

1. 11-22-2022 Public Safety Public Notice

Documents:

[11-22-22 PUBLIC SAFETY HEARING.PDF](#)

2. 11-22-2022 Public Safety Agenda

Documents:

[AGENDA - POLICE REFORM - 11-22.PDF](#)

3. 11-22-2022 Public Safety Minutes

Documents:

[NC PUBLIC SAFETY COMMITTEE SPECIAL POLICE REFORM 11.22.2022.PDF](#)



## **PUBLIC NOTICE**

**PLEASE TAKE NOTICE THAT**

**THE NASSAU COUNTY LEGISLATURE WILL HOLD  
A HEARING OF THE PUBLIC SAFETY COMMITTEE**

**REGARDING**

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

**ON**

**TUESDAY, NOVEMBER 22, 2022 AT 1:00 PM**

**IN**

**THE PETER J. SCHMITT MEMORIAL LEGISLATIVE CHAMBER  
THEODORE ROOSEVELT EXECUTIVE AND LEGISLATIVE BUILDING  
1550 FRANKLIN AVENUE, MINEOLA, NEW YORK 11501**

As per the Nassau County Fire Marshal's Office, the Peter J. Schmitt Memorial Legislative Chamber has a maximum occupancy of 200 people.

Attendees who would like to address the Legislature must submit a slip to the Clerk's office staff. Public comment is limited to three minutes per person. At meetings of the full Legislature, public comment will be heard only during the pre-calendar public comment period and during public hearings that are on the calendar. At meetings of the Legislature's committees, there is no pre-calendar public comment period. Public comment will be heard on agenda items. Public comment on any item may be emailed to the Clerk of the Legislature at [LegPublicComment@nassaucountyny.gov](mailto:LegPublicComment@nassaucountyny.gov) and will be made part of the formal record of this Legislative meeting.

The Nassau County Legislature is committed to making its public meetings accessible to individuals with disabilities every reasonable accommodation will be made so that they can participate. Please contact the Office of the Clerk of the Legislature at 571-4252, or the Nassau County Office for the Physically Challenged at 227-7101 or TDD Telephone No. 227-8989 if any assistance is needed. Additionally, those for whom English is not their primary language, or for those who are Deaf or hard-of-hearing, language and communication assistance technology will be available at public meetings.

Every Legislative meeting is streamed live on  
<http://www.nassaucountyny.gov/agencies/Legis/index.html>

**MICHAEL C. PULITZER**  
**Clerk of the Legislature**  
**Nassau County, New York**

**DATED: November 15, 2022**  
**Mineola, NY**



**NASSAU COUNTY LEGISLATURE**

THEODORE ROOSEVELT EXECUTIVE AND LEGISLATIVE OFFICE BUILDING  
1550 FRANKLIN AVENUE, MINEOLA, NEW YORK 11501

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# **Public Safety Committee Hearing**

**November 22, 2022**

**1:00 PM**

## **AGENDA**

**1. Nassau County Police Department**

Patrick J. Ryder, Commissioner

**2. Public Comment**

NASSAU COUNTY LEGISLATURE

SPECIAL MEETING

\*\*\*\*\*

RICHARD NICOLELLO

PRESIDING OFFICER

\*\*\*\*\*

PUBLIC SAFETY COMMITTEE

POLICE REFORM HEARING

DENISE FORD

CHAIRWOMAN

County Executive and Legislative Building

1550 Franklin Avenue

Mineola, New York

\*\*\*\*\*

Tuesday, November 22, 2022

1:19 p.m.

