25 everybody's familiar with me.

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2 Hello, Commissioner Ryder. So
3 happy for you to be here. I just want to put
4 it on everybody's radar that the biggest issue
5 that we were concerned about was
6 accountability and transparency. And after
7 the police reform plan was published and
8 sealed the attorney general came out and said
9 that there were not enough accountability
10 measures in here. There is no independent
11 oversight of the investigation process. I
12 think we're all aware of those things. The
13 Jo'Anna Bird story. I'm sure that's going to
14 be raised.

15 But I want to put it on everybody's
16 radar also that the New York Civil Liberties
17 Union FOIL is still outstanding and the Nassau
18 County Police Department is digging in their
19 heels on disciplinary records. But not only
20 disciplinary records, they're digging in their
21 heels on use of force information, that was
22 very carefully described in the FOIL, and also
23 field stop information. So I just want to put
24 that on everybody's radar.

25 The other piece is when it comes to

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2 data it's really easy to say things about data
3 that -- so my question is, does the police
4 commissioner have a response on the FOILs?

5 The other question that I have is
6 about the Stat Act. We had asked for lower
7 level offenses. We're concerned with
8 disorderly conduct. We're concerned with
9 obstructing justice. We're concerned with the
10 three low level charges. That's what we asked
11 for last year. The People's Plan asked for
12 everything that was in the Stat Act, which is
13 a state level bill.

14 So, what we're asking for is those
15 statistics are put through the Office of Court
16 Administration and reported out by the Office
17 of Court Administration and the police
18 commissioner says in the police reform plan we
19 will comply with the Stat Act.

20 Well, of course, you will, you have
21 to legally, right? So, the question is will
22 you put the OCA Nassau County data on the
23 Nassau County website so people don't have to
24 go to the OCA website to look for it? People
25 don't know to go to the OCA website to look

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2 for it.

3 So, that's one of the questions.

4 Can we have that? At least can the Nassau
5 County police commissioner or the Public
6 Safety Committee commit to that?

7 LEGISLATOR FORD: So what you're
8 asking though is that whatever is sent up to
9 New York State rather than somebody going
10 through a New York State website that if it's
11 possible --

12 MS. GOTTEHRER: We were asking
13 for all the data that the Stat Act asked for
14 and we didn't get that promise but it's out
15 there. But people don't know that. People
16 don't know to look for it or what it is. So,
17 we would really like to ask that the Public
18 Safety Committee or the police commissioner do
19 that.

20 Just one or two more questions.

21 Do the schools that have SROs, do
22 you have MOUs with those SROs which you're
23 lawfully required to have? That's one of the
24 questions.

25 Then the data that you're talking

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2 about non-Nassau residents versus Nassau
3 residents, can you start breaking that out for
4 the reporting of the data? Is that possible
5 in the future?

6 LEGISLATOR FORD: What we will do
7 is we can find out about the officers that are
8 in -- we don't have a lot of officers that are
9 in the schools themselves.

10 COMMISSIONER RYDER: There's five
11 all together.

12 LEGISLATOR FORD: So, we will
13 find out if there are MOUs. If you have an
14 agreement with the school districts to have
15 them in there.

16 And then also in regard to the
17 nonresident, I know that the police
18 commissioner had indicated that because -- I
19 guess they're just looking for a breakdown
20 maybe based on whatever licenses the person
21 has you would be able to keep a record like
22 what neighborhoods they came from. How many
23 people come from Queens. How many people from
24 Brooklyn maybe. Who's from Albany. Who's
25 from Kingston or whatever. I guess that would

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2 be something that you're asking for?

3 MS. GOTTEHRER: In other words,
4 the waters are muddied by that statement of we
5 don't know where they came from. So we would
6 like the waters to get unmuddied with all the
7 data.

8 LEGISLATOR FORD: I think too I
9 think sometimes with the data like when they
10 look at it because we got the breakdown of
11 like in communities here in Nassau County. So
12 we know who in Nassau County. Where they came
13 from. If they were a woman, men, Black, White
14 Asian, whatever, we have that. I think it
15 might be very cumbersome when they I guess
16 maybe sometimes when they look at it to see
17 then how do they incorporate that into New
18 York State and their demographics. So that
19 maybe a starting point may be where we can
20 identify where the nonresidents are basically
21 coming from.

22 MS. GOTTEHRER: Or at least be
23 able to pull them of the data and just furnish
24 the Nassau.

25 LEGISLATOR FORD: I think that's

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2 what you did, didn't you?

3 COMMISSIONER RYDER: No. I did
4 it because we are required to record all of
5 it. We are identifying that 35 percent do not
6 reside. If I take the 35 percent out and I
7 just give you the data related there that's
8 fine.

9 LEGISLATOR FORD: Is that right?
10 Susan is that what you said?

11 MS. GOTTEHRER: Yeah.

12 COMMISSIONER RYDER: So, I don't
13 need to include nonresident data anymore in my
14 reporting?

15 MS. GOTTEHRER: We want both. We
16 just want to see them separated out.

17 COMMISSIONER RYDER: Carrie, I'll
18 do it both. I will do it.

19 LEGISLATOR FORD: Thank you so
20 much.

21 COMMISSIONER RYDER: Just a quick
22 follow-up to that to make sure we understand
23 the question correctly. Are you asking where
24 they're coming from or like if they're women
25 drivers or men? What information are you

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2 seeking?

3 MS. GOTTEHRER: First of all, I
4 think that that question you asked before in a
5 comical way is a serious question and I think
6 that's okay. So we'd like to know that.

7 I'm asking for the waters to become
8 unmuddied. We want to see all the numbers but
9 we want to see the right categories, right?
10 We want to see what's happening for Nassau
11 County residents and we want to see what's
12 happening for everybody that has interactions
13 with our police department.

14 LEGISLATOR DERIGGI-WHITTON: The
15 information you're requesting from out of
16 county residents is what?

17 MS. GOTTEHRER: I'd like them to
18 be separated out.

19 LEGISLATOR DERIGGI-WHITTON: They
20 are.

21 MS. GOTTEHRER: Right.

22 LEGISLATOR DERIGGI-WHITTON: So
23 what would you want?

24 MS. GOTTEHRER: In other words,
25 it's quite a statement to be able to say we

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2 can't tell really tell what these numbers mean
3 because some of them are from out of the
4 county.

5 LEGISLATOR DERIGGI-WHITTON: So
6 you're looking for like gender, race?

7 MS. GOTTEHRER: All demographics.

8 LEGISLATOR DERIGGI-WHITTON: You
9 want that as well as where they're coming
10 from.

11 MS. GOTTEHRER: Yeah. If we can
12 break them out from everywhere that they're
13 coming from, yes, of course.

14 LEGISLATOR DERIGGI-WHITTON: So
15 their address and their personal information?

16 COMMISSIONER RYDER: I clearly
17 understand what she's asking. It wasn't a
18 requirement before. We will make that
19 happen. That's no problem. But, for the
20 record, anybody that stops a car doesn't know
21 where they live when they're stopping a car.

22 LEGISLATOR FORD: But you would
23 get the information --

24 COMMISSIONER RYDER: That is
25 correct. 100 percent. It's all recorded.

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2 LEGISLATOR FORD: -- after you
3 stop the car so that you would have that
4 record. So it would just -- if I came from
5 Manhattan into Nassau, you stopped me, you
6 would know that Denise Ford is from --

7 COMMISSIONER RYDER: We can
8 record it all. We can separate the two out.
9 Not a problem.

10 LEGISLATOR FORD: When you give
11 us the data on the breakdown of the traffic
12 stops if you could pull everybody who doesn't
13 live in Nassau County that you stop.

14 COMMISSIONER RYDER: I've taken
15 35 percent out. I'll give you a different
16 analysis than the remaining 65 percent.

17 LEGISLATOR FORD: I don't want to
18 belabor this but one of the confusing things
19 is that then if you stop somebody -- and we
20 have a lot of people who come into Nassau
21 County that have summer homes or they live
22 elsewhere but they also have homes and they
23 live in Nassau County as well, but their
24 licenses may say -- you might have people who
25 live in Queens but yet they rent homes in

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2 Nassau County. Like in Long Beach there's a
3 lot of summer people that come down but they
4 don't live in Nassau County. So if your
5 officers stop them --

6 COMMISSIONER RYDER: In the world
7 of analysis you can keep spinning on to more
8 and more and more requests. It never ends
9 because there's another way that you can break
10 something down out and spin it the way it is.
11 I understand exactly what Susan is asking
12 for. We can make it happen.

13 LEGISLATOR FORD: We'll start
14 from there.

15 MS. GOTTEHRER: Next time I'll
16 ask for everything broken down by precinct.
17 So, I'll be back.

18 LEGISLATOR FORD: Looking forward
19 to it. Scott Kaufman. Come up and say your
20 name and address please.

21 MR. KAUFMAN: Hello. I'm Scott
22 Kaufman. I live at 12 Erick Court in
23 Huntington, New York.

24 I have a couple of questions in
25 three different buckets. One is around body

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2 cameras and de-escalation. The questions
3 there are, are all of the reviews of the body
4 camera footage happening within the police
5 department's by either the supervising
6 officers or whomever is responsible for
7 viewing those. And if so, how are they
8 actually being held accountable for making
9 sure they are reviewing those in a sufficient
10 way and making the right recommendations to
11 the attorney general and district attorney?