TAKEN BY: KAREN LORENZO, OFFICIAL COURT REPORTER

LEGISLATOR DENISE FORD CHAIR  
LEGISLATOR STEVEN RHOADS VICE CHAIR  
LEGISLATOR MAZI MELESA PILIP  
LEGISLATOR THOMAS MCKEVITT (Acting)  
LEGISLATOR DELIA DERIGGI-WHITTON RANKING  
LEGISLATOR SIELA BYNOE  
LEGISLATOR DEBRA MULE

\*\*\*\*\*

KEVAN ABRAHAMS

MICHAEL PULITZER

Clerk of the Legislature

A L S O   A P P E A R E D:

COMMISSIONER PATRICK RYDER

FIRST DEPUTY COMM. KEVIN SMITH

CHIEF OF DEPARTMENT STEPHEN PALMER

CHIEF OF PATROL KEVIN CANAVAN

CHIEF OF DETECTIVES CHRISTOPHER FERRO

DEPUTY CHIEF JAMES WILSON

DEPUTY CHIEF NICHOLAS STILLMAN

DETECTIVE SERGEANT SABRINA GREGG

PUBLIC COMMENT:

SUSAN GOTTEHRER, NY CIVIL LIBERTIES UNION

BISHOP MACKEY

TERRYL DOZIER

ARLO FLEISCHER

EMILY KAUFMAN

JEREMY JOSEPH

CHERYL KESHNER

TOMMY SHEVLIN

1  
2 CHAIRWOMAN FORD: Good afternoon,  
3 everyone. Thank you very much for joining  
4 us this afternoon and I will ask all of  
5 you to stand-up for the pledge led by  
6 Legislator Seila Bynoe.

7 (Whereupon, the Pledge of  
8 Allegiance is said.)

9 CHAIRWOMAN FORD: Thank you very  
10 much for being here today. We are having  
11 another public presentation on the Police  
12 Reform Plan that we passed in the  
13 beginning of 2021. Normally, you can  
14 access the updated plan. Commissioner,  
15 writer does provide it on the website  
16 semi annually, but he, you know, we had  
17 asked also to have presented in public.  
18 So if there are any questions you know  
19 from public or from the legislators,  
20 we'll be able to have a healthy  
21 discussion on this. So, as I stated  
22 before, I know there might have been an  
23 agenda that was sent out, but what we're  
24 going to do is we're going to start with  
25 public comment first, and then we will



ask Commissioner Ryder to come up and  
present the plan.

First we will do a roll call.

CLERK PULITZER: Thank you, Denise.  
Public Safety roll call.

Legislator Debra Mule.

LEGISLATOR MULE: Here.

CLERK PULITZER: Legislator Siela  
Bynoe.

LEGISLATOR BYNOE: Here.

CLERK PULITZER: Ranking Member  
Delia Deriggi-Whitton.

LEGISLATOR DERIGGI-WHITTON: Here.

CLERK PULITZER: Legislator Mazi  
Pilip.

LEGISLATOR PALIP: Here.

CLERK PULITZER: Substituting for  
Vice Chairman Steven Rhoads is John  
Giuffre.

LEGISLATOR GIUFFRE: Here.

CLERK PULITZER: Chairwoman Denise  
Ford.

CHAIRWOMAN FORD: Here.

CLERK PULITZER: Thank you.

1  
2 CHAIRWOMAN FORD: All right. Susan,  
3 please.

4 MS. GOTTEHRER: Good afternoon. My  
5 name is Susan Gottehrer, I'm the director  
6 of the Nassau County, New York Civil  
7 Liberties Union and the chair of the  
8 Police Accountability Working Group for  
9 Long Island United.

10 I'm here to ask police Commissioner  
11 Ryder questions about the status of his  
12 Police Reform Plan and hope that you will  
13 rigorous, rigorously question him as  
14 well.

15 I'd like to note that the police  
16 commissioner and this body have not  
17 honored the Police Reform Plan regarding  
18 the promise to report biannually. The  
19 last report was 2022 in January. As you  
20 may know, Long Island United to Transform  
21 Policing and Community Safety issued a  
22 report in October monitoring the Nassau  
23 County Police Department's progress, in  
24 front of you as we speak. We issued this  
25 report because the Police Reform Plan is

1  
2 filled with misdirection and  
3 mischaracterizations and counts on the  
4 public's inability or capacity to do a  
5 deep dive into highly technical areas.  
6 The contempt for the public is clear in  
7 this document and the strategy to avoid  
8 transparency is working to create zero  
9 accountability. The only accountability  
10 that this Department has is placed in  
11 front of them by the advocates through  
12 either lawsuits or reports or public  
13 comment.