12 Particularly as it's probably clear
13 that it reflects pretty poorly on the
14 supervising officers if they have officers
15 under them that are doing things that are sort
16 of against policy. How is that accountability
17 being done? How are they making sure that
18 those processes are actually functioning and
19 working correctly?

20 The second category of questions I
21 have is around community input, which I think
22 you discussed. My question there is, I
23 understand that there's these sort of park,
24 walk and talk policies and these different
25 things that again you're going to these

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2 different churches and mosques and synagogues
3 etcetera. How are those being reflected in
4 the policies that you're actually
5 implementing?

6 And specifically I think within the
7 plan that you laid out you had talked about
8 community input into actual training and
9 policies. Where are we seeing that community
10 input being reflected in the policies and
11 training that you laid out? And in
12 particular, beyond the training, where the
13 policies are we actually seeing that community
14 input laid out?

15 And then the third set of questions
16 I have is around Operation Natalie.
17 Specifically where opioid overdoses are being
18 mapped to petty larcenies. Can you describe
19 why that mapping is being done and what
20 exactly that is intending on doing? So,
21 basically are we making a connection between
22 geographic proximity to crime and overdose
23 incidents? What are the specific connections
24 as far as contact with overdose sites? Can
25 your officers enter overdose site households?

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2 That's my third set of questions.

3 On then lastly, you have specific
4 success criteria by which you are actually
5 measuring the outcomes of the things you're
6 describing. So you laid out a lot of data.
7 Great. Seems reasonable. What are we
8 actually supposed to take away from that? Are
9 those success criteria measured against, for
10 example, reduction in incarceration or is it
11 specifically only things like arrests?

12 And also, are those success
13 criteria actually targeted toward any level of
14 racial equity or racial basis? Because,
15 again, the data is a lot of it. But it's not
16 clear to me how you're actually determining
17 whether or not you're successful in what these
18 plans are meant to do.

19 LEGISLATOR FORD: Thank you. I
20 just want to say with the data, I'm not going
21 to take away from you Commissioner Ryder, but
22 I know that for us the important thing when we
23 did the police reform plan last year was to
24 incorporate this data into the plan so that we
25 have it because we didn't have it in previous

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2 years. So, it is a lot of information that we
3 received, and I believe that it's like the
4 benchmark of where we're starting. Now we
5 have this. We know how many stops. Where the
6 stops are. Who are they stopping. Why are
7 they stopping. What is the makeup of the
8 person, male, female, so forth and so forth.

9 So I think that's why when you look
10 at this data, to me, I look at it but now I'm
11 going to look to see in six months what does
12 it look like as compared to what I'm looking
13 at now. The data will be a tool that we can
14 use to see based on traffic stops that the
15 officers are using. I don't know if I
16 responded correctly or not. But also, I guess
17 even with the body cameras, who actually --

18 COMMISSIONER RYDER: So body
19 cameras there's four supervisors that look at
20 it every day. They can't look at every video
21 in its entirety. It's nearly impossible
22 because you'd be duplicating 177 officers
23 several hours of body cam to four. I need
24 another 177 for eight hours to look at their
25 work.

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2 What happens is, they pick and
3 choose randomly ten people a day. That's that
4 level. Every arrest is looked by the
5 commanding officer in the precinct. There's
6 roughly 30 to 50 arrests in the county. More
7 closer to 30 these days. And if there's 30
8 arrests, it's reviewed by the supervisor and
9 the commanding officer of the precinct. The
10 chief of patrol looks at it.

11 But forget all of that. That's our
12 internal site. It gets handed to the defense
13 counsel. He gets the whole video. So if he's
14 got a problem we're going to hear it. So
15 there's absolute oversight is given right to
16 the person who has been arrested. So they get
17 the full video.

18 LEGISLATOR SOLAGES: I'm a
19 defense attorney. They didn't have that video
20 before and now they have that video well
21 before trial. So it's not just about internal
22 checks and balances. People who will benefit
23 from this video have it in their possession.

24 COMMISSIONER RYDER: Again, as I
25 said earlier, if I saw something like oh, I

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2 got to change, I can't. There's no way. It's
3 locked down. There's a footprint on
4 everything.

5 So, for body cameras the oversight
6 is not only from internal it's external. If
7 the AG wanted something she gets the body
8 camera in its entirety. Nothing gets cuts
9 out. She'll know. If anything is touched or
10 manipulated it's automatically logged in.

11 As far as the community and
12 compliance, stuff like that, that's what we
13 did before reform. The question is kind of
14 rhetorical. We're going back to before
15 reform. We met those 270 meetings that we had
16 and we met with the PACK and we met with
17 several other community leaders that helped us
18 develop reform. Not to everybody's likeness,
19 we understand that, but it was developed and
20 it was approved by this legislative body and
21 approved by the governor of New York. Again,
22 it came back.

23 As far as the reporting and how
24 we're going to be held it's every six months.
25 That's part of the plan. We promised to come

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2 back and tell you everything. And if
3 something like Ms. Gottehrer is asking, sure,
4 no problem, we'll give you that data next
5 time.

6 Again, we were pushed up to this
7 date of the 27th. I'm still a couple of days
8 before that. I had to get people working on
9 the weekend to get the data done. It's a
10 massive undertaking to create a report like
11 this on top of doing everything else. But we
12 do it, we report it and if something needs to
13 be changed we'll take a look at it.

14 LEGISLATOR FORD: I have a
15 question. Going back to Legislator Solages
16 when he was talking about there's a group of
17 mothers in his neighborhood that are very
18 angry about their sons. Sounds crazy. But
19 what if my son, what if I was one of those
20 mothers and my son had five tickets. I'm
21 like, why are they picking on you? Does a
22 mother have to hire a lawyer or can she make a
23 complaint to think that her son is being
24 picked on? Can a mother call up the precinct
25 and say I have an issue. I'd like to know

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2 what's going on. Why is my son being picked
3 on? Can a mother look at the video?

4 COMMISSIONER RYDER: 100 percent
5 yes. You don't have to wait. You make a
6 complaint. We'd be happy to show you the
7 video if it turned out that this is what
8 happened. The video is going to show what the
9 violation is. That interaction. That's why
10 in the Freeport situation I think their
11 complaints dropped by almost 40, 50 percent.
12 Because you come in, okay, no problem. We'll
13 play the video. The video shows it never
14 happened.

15 So, again, but I think also in
16 Legislator Solages' point, and I get it,
17 that's the concern is that we're not focusing
18 on communities and stuff. You saw by the
19 overall numbers we're not. We've have done a
20 great job of adjusting and getting back to
21 something that's good.

22 LEGISLATOR FORD: Did he answer
23 your question? Pretty much, right?

24 MR. KAUFMAN: I think that pretty
25 much answered it. I think the question on

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2 success criteria is still lingering. I
3 understand you're collecting a lot of data and
4 that's the point, right? But the idea of what
5 that data is actually intended to show or why
6 we're collecting it or what we expect to see
7 from the policy is a little bit --

8 LEGISLATOR FORD: You can always
9 reach out to us. We will follow-up with the
10 police commissioner and try to get as much
11 information as possible. Thank you.

12 Jeremy Joseph.

13 MR. KAUFMAN: The last thing is
14 around Operation Natalie. I don't think that
15 was answered.

16 COMMISSIONER RYDER: I'll ask
17 real quickly. Operation Natalie, as many of
18 you know, is a multipronged approach towards
19 overdoses. It's gotten blown up in the last
20 14, 18 months because of COVID. And we're
21 losing the battle on our overdoses. Kids are
22 dying every day.

23 We map our overdoses by community.
24 Again, that shows us where we have to go.
25 This legislature passed a bill that we must

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2 publicly post that. We publicly post that.
3 We overlay it on top of small crimes like
4 larcenies from auto because 100 percent the
5 person in need of the substance, if he can't
6 afford it, is going to steal for that
7 substance. We know that for a fact. That's
8 what that data does. It educates us on where
9 to put the cops on the dots and bring them
10 into that focused deterrence that was asked
11 for in the reform plan to focus in there and
12 find out how we can again arrest.

13 But I will say this, because of
14 bail reform, and this is not a shot at bail
15 reform but understand it, my top crime that
16 walks out the door and never gets to go to see
17 a diversion court is an overdose. Is a person
18 that's arrested for possession of drugs. They
19 don't ever get into the system and the system,
20 with diversion court, was working. We were
21 working with them. We had it down 30 percent
22 our overdoses. Now, the drug dealer and the
23 drug seller, the drug buyer gets an appearance
24 ticket at the station house. The drug seller
25 90 percent gets an appearance ticket at the

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2 station house or goes to the courts and gets
3 let out with no bail the next morning.

4 What happens? Drug buyer, drug
5 dealer meet up again and then we get the
6 overdose. That's why we're losing this battle
7 right now. It's because we don't get them
8 into the system. This is not a fight about
9 bail reform. I need to find out how I get
10 that kid help without letting him walk back
11 out the door. That's a problem.

12 LEGISLATOR SOLAGES: When bail
13 reform was being implemented in New Jersey
14 there were a number of substance abuse
15 advisors who were against bail reform for that
16 very same reason. If someone overdoses or
17 almost overdoses they need to spend the next
18 night in jail instead of going back on the
19 street and just trying to really overdose.

20 That was a concern in New Jersey
21 when bail reform was implemented. Perhaps you
22 can use some of the data you have to make
23 policy recommendations to prevent that for our
24 youth and overdoses.

25 COMMISSIONER RYDER: I agree.

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2 Thank you.

3 LEGISLATOR RHOADS: If I could
4 ask a question on that. Is it a policy issue
5 from the police department's standpoint or
6 you're not permit to actually to hold them
7 overnight in jail?

8 COMMISSIONER RYDER: On a buyer,
9 on a small possession, we cannot hold them
10 even for arraignment the next day. A dealer
11 sometimes we can. But the dealer, the judge
12 has zero discretion on this, let's the dealer
13 walk out after he just sold heroin to your
14 child and that child may overdose the next day
15 with it.

16 LEGISLATOR RHOADS: So if you
17 want to be able to keep somebody under the
18 influence over you need not a policy
19 recommendation but a substantive reform of
20 bail reform? It actually has to be amended in
21 order to do that?

22 COMMISSIONER RYDER: 100
23 percent. We all know Judge Sullivan. Judge
24 Sully used to get all of these diversion
25 cases. And a kid would walk in the next

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2 morning in front of Judge Sully and they'd say
3 okay, here's your choice. You can go the
4 criminal route or you can go and get help. If
5 you choose to go this direction we'll wipe
6 your criminal record out in six months to a
7 year. That's all this is about is getting the
8 kid help. But now that's not done. Now we
9 give you an appearance ticket. We'll see you
10 in 14, 21 days? 21 days. We'll see you in 21
11 days. What happens to somebody --

12 LEGISLATOR RHOADS: He doesn't
13 even see a judge?

14 COMMISSIONER RYDER: Doesn't even
15 see a judge. Gets a ticket by my sergeant at
16 the desk and says see in you 21 days. No
17 bail. He goes out and he goes and buys more
18 drugs and overdoses and dies.

19 LEGISLATOR RHOADS: Can you tell
20 me, Commissioner, how many drug dealers have
21 been released in the last year on no bail?

22 COMMISSIONER RYDER: I can only
23 tell you how many people --

24 LEGISLATOR RHOADS: Somebody who
25 gets arrested for distribution and sale. With

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2 intent to sell.

3 COMMISSIONER RYDER: I can only
4 tell you, and I have it broken this way,
5 controlled substance, those arrested for
6 controlled substance, 1,778 walked out of our
7 station house with nothing. No bail.

8 LEGISLATOR RHOADS: Are we able
9 to break it down as far as how many of those
10 are possessions versus how many of those are
11 possession with intent to sell?

12 COMMISSIONER RYDER: Yes. A B
13 felony is cashless bail. A B felony drug
14 dealer who sells that pill to your child who
15 dies, not identified yet obviously because
16 that would be a different charge, but he walks
17 out.

18 LEGISLATOR SOLAGES: This is not
19 a bail reform hearing I believe, correct?

20 LEGISLATOR FORD: I was just
21 going to say that maybe what we will do Steve
22 we will follow up.

23 LEGISLATOR RHOADS: It's a
24 statistic in the report and we've been asking
25 about bail reform questions the whole day.

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2 LEGISLATOR SOLAGES: You are.

3 LEGISLATOR FORD: What we will do
4 is, Steve, I'll be with you in a second.

5 Commissioner Ryder, would you be
6 able to as you are adjusting your reports and
7 the information that you're putting into it,
8 whether or not people are residents,
9 nonresidents, also with the drug arrests, can
10 we identify whether or not the person who has
11 been arrested, was arrested because they were
12 selling the drugs or if they were arrested
13 because they were in possession of drugs?

14 COMMISSIONER RYDER: I can break
15 that down. I don't have it with me today but
16 I can break it down.

17 LEGISLATOR FORD: That is what
18 you are looking for?

19 LEGISLATOR RHOADS: Yes.

20 LEGISLATOR FORD: Thank you very
21 much.

22 Mr. Joseph.

23 MR. JOSEPH: My name is Jeremy
24 Joseph. I'm a member of LI United and Nassau
25 County DSA. I want to talk about data

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2 collection and transparency. Many of our
3 members have effectively been blocked from
4 receiving data on arrest and disciplinary
5 records and police budget info. I personally
6 talked with Newsday journalists who've
7 expressed the same hopelessness and
8 frustration about accessing police records.

9 So, we have activists and advocates
10 who are blocked from this data. We have
11 journalists who are blocked from this data.
12 In the absent of any independent body, like an
13 inspector general or CCRB, we are left
14 listening here to the police commissioner
15 staring into a black box of data saying
16 everything looks good. Police reform is
17 working. Take my word for it. This doesn't
18 mean much to me. I hope it doesn't mean much
19 to you as well.

20 We've heard earlier about there are
21 lawsuits regarding these outstanding FOIL
22 requests. You have a legal obligation to
23 comply with these FOIL requests in a timely
24 manner. The repeated failure to do so speaks
25 to either an incompetence that needs to be

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2 addressed or hostility to the law and public
3 accountability. Neither of these are
4 acceptable.

5 So, getting to the nuts and bolts,
6 in the police reform plan you referenced the
7 New York State Track system as well as the CAD
8 system and Premier One. You say race and
9 ethnicity can now be entered into the Track
10 system but continue to reference CAD and
11 Premier One. It is not clear. Is the CAD
12 system no longer being used and has Premier
13 One been adapted to receive these demographic
14 information collected by Tracks? Maybe you
15 can answer that specifically.

16 And overall, can you clarify which
17 systems are in use? And can you assure us
18 that they will enable timely response to FOIL
19 requests?

20 Changing topics a little bit. In
21 the police reform plan is stated that facial
22 recognition technology is not being used in
23 conjunction with body worn cameras. However,
24 GTech, the company supplying these cameras
25 they do offer a facial rec technology product

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2 and integration of these tools are rather
3 trivial. It can be done at a later date.

4 I'd like to you ask you again to
5 confirm that facial rec technology is not
6 being used in any of our body worn cameras or
7 any surveillance systems of video or photo
8 processing in the police department and nor
9 will it be deployed at a later date.

10 So, putting the inaccuracies,
11 common-day solutions aside, the data captured
12 by these systems would put NCPD at risk of
13 running afoul of many civil rights and privacy
14 issues.

15 One last thing. As a scientist who
16 has previously worked on facial recognition
17 technology, I can firsthand tell you that the
18 legal ramifications of a private entity
19 deploying facial rec technology is
20 tremendous. Those for a police department,
21 for law enforcement deploying facial
22 technology it should be a nonstarter. I'd
23 appreciate that assurance today.

24 COMMISSIONER RYDER: I'll jump
25 right in. For the record, there are many law

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2 enforcement agencies around the country,
3 federal government included, that use facial
4 recognition because it's a great tool.
5 Especially in the war on terror and the war on
6 heavy narcotics drugs. The Nassau County
7 Police Department does not have facial
8 recognition. The Nassau County Police
9 Department did not buy facial recognition as
10 part of the GTech system.

11 As far as saying ensuring that it
12 will never be used in the future, I will never
13 do that. Because there's a tool out there
14 that makes my police department better and
15 keeps our residents safer. But when that time
16 comes we'll let you know. Because you're
17 going to have to come up with the money to pay
18 for it. I don't have it.

19 But again, we do not have it. We
20 did not buy it in GTech with that system. But
21 again, I can't say what the future holds
22 because that would be foolish on my part.

23 As far as the Track system and
24 Premier One and CAD, the New York State Track
25 system did not capture race or gender. Did

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2 not. We asked them to put it in. We, the
3 Nassau County Police Department when we found
4 out it wasn't. We went one step above that.
5 We created our own T stop and that collects
6 race, gender.

7 By the way, the race and gender I'm
8 not allowed to ask when I stop somebody. I
9 can't ask for your gender. I can't ask for
10 your race. If you don't have a license and
11 I'm issuing you a summons, until you tell me
12 who you are I can't put this stuff down. And
13 it's not on your New York State driver's
14 license.

15 But we created our own stop to be
16 compliant, to be transparent and to give that
17 data to the public.

18 The first comment was that we're
19 being given the data. We're giving the data
20 that we agreed to give in the reform. When we
21 hear things that are different and people ask
22 something, as Susan did, we will address
23 that. No problem. We can give that data.
24 Also, Legislator Rhoads asked something.
25 We'll change it. We can get what you're

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2 asking for.

3 As I said, I will never give
4 access, unfettered access to my data system
5 because that's crazy. You can't do that. But
6 you asked me what you want out of it I'll
7 go in and try to get it and get it out for
8 you.

9 As far as the FOIL goes, we feel
10 that we are compliant as far as the law with
11 50A has changed. The judge in this case has
12 gone above that in asking for more. So we
13 have taken the challenges up to protect the
14 rights of our officers. And when the time the
15 court makes its ruling that's when we'll do
16 what we're told to do by the law.

17 LEGISLATOR FORD: In that sense,
18 that's to be determined by the courts whether
19 or not they are complying or not complying.