14 In fact, the Vera Institute just  
15 issued a report this year ranking the  
16 department the third worst in the country  
17 for transparency and accountability. Our  
18 report shows that the NCPD is falling  
19 short in almost every area covered.

20 On bias and policing we found that  
21 the one year mark, the disparities in  
22 arrests and field interviews show a range  
23 of 2.5 times more likely for black people  
24 to be arrested or interviewed than white  
25 people, and that goes for all the

1  
2 categories of data presented. In the  
3 newly released data, the numbers are even  
4 worse in some categories or the same. So  
5 far the police reform has not worked.

6 The Nassau County data is completely  
7 amateur, hour and unprofessional. Last  
8 year we asked the police commissioner to  
9 provide data demographically  
10 disaggregated by resident and  
11 non-resident. He said he would supply it.  
12 Not only did he not supply it, but he  
13 took down the website for months. It just  
14 recently was put back up.

15 The one year report also erroneously  
16 claimed that the PD is complying with the  
17 STAT Act and referenced requests by  
18 advocates. Complying with an existing law  
19 is not a police reform. This is exactly  
20 the kind of thing that exists inside the  
21 Police Reform Plan.

22 We will ask him again: Please post  
23 the OCA data for Nassau County onto the  
24 website. We asked for this last year. He  
25 said he would do it. Not only did he not

1  
2 do it, he took down the website.

3 They have been court-ordered to  
4 return 50-A misconduct records to NYCLU  
5 by the courts. They ordered this in July.  
6 NYCLU is still waiting for reports.

7 Regarding investigations: Do  
8 investigations take place at the precinct  
9 level and isn't there a conflict of  
10 interest if there is a responding  
11 superior existing at the precinct level,  
12 meaning superiors have to take  
13 responsibility for what their  
14 subordinates do?

15 The Nassau County Police Reform Plan  
16 is filled with lots of words and no real  
17 reform. Please tell us your plan,  
18 Commissioner, to improve your bias  
19 policing. Please tell us when you release  
20 50-A records. And finally, please tell  
21 us why you are so allergic to oversight  
22 and accountability. As of right now, the  
23 advocates and lawsuits are the only  
24 accountability measures.

25 You, the Public Safety Committee of

1  
2 the Legislature, have to step up and do  
3 your job rigorously. The police are not  
4 your buddies, they are a powerful  
5 executive agency, run amuck and you are  
6 the legislative body charged with  
7 oversight. Thank you.

8 CHAIRWOMAN FORD: Thank you very  
9 much. Just to let you know that it will  
10 be no direct questions to Commission  
11 Ryder. If there are any questions that  
12 anybody would like to have answered, it  
13 will be directed through this Committee.

14 Bishop J. Raymond Mackey, please.

15 BISHOP MACKEY: Good afternoon.  
16 Thank you for this opportunity to speak  
17 on the Commissioner who I have a personal  
18 relationship with. I'm just amazed at  
19 some of the thoughts and things that I've  
20 heard.

21 The past seven weeks has been under  
22 doctor's care, because of allergic  
23 reaction that happened in my body. But  
24 none the less, I've been in the hospital  
25 four times. But I came here today in

1  
2 support of our Commissioner.

3 There is a lot of facts that you can  
4 hear, but you can get all the facts, even  
5 in the courtroom and not come out with  
6 the truth. The truth of the matter is  
7 there a mechanism that's far greater than  
8 the commissioner, and there are so many  
9 issues within Nassau County and also with  
10 our government that that needs fixin' and  
11 we know that for a fact.

12 I have been working with his  
13 predecessors go all the way back to  
14 Commissioner Willet up to our present  
15 Commissioner. And I must say without a  
16 shadow of doubt that racism and  
17 discrimination does exist in our county  
18 as well and in our county as well. We  
19 all know that. But the fact of the matter  
20 is I do not believe there's any type of  
21 issues of that nature with our  
22 commissioner.

23 We know that it's a great task that  
24 he has and I believe he has a great team  
25 and and my time is almost up, but I did

1  
2 Officer Daniels and Officer King if I  
3 could use their three minutes, they said  
4 yes, so that would give me nine.