20 But I do want to add something. We
21 do listen to Commissioner Ryder and we do meet
22 with our police and we get all this data from
23 him and all this information. But we are also
24 all involved in our districts. We meet with
25 our community leaders. We meet in our

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2 neighborhoods. We meet with parents, school
3 teachers, businesses and everything.

4 So, a lot of times the information
5 that we get in regard to the Nassau County
6 Police Department and their officers and their
7 superiors that patrol the streets, a lot of
8 that information is given to us by our
9 community members.

10 I'd like to say that we all have
11 very vocal people that live in our
12 communities. We have some civic leaders that
13 really, you know, and we listen to them.

14 I know that one of the sticking
15 points last year was that people really didn't
16 like POP officers. They don't want them to be
17 involved in schools. When that was being
18 considered we heard from community leaders,
19 school districts and everything where they
20 said this is what we want.

21 So, a lot of times we listen to
22 what the community is telling us. If they
23 have a problem with the police we then address
24 it with the police commissioner and the with
25 inspectors in the various precincts that we

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2 work. I just want you to know that we just
3 don't sit up here and listen to what
4 Commissioner Ryder is telling us. We're out
5 there and a lot of times we probably are fact
6 checking him as well. All right?

7 MR. JOSEPH: I appreciate the
8 intent but I think many of us would say you're
9 not equipped in that accountability that is
10 required here.

11 Just a follow-up question. So,
12 Commissioner Ryder you did answer the question
13 regarding body worn cameras. Can you confirm
14 that none of our other surveillance systems
15 use facial rec technology?

16 COMMISSIONER RYDER: So, I gave
17 that in a statement. I'm pretty
18 straightforward. We do not have facial
19 recognition in the Nassau County Police
20 Department.

21 LEGISLATOR FORD: Thank you very
22 much sir. Cheryl Keshner.

23 MS. KESHNER: Good afternoon. My
24 name is Cheryl Keshner. I work with the
25 Empire Justice Center and I'm a coordinator of

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2 the Long Island Language Advocate Coalitions
3 or LILAC. We've been working since 2010 to
4 ensure that the quarter million Long Islanders
5 who are not proficient in English have equal
6 access to all programs and services in our
7 counties.

8 We have met with Commissioner Ryder
9 on several occasions and made him aware of our
10 concerns related to language access, which we
11 believe is a key issue in police reform and in
12 ensuring that all members of our community are
13 treated in an unbiased manner. We know it's
14 not the only issue but it's a fundamental
15 issue.

16 So, I appreciate your report today,
17 Commissioner Ryder. It certainly provided
18 more information about what's going on.

19 We have over the years conducted
20 testing on several occasions of the Nassau
21 County Police Department where people would
22 call in various languages to see how the
23 department was doing and to see if they could
24 get the information that they needed. And
25 over the years the response has not been good

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2 and we have brought this to Commissioner
3 Ryder's attention and did not really hear back
4 for several years until recently.

5 There was an incident involving a
6 domestic violence victim who had sought help
7 through a local community agency. She only
8 spoke Spanish. Went to the agency. They
9 contacted the police and she was not treated
10 properly and kept waiting for several hours
11 and not provided with an interpreter. Was
12 threatened with arrest and was not treated in
13 a professional manner.

14 When we brought this to the
15 attention of Commissioner Ryder and he did
16 meet with us, which we appreciate, but it also
17 revealed in speaking to other domestic
18 violence advocates that are a number of
19 patterns and problems that need to be
20 corrected.

21 It's not only for people who are
22 limited English proficient as we saw with the
23 Jo'Anna Bird case which people have referred
24 to. There needs to be greater
25 accountability. There needs to be

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2 transparency when these situations occur and
3 there needs to be appropriate responses when
4 officers are not enforcing orders of
5 protection as in her case. That was part of
6 the complaint. That people were not seeing
7 orders of protection enforced. They were not
8 getting interpreters. That children are often
9 used as interpreters in inappropriate types of
10 situations and they should not be used as
11 interpreters.

12 We've brought a number of these
13 concerns to Commissioner Ryder. We need to
14 see increased accountability. We need to see
15 internal audits so that it can be measured how
16 effective the department is being in actually
17 providing language access.

18 There needs to be separate
19 supervisors assigned to domestic violence and
20 to language access. They have one person
21 assigned to both. We believe that's too great
22 a job for one person.

23 There needs to be an improvement in
24 the complaint process and greater follow-up.
25 We are not seeing people get a response when

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2 they do file complaints. There needs to be
3 better language access policy and domestic
4 violence policy.

5 There are a number of other issues
6 we brought to the department's attention but
7 we just wanted to make you aware of this.

8 Thank you.

9 LEGISLATOR FORD: Commissioner
10 Ryder, in regard to the domestic violence, I
11 know that we have the Safe Center here in
12 Nassau County. Is that really where most of
13 the complaints go to when people have --
14 because I know that when I get phone calls
15 when people need assistance we usually reach
16 out to them. How do we handle them?

17 COMMISSIONER RYDER: We are one
18 of the few counties that has a safe center
19 here in Nassau County. We don't have one
20 supervisor overseeing domestic. They oversee
21 on the numbers. There's a person assigned to
22 the numbers. Every supervisor is responsible
23 for every cop out there to do their domestic
24 reports.

25 Every domestic report, when

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2 communications bureau puts it out and says
3 respond to a domestic, whatever it is, that
4 commanding officer the next day checks to see
5 if there's a report that backs up that day.
6 So, the CO of the command in the patrol
7 division verifies that. The desk officer
8 verifies it. Sabrina Craig, who is our
9 sergeant, she verifies it. And from the
10 reporting side goes this way to patrol.

11 The investigative side has a second
12 layer that makes sure the investigation is
13 done and that sits in the hands of the chief
14 in the Chief of Detectives Office and that's
15 where those numbers go. But we double, triple
16 check.

17 That case that Cheryl referred to,
18 and we explained to Cheryl that day, we
19 already got out to it. Dr. Jeff Reynolds was
20 involved in it. He called me on it. And it
21 was between the Hempstead Police Department
22 and the Nassau County Police Department. That
23 officer in that case from my department was
24 disciplined and we explained that. He was
25 wrong in the fact that what his attitude was

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2 on that day.

3 But it was dispute between
4 departments, Hempstead and Nassau, on who's
5 taking the report. Rectified, corrected. The
6 victim, Dr. Jeff Reynolds and them they all
7 spoke and they were satisfied with the
8 outcome. But it shouldn't have happened. I
9 agree and we agree. That's why we discipline
10 our officers.

11 But there are layers of proof to
12 follow-up to make sure that all domestics are
13 taken for an order of protection. That came
14 out of the case that she is referring to going
15 back to Jo'Anna Bird. Major changes in the
16 way we track it and look at things.

17 As far as the language line and
18 stuff, as I've said many times, and again, I
19 appreciate Cheryl because she is passionate
20 about what she does. We are not perfect by
21 any means. I say it all the time. But when
22 it happens just call me. She can call me
23 directly and I'll make sure that cop is dealt
24 with. But if I don't know about it I can't
25 chase something down a month later, two months

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2 later. That's all said say.

3 They have my number. They know to
4 call me and how to reach me. I will, believe
5 me, take the task to that officer if he
6 doesn't do what he's supposed to do.

7 So, our reporting requirements, as
8 far as the policy goes, we have said and we
9 have made changes. We may not agree on
10 everything. That's why we have those
11 discussions. But we have made changes that
12 were suggested by Cheryl and Susan and the
13 team when they come in. We meet with them.
14 We listen. We're not always going to agree
15 but we do make changes to the better. It's
16 always about taking care of the victim first.

17 LEGISLATOR FORD: On the language
18 access, when people call in, if people call in
19 and they're speaking Farci and you don't have
20 an officer or anybody that can understand it,
21 do we record all of those conversations?

22 COMMISSIONER RYDER: We
23 immediately contact language line and language
24 line becomes our translator in that
25 situation. When it gets to an arrest

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2 situation we won't use language line.
3 Language line doesn't want to be that person
4 for obvious reasons. So, we then have to
5 bring our -- find a translator to bring in.
6 In some of the more difficult languages like
7 Farci it's difficult to find. Most of them
8 work in the intelligence sector so we can --
9 and most of them are civilians in our
10 department. So we have a language group that
11 goes through the process.

12 But the reason we put phones in all
13 the cars was exactly that reason. Language
14 line. I can't make a cop use his own phone.
15 I can't force him to use his personal phone.
16 So every car now has a phone in it that has
17 the app for language line. Every station
18 house has it. All of our specialty units have
19 phones. This is all to basically address the
20 biggest issue of language line because it's a
21 big issue.

22 Susan and Cheryl are not wrong.
23 We'd love to have more bilingual officers but
24 I don't hire that way. It's done by civil
25 service and it's by a test. If they speak

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2 Spanish and get hired that's a plus for us.
3 If they don't speak Spanish that's the way the
4 test goes. But we do work with them quite
5 often.

6 LEGISLATOR FORD: Is it possible
7 to give like a maybe some language classes to
8 allow officers like the basics of like certain
9 languages to help at least explain something?