5 All right. I'm here. I want my  
6 presence to let you know that I believe  
7 without a shadow of doubt that we have a  
8 great commissioner who is working with a  
9 system that's broken. A system that need  
10 to be fixed. And so, therefore, when I  
11 heard that requesting his resignation in  
12 my time -- I think that we should find  
13 solutions instead of focusing on the  
14 problem, and if we come up with  
15 solutions, we can resolve whatever the  
16 problem is.

17 I text our commissioner every single  
18 day. I'm a texter. I send out 2000 texts  
19 a week to keep encouraging individuals.  
20 He's one of 'em that has been a true  
21 friend. And I know a lot of the work and  
22 the outreach they have done. Even myself  
23 have reached out to recruit police  
24 officers. And it's very challenging,  
25 especially in our community, because of



1  
2 how the media has portrayed police  
3 officers.

4 And so I'm going to come to a close.  
5 My final statement is: We have a great  
6 commissioner. He's a good man. He may  
7 not be a perfect man. I'm a good man and  
8 I'm striving for perfection after 51  
9 years ministry and 44 pastoring. I'm  
10 still practising.

11 And, so I say, support our  
12 commissioner 1000%, and despite the  
13 challenges, because we all have  
14 challenges -- and I'm closing again, you  
15 know preachers have several closings.  
16 This is my last one. Let's support him,  
17 let's work with him as a community as a  
18 whole. All right. So that we could get  
19 rid of the ills that exist. Thank you so  
20 much for allowing me to speak. God bless  
21 you.

22 CHAIRWOMAN FORD: Thank you very  
23 much, Pastor for coming here despite your  
24 health issues. We really appreciate  
25 seeing you again, and I think we all join

1  
2 together and hoping and wishing and  
3 praying for a full recovery for you. All  
4 right so, but but thank you very much.

5 TerryL Dozier. If I don't say your  
6 name right, I apologize.

7 MR. DOZIER: Hello. My name is  
8 TerryL Dozier. I'm a Steering Committee  
9 member of LI United.

10 First, I want to say I'm happy to  
11 see that the NCPD is providing an update  
12 on their data. However, I will say that  
13 what was released as a 2022 report, with  
14 only what I can see as five slides of  
15 that data, is a far cry from even what  
16 was released one year ago, which I  
17 believe was 48 pages.

18 So the questions I have is: Where  
19 is information related to mental health  
20 and mental health incidents? Where is  
21 anything related to the implementation,  
22 the actual what is occurring within the  
23 reforms, which is exactly why we are all  
24 here today.

25 You know this is not something that

1  
2 will simply go away, and the standard of  
3 what a proper report entails cannot be  
4 lessened simply because police reform is  
5 no longer the topic of the day that it  
6 was a couple of years ago.

7 And if, in fact, and I do believe,  
8 if in fact the 2020 Police Reform Plan  
9 was a genuine effort by Nassau County PD  
10 to engage with this topic, then they must  
11 follow-up with reports that also live up  
12 to that genuineness for years to come,  
13 not just this year but also next year,  
14 the year after.

15 Now, I'll say, I hope and I believe,  
16 that the officers who wear the NCPD  
17 uniform and who fill the seats that we  
18 see today in this hall are upstanding  
19 individuals who care about their  
20 communities, regardless of race, that  
21 comprise Nassau County and based on that  
22 premise, they, as well as you all who are  
23 up there, must be concerned with some of  
24 the findings that are in this report and  
25 in this data.

Relative to Nassau County

demographics, black community members are at least five times more likely than whites to be arrested. Now, I know that the natural thing that will be said is that, well, this is simply where the crime is, but decades and decades of research also show that there are no significant discrepancies between race as it relates to drug use and traffic violations. Yet here in Nassau County, blacks are at least three times more likely arrested for having a controlled substance and more than three times more likely to be for a traffic violation. These defy the argument that we just go where the crime is. What is being done to buck this problematic trend? And, Legislature, what will you do to buck this trend now?