10 COMMISSIONER RYDER: I forget the
11 company that teaches you. Rosetta Stone.
12 Several years ago, under Commissioner Mulvey,
13 that's how far it goes back, we bought Rosetta
14 Stone and we pushed it out. That's all I can
15 tell you. I don't know what the outcome was
16 on it.

17 LEGISLATOR FORD: I'm just saying
18 if you gave in-person classes or something.
19 Just the basics where you can like overcome
20 like the initial where you can explain to
21 somebody this is what's happening. Hold on.
22 I'm going to get somebody to speak to you. So
23 that it might make it easier. But we will go
24 on to the next person.

25 LEGISLATOR SOLAGES: Madam Chair,

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2 I just wanted to add something on the issue of
3 domestic violence. Professionally, as an
4 attorney, I've assisted several victims in
5 acquiring orders of protections from different
6 courts. In Suffolk and also in Nassau and in
7 New Jersey. And in the past I have, in my
8 professional experience, have observed that --
9 and perhaps we can work with the family
10 courts -- that the return in getting an order
11 of protection in family court in Suffolk is
12 much quicker than in Nassau County.

13 If we could please reach out to the
14 administrator of judges in the family court to
15 coordinate how we can help victims of domestic
16 violence get orders of protection quickly in a
17 timely fashion. I volunteered at the Safe
18 Center and also worked with the
19 Haitian-American Law Association helping
20 victims of domestic violence. And I would
21 like to please ask if this committee can
22 explore that?

23 LEGISLATOR FORD: We will. Thank
24 you very much. Meena Oberdick.

25 MS. OBERDICK: My name is Meena

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2 Oberdick. I'm a legal fellow at Latino
3 Justice in the Long Island office.

4 I want to reiterate some of the
5 previous concerns raised about lack of
6 transparency. Particularly as it pertains to
7 the department's use of technology and data
8 analytics to make decisions about how to
9 deploy policing personnel, patrols and
10 resources.

11 My understanding is that the
12 department, or that the law enforcement in
13 general these days refers to this type of
14 smart policing and intelligence-led policing
15 and many there's many different varieties of
16 it. Hot spot policing is one example. This
17 is all well and good. I think it's a good
18 thing that we're trying to make sure that
19 we're deploying resources in a smart way
20 that's based on empirical evidence.

21 Yet, that is really hard to get
22 engaged in a dialogue with the police
23 department about what that empirical evidence
24 is. I'll admit I've also submitted a few
25 FOILs, Freedom Of Information Law requests

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2 about this particular issue trying to better
3 understand the department's Com Stat system
4 and have also not received any responses.

5 So, my first question is, how are
6 you integrating your use of data and
7 technology for bias? Particularly where these
8 types of predictive policing or
9 intelligence-led policing systems have been
10 studied in other jurisdictions?

11 There's concerns that when you're
12 using past crime data, particularly in
13 jurisdictions that have history of disparities
14 in race, in who is police and who was
15 arrested, when you're using that data and then
16 basing future deployment decisions based off
17 of who in the past had a lot of -- which
18 neighborhoods in the past had a lot of
19 arrests, doesn't that create a vicious
20 feedback loop where you're just continuing the
21 disparities because you're basing future
22 deployments on data that incorporates past
23 disparities?

24 So, another question I have related
25 to this is, would you welcome independent

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2 monitoring or an expert data analyst to review
3 your policies around what data you're using
4 and how you're using that data to draw
5 conclusions to then take on certain
6 enforcement action?

7 I think this relates really well to
8 the discussion we had about Operation
9 Natalie. I understand that this operation is
10 based on a correlation between certain
11 property crimes and overdoses. You said that
12 this is based on empirical evidence. But what
13 is that evidence? What is the fact on which
14 it's based? And secondly, what is the law
15 enforcement response then?

16 Let's say there is a correlation
17 between certain property crimes and
18 overdoses. What is the department doing
19 then? My understanding from the police report
20 is that police officers are being deployed to
21 people's homes after an overdose has
22 happened. It's not clear to me why that is
23 the best response. Are you using crisis
24 management? Social workers? I don't
25 understand why deploying an officer of the law

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2 particularly in certain communities that might
3 not be seen as helpful after an overdose.

4 I'm just curious to understand if
5 the department is willing to be a little bit
6 more transparent with us about what is the
7 data it's using? How is it drawing
8 conclusions based on this data? Is it
9 subjecting itself to robust analyses of is
10 there a potential bias in some of the
11 correlations and conclusions we're drawing?
12 And then based on these correlations, what
13 types of law enforcement strategies are we
14 deploying?

15 COMMISSIONER RYDER: First of
16 all, I've said this a thousand times, 90
17 percent of the crime is done by ten percent of
18 the population. If you're going to follow the
19 governor's reform policy, and we talked about
20 focused deterrence, he wants me to be focused
21 on the ten percent and not the 90 percent.
22 That's where I go.

23 How do I get there? I get there
24 through prior arrests. I get there through
25 prior crimes. I get there through social

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2 media access. Again, public social media.
3 Not that I'm undermining or hacking into
4 somebody's system. We have plate reader data
5 that is out there. A plate number is a plate
6 number. It's a public street. It's a public
7 plate. We're allowed to collect it.

8 So, we look at things through an
9 intelligence-led police. The effective and
10 efficient use of resources driven by the
11 data. Not making it up. Not saying there's a
12 high crime area in Roosevelt right now, put 50
13 cops at the problem. No. Because 90 percent
14 of the population is going to get harassed by
15 the police and that's not how you police.

16 So, who are we going into that
17 area? Why are we going into that area? I'm
18 going after the ten percent of the population
19 not the 90 percent.

20 How do I know that? Because most
21 of the people that we arrest for breaking into
22 cars at night are those that have a drug
23 problem. They tell us in the interview they
24 have a drug problem. So, that's why we
25 overlay those maps, to find out how we can

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2 solve a problem. All that map tells me is
3 there's a dot over here that a crime
4 occurred. There's a dot over here that we had
5 an overdose. It doesn't say what the race of
6 the person is, the religion, the gender. It
7 says drug problem, overdose, high amount of
8 cars. Probability is to get into that area
9 and that's where you have a focused deterrence
10 and intelligence led.

11 As far as the Com Stat, we don't do
12 Com Stat. I got rid of Com Stat. I call it
13 Strat Com. It's called strategic
14 communications. The commanding officer of
15 each precinct stand up and they say here's my
16 problem. And I go around the room. How can
17 you, narcotics, help him? How can you BSO
18 help him? Not myself, chief of department.

19 And we offer up the resources to
20 give him the resources to fix his problem. If
21 he can't fix his problem, well, either the
22 problem needs more resources or we need to get
23 a better in tune supervisor in that precinct.
24 So that's what Strat Com does. It's us we
25 hold accountable, not the public.

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2 As far as technology goes, none of
3 my technology that I use has race involved in
4 it. None. Zero. I'll tell you that right
5 now. Not. Doesn't do it. If somebody is
6 arrested it will give a description of the
7 person, yes. But we don't data mine by race.
8 We don't data mine by religion and we don't
9 data mine by, of course, gender.

10 Where are the two top areas that we
11 over police? Massapequa and Levittown. Why
12 do we go to Massapequa and Levittown? Because
13 that's where the number one overdoses in the
14 county are. That's why we're there. So, I'm
15 not in Roosevelt and Uniondale. You saw where
16 my number one arrests are. Massapequa and
17 Levittown. It was brought up by Legislator
18 Ferretti a while ago. That's why we go into
19 that area.

20 What we do, and again, people speak
21 and don't speak to the experts, that's what
22 we're always told to do, right? We spoke to
23 the experts. Dr. Reynolds, Dr. Chazman and we
24 say to them, hey, what we would like to do is
25 after somebody overdoses and doesn't die, and

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2 if somebody dies we have to go there, that's
3 the law, but if somebody doesn't die we go the
4 next day in a suit and tie. We knock on the
5 door. We hold a pamphlet in our hand. And in
6 that pamphlet is the Nassau County pamphlet
7 for all the resources to help your son get
8 better. It's called the after care visit.
9 We're making sure you're getting help. We're
10 making sure you have resources accessible
11 here.

12 We're not going in there putting
13 anybody in handcuffs. We don't lock up
14 somebody that overdoses. I don't care if
15 there's a half of pound of heroin next to
16 him. He's not getting arrested. He's going
17 to the hospital and he's getting treated for
18 his sickness. That's what we do.

19 So, we don't get caught up in the
20 rest of this big brush that gets painted
21 that -- our technology, we use criminal data
22 basis. We use commercial data basis. We use
23 social media. Everything else that the public
24 can access that's what we use. And if we use
25 that tool to help and better and save

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2 somebody's life I'm going to keep using that
3 tool until I'm told I can't.

4 LEGISLATOR FORD: On the
5 overdoses when you send an officer, I mean you
6 go there because somebody made a 911 that
7 somebody overdosed, right?

8 COMMISSIONER RYDER: We don't
9 find them on our own. That's correct.

10 LEGISLATOR FORD: So that would
11 be generated by somebody, a family member, a
12 friend or just a stranger seeing somebody
13 lying in the street like, you know,
14 overdosed. That's when the police would be
15 called?

16 COMMISSIONER RYDER: That's
17 correct. But then the next day we go back.
18 We send back a detective in a suit. Not a
19 narcotics guy. Not a BSO guy. A detective in
20 a suit. Ma'am, we understand what happened
21 last night. If we can assist you in any way
22 here's the pamphlet. Many times they say
23 look, my son has been calling this kid John
24 Berry. He's the dealer. Okay. Thank you
25 very much. That's what we do. We're

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2 investigators.

3 But the first thing we do is we
4 hand them a pamphlet of resources to get
5 help.

6 MS. OBERDICK: May I ask a
7 follow-up.

8 LEGISLATOR FORD: Just one
9 because we're running out of time.

10 MS. OBERDICK: I'm curious if
11 there's policies in place about aftercare
12 visits and under what circumstances they might
13 be able to escalate into an entry into the
14 home or a search of immediate vicinity? Or
15 how often -- is there any data or any policy
16 in place to ask how many of these visits turn
17 into more serious law enforcement
18 interactions?

19 COMMISSIONER RYDER: Understand.
20 Absolutely, positively we've never arrested
21 anybody in an aftercare visit. I can tell you
22 that factually right now. Ever. We do not
23 enter their home unless mom and dad says
24 please, come sit down at the table. We're
25 here to help. That's what we do. We go into

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2 the house and sit down. But there's
3 nothing -- we've never entered a home and did
4 a search warrant. That would violate
5 everything we stand for when it comes to our
6 overdoses.

7 LEGISLATOR FORD: But if a parent
8 invites you in, wants you to talk to their son
9 or daughter --

10 COMMISSIONER RYDER: We sit down
11 and have a cup of coffee with somebody.

12 LEGISLATOR FORD: Do these
13 detectives wear body cameras or they don't,
14 right?

15 COMMISSIONER RYDER: Detectives
16 do not wear body cameras for that exact
17 sensitive nature.

18 LEGISLATOR FORD: Perfect. I
19 understand that.

20 LEGISLATOR SOLAGES: Madam Chair,
21 the young lady was very eloquent. She spoke
22 for herself very clearly. But I think the
23 question she was asking was that it's not that
24 we're saying that that technology has a racial
25 motive. We're saying that there are implicit

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2 biases within the people who are using the
3 technology. What are we doing as a body of
4 intelligent people in overseeing or monitoring
5 or analyzing when and where that occurs or if
6 it occurs or if it doesn't occurs.

7 That's why we're here. To see
8 whether there is a bias in the data that we
9 have because of these issues that we have as
10 people we're not perfect. We make implicit
11 bias decisions every day. We're probably
12 making it right now as we speak.

13 So, how can we ascertain that
14 information in the data that you have? I
15 believe that's what she was asking. Is that
16 correct?

17 MS. OBERDICK: There's two
18 issues. One is the implicit bias that we have
19 in making decisions based on data now, in the
20 present day.

21 The second issue is recognizing
22 that if we're using past crime data, we have
23 to recognize that this past crime data
24 reflects an historical overpolicing of Black
25 and Brown communities. So we have to

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2 understand the data itself is not objective.

3 It is bias.

4 Second, the decisions we make based
5 on this data, where do we deploy resources?
6 What types? Do we send in social workers or
7 send in cops? All of those decisions are also
8 based on biases today.

9 LEGISLATOR FORD: That's
10 something you can look at on these stops for
11 overdoses. Maybe we would know what
12 neighborhoods.

13 COMMISSIONER RYDER: If the bias
14 is it's the bias against the White people of
15 Massapequa and Levittown. That's where we
16 spend our time on overdoses.

17 LEGISLATOR SOLAGES: So the White
18 people are being discriminated against?

19 COMMISSIONER RYDER: No sir.
20 We're there because of the overdoses. We're
21 there to help. We're there to be there to
22 make sure we can help. If you want to look at
23 the 718 overdoses in 2020 and the 807 you go
24 speak to the family and tell them we're not
25 knocking on the door no more.

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2 LEGISLATOR SOLAGES: I have.
3 There was a young man that overdosed in
4 Bellmore and with your detectives, I was a
5 former client and unfortunately he died. I
6 went to his home that morning of when his body
7 was still in the room and I saw that the
8 compassion that your officers treated the
9 family with. So, I am aware of the issue sir
10 with all due respect.

11 COMMISSIONER RYDER: Yeah, all
12 due respect. You twisted it into saying I'm
13 biased in the White communities.

14 LEGISLATOR SOLAGES: Not at all
15 sir.

16 COMMISSIONER RYDER: I'm giving
17 you facts.

18 LEGISLATOR SOLAGES: But you do
19 have the ability, Commissioner, to look at
20 data from a community and say oh, my gosh,
21 we're overarresting in this community.

22 So, what individuals here came to
23 speak about in April was that oh, my gosh,
24 there's overpolicing in my community. So you
25 gave a discretion to Massapequa. Give me that

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2 same discretion and where's the data that's
3 that. That's why we're here today.

4 COMMISSIONER RYDER: That's the
5 data she's talking about. We publicly put
6 that out. We map our overdoses. We map our
7 overdoses over our crime. You're legislation
8 from this body makes me publicly report it and
9 I put it out there. The body made me report
10 it. So it goes out there. That's where it
11 goes. We report all of our overdoses and we
12 overmap our crime with our overdoses to see
13 where we can go get the individual.

14 And I spoke to you before, if the
15 individual doesn't get in front of a diversion
16 court I can't help him. I just continually
17 lock him and again and again until he dies.
18 Then we got to speak to the mother and father.

19 LEGISLATOR SOLAGES: Understood.

20 LEGISLATOR FORD: Juli
21 Grey-Owens. I got everything mixed up and I
22 realized you were at the bottom and you
23 weren't suppose to. Sorry.

24 MS. GREY-OWENS: Good afternoon
25 legislators and Commissioner Ryder. My name

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2 is Juli Grey-Owens. I'm the executive
3 director of Gender Equality in New York. We
4 are a state-wide advocacy organization that
5 works for transgender, nonbinary and intersex
6 New Yorkers.

7 I would like to first begin by
8 pointing out that under Commissioner Ryder,
9 under his leadership, we began specific
10 training at the academy that focused on gender
11 expansive community back in 2017 and it
12 continues today.

13 This important training ensures
14 future officers understand gender concepts,
15 the discrimination we endure and the systemic
16 issues we face. However, this specific
17 training has not been given to those officers
18 already out in the field who are maybe out in
19 service.

20 I recently completed training at
21 the Liberty, New York police force, and I can
22 tell you that their senior officers had
23 significant number of questions and the
24 department's leadership appreciated the
25 training that we provided.

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2 So my first question is, is this
3 something that can be initiated here in
4 Nassau?

5 Our second concern is that the
6 forms and reports that were provided in EO203
7 only provided or included male or female
8 breakdowns with choices on the report with
9 check-off boxes for only male and female
10 selections. I wanted to find out if we know
11 if there's any effort to begin modifying the
12 reports and forms? New York State will be
13 going to a third gender on identification and
14 driver's licenses. A gender X. So this will
15 be necessary in the very near future.

16 Finally, in the OPS 4245, which is
17 encounters with transgender persons, it
18 clearly states the officer should address the
19 person by their preferred name. This is a
20 very positive step and is very necessary in
21 dealing with our community.

22 However, one of the things it did
23 not mention, and I don't know if it's been
24 upgraded, there's no mention of the officer
25 noting the person's personal pronouns to be

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2 used. Incorrect use of pronouns can be
3 traumatizing and can create triggering
4 response from our community members. And the
5 questioning of making sure that the officer
6 uses the correct pronouns is a step of respect
7 that is shown to our community members. Those
8 are the three questions that I have today.

9 LEGISLATOR FORD: Commissioner
10 Ryder. On the pronouns, I know that when an
11 officer stops somebody, you know, does that
12 mean like the officer like says miss or --

13 MS. GREY-OWENS: In a perfect
14 situation, again, I'm not going to speak for
15 Commissioner Ryder and the leadership of
16 Nassau County Police, what should be done is a
17 greeting of some type which would be hello,
18 I'm officer Jones. My pronouns are he, him,
19 his. I'd like to know your preferred name and
20 your preferred pronouns. This way there's no
21 confusion. It's very upfront and everyone is
22 comfortable with the fact that pronouns are
23 being used. That's what we always suggest.

24 It's not just police officers.
25 This is something we deal with whether it's

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2 agencies or just between cis gender people or
3 gender expansive people.

4 Whenever someone extends the
5 question of what are your pronouns it is not a
6 question like something that's embarrassing.
7 For our community it's a sign of respect that
8 you understand that we may not be using
9 typical gender pronouns. This is especially
10 important for people who are gender nonbinary
11 because they do not normally use he, she
12 pronouns. They may use they, them. And then
13 there's other pronouns that are used.

14 These are the types of things that
15 we go over in the academy with the potential
16 officers. You can see why my first question
17 is also important as well.

18 COMMISSIONER RYDER: So, in the
19 policy, because of Juli and the changes that
20 we made in our policy, all of our officers go
21 through the training. Everyone that came back
22 through the in service, even though it was not
23 from an outside trainer because we had to do
24 ten-hour blocks and we couldn't put that on.
25 They all went through the training. Everybody

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2 got it on transgender.