Finally, I'm also deeply concerned about the data regarding the number of found founded allegations and 2022: 15, 15 founded year-to-date, allegations

1  
2 compared to 126 in 2021 and 101 in 2020.  
3 I believe in change, but something  
4 doesn't add up when we still see the  
5 discrepancies in the data that I've  
6 already mentioned.

7 So the question is: What  
8 disciplinary action was handed out for  
9 those 15 founded allegations and, for  
10 that matter, what disciplinary action was  
11 handed out for the 227 founded  
12 allegations from the past two years? And  
13 why the dramatic drop and founded  
14 allegations? And the bigger question  
15 that I have for this Body and I'll be  
16 done, is what will the Legislature do to  
17 address what is clearly in the own data  
18 from Nassau County, a persistent issue?  
19 Thank you.

20 CHAIRWOMAN FORD: All right, thank  
21 you very much. Arlo Fleischer.

22 MS. FLEISCHER: Good afternoon. My  
23 name is Arlo Fleischer. I'm an organizer  
24 for the Nassau Regional Office of the New  
25 York Civil Liberties Union. I appreciate

1  
2 Commissioner Ryder being here to report  
3 on the progress of NCPD reform, but I  
4 also feel like it's important to  
5 acknowledge that this report is four  
6 months overdue.

7 One of the promises of police reform  
8 was to report to this Committee every six  
9 months. However, the last report was over  
10 10 months ago, in January. Transparency  
11 has also proven to be an issue in the way  
12 that the NCPD is handling the reform  
13 website. The website was recently  
14 reposted online, but for many months it  
15 had been removed, despite repeated calls  
16 from advocates asking for it to be put  
17 online and even verbal commitments from  
18 Commissioner Ryder agreeing. For the  
19 NCPD to truly be committed to  
20 transparency, this information must  
21 remain available and it cannot be posted  
22 only in the final few days before the  
23 Commissioner may be faced with  
24 accountability. These practices only  
25 serve to put up a facade, and that is not

1  
2 reform.

3 The NCPD's actions have been  
4 directly contrary to their promises,  
5 which reveals the total lack of oversight  
6 that they operate with. And more than  
7 that, it shows a deeply troubling  
8 attitude that lies at the very core of  
9 why we need reform and accountability to  
10 that reform. How are we supposed to trust  
11 the lives and safety of our black and  
12 brown community members with such  
13 dangerous indifference?

14 Beyond the reform process and the  
15 lack of transparency, it is crucial to  
16 examine the policing practices of the  
17 PCPD and the impact, or lack thereof, of  
18 reform to these practices. On the  
19 website, the only new information that  
20 has been posted since the January reform  
21 update report is the newest demographic  
22 data on arrests, use of force, field  
23 interviews, complaints and summons. There  
24 is no information available on the status  
25 of reforms to police practices, such as

1  
2 implementing a mobile crisis response  
3 team.

4 To make the questions about the  
5 progress of these initiatives even more  
6 pressing. What we do know, based on the  
7 data that is shared, is that the NCPD is  
8 failing to reduce bias policing.  
9 Commissioner Ryder has previously stated  
10 that the data cannot be accurately  
11 compared against the demographics of  
12 Nassau County, since many non-white  
13 residents may be entering the county, and  
14 quote unquote, coming here to commit some  
15 kind of criminal act, which is deeply  
16 problematic perspective in and of itself.  
17 So we did the analysis and we looked at  
18 the numbers against the population of  
19 Nassau County and against the population  
20 of Nassau, Suffolk, Queens and Kings  
21 County combined, and either way the data  
22 conclusively points to bias policing.  
23 Black people are five to 12 times more  
24 likely to be stopped in a traffic stop  
25 than white people, three to eight times



1  
2 more likely to be stopped for a field  
3 interview, four to 11 times more likely  
4 to be subjected to a pat down, two to six  
5 times more likely to be arrested and two  
6 to six times more likely to be subjected  
7 to use of force. Apart from the use of  
8 force, these numbers are not going down.  
9 In fact, in most cases they are  
10 increasing from the last set of data that  
11 was shared.