3 Also with that, because of Juli
4 and, again, the changes that we made, whatever
5 the name they prefer is the name they prefer.
6 If they want to go by Joe or Mary that's the
7 name they prefer. That's fine.

8 I am not going to ask my officers
9 to give their pronoun. Because remember, we
10 also live in a world that I'm not allowed to
11 ask the gender of the person driving. I'm not
12 allowed to ask the race of the person
13 driving. But now I'm going to ask the
14 gender? You follow me?

15 MS. GREY-OWENS: I absolutely
16 understand and I understand you don't want
17 your officers to give their pronouns. I
18 understand that. But since the fact is that
19 you're going to ask that person what their
20 preferred name is, just asking what is your
21 preferred name and your preferred pronouns
22 would cover it completely.

23 COMMISSIONER RYDER: We'll have
24 to take a look at that. I don't know even
25 know if I can legally do that. And I also now

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2 I'm not allowed -- we're giving twisted
3 messages. We're not allowed to ask race,
4 religion, gender but we can ask a pronoun?
5 Again, I'm with you.

6 LEGISLATOR FORD: We understand
7 the legal implication. And I know, I mean,
8 Juli you bring up something very important
9 because even with all of us. But I know that
10 the courses, we go through our life and
11 recently with so many people, even young
12 people, that are finding their true selves.
13 I've learned myself also when you have
14 somebody who may have been John and now will
15 be Kathy. So, that I understand then to
16 understand if he's these sensitive to the
17 pronouns for them.

18 I even come in contact with other
19 people who will just like say be hi, I'm so
20 and so and I prefer the pronouns. And they
21 themselves, I don't ask, but they themselves
22 bring it. And it's the pronouns that I will
23 use.

24 I think with all of this, and I
25 understand the constraints of our police

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2 department asking some of the questions
3 because it may be perceived as maybe they're
4 trying to bully me or whatever and I may not
5 be right, I may be wrong. But I guess it's
6 something that we can consider. But maybe
7 moving forward as a society we ourselves also
8 have to become more aware that this is an
9 issue that can impact a lot of people. And I
10 think that we all have to start getting into
11 the habit ourselves of being aware of some
12 people using different pronouns, different
13 names, especially the nonbinary. To be
14 aware. And the officers themselves may find
15 eventually over time it may become very
16 natural for them.

17 COMMISSIONER RYDER: We have the
18 name on the license and we have the name they
19 prefer. We put them both on the report if
20 there was an arrest involved. And we're very
21 respectful. And again, that's because of the
22 help that Juli has given us. I thank her for
23 that. She's done that. If I'm not allowed to
24 ask you your race, gender or religion I can't
25 tell my cop that he's got to give up his

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2 pronoun. Again, it's just something that --

3 LEGISLATOR FORD: Let me ask you
4 though. If I'm stopped and I want to be known
5 as my pronoun are he and him, if I'm stopped
6 by an officer would the officer then write
7 that down? Like say Denise Ford stopped for
8 like going through a red light. Prefers he
9 and him. That would be something we can start
10 this process because it is important.

11 COMMISSIONER RYDER: We'll have
12 look at how we've got to change the computer
13 system but in the arrest system we do that.

14 MS. GREY-OWENS: One of the last
15 questions I do want to ask though,
16 Commissioner you talk about the training you
17 went through and I appreciate that. However,
18 one of my concerns is that most likely that
19 training was done by a cis gender person.
20 Additionally, I'll stack my training up with
21 any of your ten-hour training and I will
22 guarantee you that there are parts of the
23 training that you received that is certainly
24 missing.

25 My concern is, is that it's

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2 wonderful, terrific. However, it's not the
3 kind of training that's going to protect my
4 community. I've been through enough of LGB
5 training where they forget it's here or they
6 give like two seconds of training for trans
7 people and nonbinary people.

8 It's going to be a real issue as we
9 go on when you stop a driver and you get a
10 driver's license that has an X. It's
11 happening and it will be happening this year.
12 It's something that we have to deal with. The
13 gender recognition act was passed this past
14 year. It is now law. The DMV is working on
15 it right now as to when they're going to have
16 that out.

17 COMMISSIONER RYDER: Instead of a
18 name it will just be an X?

19 MS. GREY-OWENS: From a
20 standpoint of your sex it will be M,F,X. So,
21 an X person good luck with the pronouns. And
22 what you don't want is you don't want to have
23 a crisis where police officers just doing his
24 job. He's not trying to do anything evil or
25 anything wrong. But he doesn't realize that

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2 by saying this person looks like a male I'm
3 going to say sir or him and he triggers that
4 person. And depending on their mental health
5 condition, you may escalate a situation which
6 should have been a no problem at all into
7 something which becomes more serious.

8 I will tell you that there are
9 other police departments around New York State
10 that are not having a problem with using
11 pronouns. So I appreciate your concern and I
12 know you have to look it up and all that good
13 stuff. But the reality is, this something
14 that looks very, very small and almost
15 insignificant, but as we all know, especially
16 in regard to during this period of time when
17 people's heightened mental health issues are
18 off the charts, something as simple as I
19 called them sir. They looked like a man.
20 What did you want me to do? And this person
21 went off and created all kinds of disturbance
22 and problems. It's just not something that we
23 want to see here in Nassau County. So I just
24 bring this up so that we make sure that we're
25 looking at it and we're talking about it. I

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2 thank you again.

3 LEGISLATOR FORD: Gahrey Ovalle.

4 MR. OVALLE: I'm not Gahrey
5 Ovalle. I'm going to take one of them if
6 that's fine with you guys.

7 LEGISLATOR FORD: I realized when
8 I looked at the next one I'm like okay.

9 MR. OVALLE: So, I'm Warren
10 Ovalle. My mother is Silvia Ovalle from the
11 Central Islip Community Patrol. Her
12 organization sparked the neighborhood watch
13 around the nation.

14 Raised by law enforcement. Love
15 law enforcement. But there is a but. Let's
16 not pretend for one second that we're doing
17 any of this because we want to. George Floyd
18 is why we're doing this. The disgraceful
19 Governor Cuomo is why we're doing. That's why
20 we're doing these reforms and stuff because
21 police has acted ill willed throughout time.
22 We're trying to change it.

23 Body cams are doing certain
24 things. And when the end of qualified
25 immunity happens there will be more

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2 transparency. Because we're going to end
3 qualified immunity. We're definitely going to
4 do that. That's happening. Get on board or
5 retire. I'm not really sure. This is the
6 question I have.

7 You talk about body cams and the
8 management. I don't like the fact that the
9 cop is able to control when it comes on and
10 when it comes off. If there on a shift it
11 should just stay on. That's one.

12 Two, you're altering of what you
13 said kind of that you can erase if a person's
14 naked or not naked and you can delete it. So,
15 you're going to alter the video prior to it
16 getting to the DA's office or the AG. That
17 would be a problem for me in large part.

18 Let's get now to jobs. The Black
19 and Brown community there were high numbers of
20 them coming for recruitment. But when you
21 have 5,000 people in the Black and Brown
22 community coming for a test and only a 56 get
23 hired I think you need to incentivize now for
24 the hiring treatment. I think you need to go
25 into our communities and say hey, we want

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2 you. We need you. We care for you. We want
3 you to help us become better.

4 You have to incentivize it like
5 they're doing with the frigging vaccine.
6 Incentivize why we should become law
7 enforcement. Because the last I checked, one,
8 maybe he's Hispanic. Who else? Is there any
9 other cop here that has Hispanic or Black
10 because I don't see it. That's your force.
11 That is not acceptable Commissioner Ryder. It
12 is far from acceptable that you act like this.

13 You have the ability, the
14 responsibility to change things and make
15 things better for everyone. Equality comes at
16 all costs. But if you don't want equality
17 just tell us. We'll turn the page. We can
18 handle it. And then we'll take you to court
19 because we will take you to court.

20 The arrest records you're altering
21 it just to let you know and you're
22 fabricating. Oh, Nassau residents, not Nassau
23 residents. Okay, you want to do both? Also
24 do it as a whole. Because when you do it as a
25 whole you're going to see it's a four or five

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2 to one ratio to Whites to Blacks.

3 COMMISSIONER RYDER: That is a
4 whole number.

5 MR. OVALLE: No, no. It's Nassau
6 and --

7 COMMISSIONER RYDER: No, no.

8 MR. OVALLE: -- and it's not
9 Nassau residents.

10 LEGISLATOR FORD: Excuse me sir.
11 I would you like to direct your questions up
12 to us and your comments. This is how we're
13 running this.

14 MR. OVALLE: That's really, I
15 mean, look, at the end of the day I just want
16 to make this clear, this is my last
17 statement. During the pandemic crime in New
18 York State was down 33 percent. Throughout
19 the nation as well. So the so-called
20 murderers, gangsters, rapists, drug dealers
21 took off to take care of grandparents, their
22 children, their mothers, their wives. But
23 then the George Floyd incident happened. So
24 if the so-called true criminals took off from
25 committing crime why didn't the cops? That's

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2 the reality that I want.

3 I want to share that with you guys
4 because cops are still killing unarmed
5 civilian throughout the nation. Unarmed
6 civilians. That's the key word. Unarmed
7 civilians. And they were of color.

8 So, that's really it. That's my
9 statement. If you want to answer those
10 questions of the data that would be great. If
11 you want to answer the questions about the
12 altering that would be great. Even Legislator
13 Solages asked, he asked straight out for the
14 Nassau residents and the non-Nassau
15 residents. What about for the whole? Is
16 there a number for the whole? Because I
17 didn't hear it.

18 LEGISLATOR FORD: Sir, we will
19 get that data as Legislator Solages has
20 requested and we will work with the police
21 commissioner in regard to the information
22 they're getting. We do look at this very
23 seriously. Every single one of us. As I
24 stated, maybe we aren't the experts in
25 accountability up here. But I'll tell you

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2 something, we've all been elected by the
3 residents in our district. We take our jobs
4 quite seriously.

5 And whether or not it is, we pride
6 ourselves in having an excellent police
7 department. As you know, Commissioner Ryder
8 did testify in the past year and a half not
9 one officer discharged his or her gun. Which
10 I think is very key. And it doesn't have to
11 do with because there was a pandemic and the
12 so-called criminals were home taking care of
13 their grandmothers.

14 What they were doing is they were
15 out during the pandemic taking care of
16 everyone else putting themselves at risk.

17 I just want to let you know that --
18 no excuse me. You said a lot of strong
19 statements, all right? For all of us, maybe
20 everybody thinks that we kowtow to the police
21 commissioner. We don't. A lot of times we do
22 have our questions and we do have our concerns
23 and we meet with him in private. Because this
24 is the way that we do it. We're not going to
25 have public arguments with him.

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2 But I'll tell you right now, even
3 with the incident of George Floyd, certain
4 community leaders that were Black reached out
5 to me because they needed to meet with him to
6 be able to discuss with him any events that
7 may unfold.

8 I called him up in a matter of ten
9 minutes. He responded to me. We set the
10 meeting up with these very important leaders
11 so that their voices and their concerns could
12 be heard. He did not say I know better than
13 you people. What he said to them was --

14 MR. OVALLE: You people is a bad
15 word but I understand.

16 LEGISLATOR FORD: I know what you
17 mean. I'm sorry.

18 MR. OVALLE: No, no. It's okay.
19 I just want you to know.

20 LEGISLATOR FORD: I know. I know
21 it was wrong saying that. What I'm saying
22 though is, that what he said was that he works
23 with the community. There are some mistakes
24 that are going to be made. And yes, every
25 single person here does not like bad cops.

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2 Cops that do murder people. Innocent lives.
3 I'll tell you that.

4 But what I'm saying is we are
5 trying our best. We started with this with
6 this police reform, yes, for whatever reason
7 it came out. But we're following it. We're
8 complying with the law. We're doing the
9 best. We got this data.

10 But I am telling you right now we
11 are going to watch this. We are going to
12 monitor this. We have taken the comments and
13 concerns that all of you have brought to us.
14 We don't turn a deaf ear. Maybe we didn't
15 incorporate everything that the People's Plan
16 wanted but we did make some changes into the
17 plan that the police commissioner gave to us
18 last year to incorporate some of the changes
19 and we said that we will keep this as a living
20 document. So if any other changes need to be
21 made we are willing to make it. To make it so
22 that we know that our residents feel that they
23 are safe and well protected in their community
24 because Nassau County is a damn good place to
25 live. Thank you.

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2 MR. OVALLE: And I appreciate
3 that Ms. Ford. I think that yes, Nassau
4 County is a great place to live. But don't
5 slow drip the process. That's what we're
6 asking. Just don't slow drip it.

7 Yes, the Black and Brown leaders
8 came to you and you called Commissioner Ryder,
9 yes. But what about the White leaders?
10 They're not complaining about brutality. It
11 is the Black and Brown leaders who are
12 complaining about brutality. That's what I
13 want you to remember. That's what we're
14 trying to say to you. We're not becoming
15 hostile.

16 Mr. Ryder, I don't think I was
17 hostile one time to you because I like you.
18 Hey, I'm law enforcement. My mother, my
19 family. I was raised by cops. But enough's
20 enough. On both sides.

21 I can't get my communities in check
22 if law enforcement still wants to be unruly.
23 It has to be done together. The only way
24 together is you guys have to move first.
25 Because the community is not moving anymore.

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2 They're going in a direction that's just not
3 going to be favorable. They want you guys to
4 show that you can bend a knee, you can be
5 cooperative and that you don't have to be
6 hostile. You can be caring and kind. That's
7 all we're asking.

8 LEGISLATOR FORD: And that's why
9 we have like the police commissioner has a
10 civilian community police force and then we
11 also have these points of lights. We go into
12 the communities. And I agree with you. We're
13 in this together. We all. We are all in this
14 together. We all get sad when innocent people
15 are killed.

16 MR. OVALLE: On both sides. It's
17 a tragedy when an officer loses their life.
18 It's a tragedy when a civilian loses their
19 life. But then I use the caveat of what I've
20 spoken to many leaders of your statute and
21 higher that says law enforcement signs a
22 contract that says they might not survive on
23 their shift. They might not come home on
24 their shift. But me as a civilian I don't
25 sign something when I leave my house. I don't

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2 say I might get shot by a cop today might.

3 LEGISLATOR FORD: I just want to
4 say something. Honestly, as somebody who's a
5 child of law enforcement and people in law and
6 I'm not going to belabor this because we have
7 to end, we have to go, but my son is a
8 New York City police officer and I don't think
9 he signed anything stating that he knows that
10 he may not come to the end of the shift.

11 MR. OVALLE: There's a caveat.

12 LEGISLATOR FORD: But what it is
13 is that they are willing, these officers are
14 willing to put themselves in harm's way to
15 protect the rest of us. That's the one thing
16 that we have to remember. Those two officers
17 right now, it's a touchy subject so we're
18 going to end it here, that Legislator Solages
19 is going to go in to officer Rivera's wake at
20 Saint Patrick, those two officers, 22 year old
21 kid, I'm certain he never expected walking
22 down that hallway that somebody was going to
23 all of a sudden pull out a gun and shoot him
24 in the head. God bless his family that they
25 have to deal with it. The same thing with

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2 officer Mora. Let us remember this.

3 I understand what you're saying.
4 I'm not going to argue. I'm very passionate
5 about this. That yes, we all have to work
6 together within our communities and outside
7 our communities. We all have to be aware of
8 everything.

9 Just as, I mean, Susan Gottehrer
10 and I don't always agree on everything. But
11 I'll tell you right now, I will listen to what
12 she has to say and I will answer her questions
13 and I will try to work with her the best that
14 I can.

15 I know Juli. I respect Juli. I'm
16 not transgender. I'm not gay. But I'll tell
17 you right now I'm very sensitive to the
18 community and we want to make sure.

19 In the case of domestic I don't
20 care. Whatever you throw at us we're here to
21 work with the communities and work with our
22 police department and let's leave it at that.

23 MR. OVALLE: Do you think that
24 the legislature could help with incentivizing
25 maybe for police enforcement for the Black and

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2 Brown community to get more residents of
3 Nassau County to become law enforcement for
4 Nassau County? Can the legislature
5 incentivize it in some way with somehow? Can
6 you guys change the law for Nassau County to
7 incentivize? That's all I'm asking.

8 LEGISLATOR FORD: All we're doing
9 is we're looking to see if we can into the
10 community and try to get, whether or not it's
11 Uniondale or Elmont even in the City of Long
12 Beach.

13 MR. OVALLE: Because if you do,
14 Mr. Ryder, I will hold hands with you and walk
15 into any district and help you get recruits.

16 LEGISLATOR FORD: Yes. We need
17 to have a diverse police force and we are
18 working on that. Thank you. Legislator
19 Ferretti you're going to have the final word
20 and then we're finished.

21 LEGISLATOR FERRETTI: Just a
22 question for Commissioner Ryder. Commissioner
23 Ryder, in the last two plus years, two years
24 since COVID has started, how many unarmed
25 civilians in Nassau County have been shot

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2 and/or killed by Nassau County police
3 officers?

4 COMMISSIONER RYDER: Zero.

5 LEGISLATOR RHOADS: Can you tell
6 me in the last 20 years how many happened?

7 COMMISSIONER RYDER: Zero.

8 LEGISLATOR RHOADS: Thank you.

9 LEGISLATOR FORD: Commissioner
10 Ryder thank you very much and I thank
11 everybody who was here. As I stated, this
12 will be something that we will continue to
13 work with and we'll do our best to --

14 MS. GOTTEHRER: Can I just thank
15 you for this and for your patience and for
16 allowing us to speak afterwards. I want to
17 thank so much. I asked for it and I got it.
18 I appreciate it because it was a good give and
19 take. Thank you so much for this format.

20 LEGISLATOR FORD: It's good to
21 have a good discussion. Even an argument.
22 Thank you very much everyone.

23 (Committee recessed at 4:55 p.m.)

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CERTIFICATION

I, FRANK GRAY, a Notary
Public in and for the State of New
York, do hereby certify:

THAT the foregoing is a true and
accurate transcript of my stenographic
notes.

IN WITNESS WHEREOF, I have
hereunto set my hand this second day of
February 2022.

FRANK GRAY