12 We are here talking about reform,  
13 because the lives and livelihoods of our  
14 black and brown community members hang in  
15 the balance, and so Executive Order 203  
16 specifically emphasizes reducing racial  
17 disparities as the top priority of  
18 reform. The fact that the website is back  
19 on line and that the NCPD is finally  
20 making good on that particular promise  
21 gives me very little comfort when all  
22 that I have seen tells me what is being  
23 done is not working.

24 You have the power to make the  
25 difference. We need better oversight, we

1  
2 need more accountability and we need  
3 rigorous questioning of the updates  
4 provided. Thank you.

5 CHAIRWOMAN FORD: Emily Kaufman.

6 MS. KAUFMAN: Thank you for the  
7 opportunity to speak and thank you to  
8 Commissioner Ryder for finally offering  
9 an updated report.

10 My name is Emily Kaufman. I'm also a  
11 Steering Committee member with LI United  
12 to Transform Policing and Community  
13 Safety, and I've also worked deeply with  
14 the Mental Health Crisis Response Work  
15 Group and we were here, if you'll  
16 remember, two years ago, to talk a lot  
17 about that issue.

18 Just to set up a frame, back in 2020  
19 when we were having these conversations,  
20 Commissioner Ryder had very clearly  
21 stated, from what I remember, that he  
22 didn't believe that police reform was an  
23 issue needed in Nassau County, that that  
24 was a Minneapolis issue. When I look at  
25 the six-month report that is four months

1  
2 later, we're at the end of November, two  
3 days before Thanksgiving, which makes it  
4 very hard for the public to come out  
5 right now, when I look at the six-month  
6 report that has seven slides, I have the  
7 experience of believing, Commissioner  
8 Ryder, that this department does not  
9 believe reform is necessary. Because if  
10 reform were necessary, as my colleague,  
11 Terryl Dozier, mentioned before, a more  
12 robust report would be presented. So  
13 what's missing?

14 For the year follow-up report, as  
15 was mentioned, was a 48 page report with  
16 a number of different issue areas  
17 delineated. Today were presented and it  
18 only was released last week, seven  
19 slides. Seven slides of pretty  
20 insufficient data. There's no  
21 understanding of total encounters so that  
22 we can accurately take a look at how many  
23 encounters are leading to arrest where we  
24 can put the disparities that were laid  
25 out previously in a greater context of

1  
2 what's happening.

3 Previously, LI United has brought in  
4 the Center of Policing Equity to the  
5 former county executive and to this Body  
6 to ask if they would like assistance from  
7 the Center of Policing Equity, which is a  
8 national body, in developing real data  
9 metrics so that we can take a look at  
10 what is happening with policing in Nassau  
11 County and the disparities that we see.  
12 That offer's absolutely on the table. We  
13 maintain a relationship with the Center  
14 of Policing Equity and would love to  
15 bring them here to Nassau County so we  
16 can have an honest conversation.

17 Additionally, and the piece that's  
18 most glaring to me as a member of the  
19 crisis response team, is any information  
20 on what's happening with mental health,  
21 mental health calls. Our work group had  
22 been in contact with Chief Barbieri  
23 (phonetic) and Commissioner Ryder to try  
24 and start a dialogue around what progress  
25 has been made. Those conversations fell

1  
2 off. We welcome the opportunity to pick  
3 that up again so that we can understand.  
4 We do understand, some hires have been  
5 made, but we don't know if there's new  
6 911 call scripts. We don't know what the  
7 data looks like as far as who is handling  
8 those calls. Are there reductions in  
9 transports to the ER? What is the arrest  
10 data looking like? Is there a crisis  
11 stabilization center? It was a huge part  
12 of the reform plan and it's completely  
13 absent in this six-month report. So I ask  
14 this body please, as has been said  
15 before, to utilize rigorous questioning,  
16 because you are the public's hope in the  
17 place that we can go for actual oversight  
18 and accountability so that we can move  
19 Nassau from third from the bottom. As was  
20 mentioned that the Vera Institute has  
21 named NCPD as third from the bottom in  
22 the country on transparency and  
23 accountability. That's not acceptable and  
24 we can move that up and you are the first  
25 line of defense. Thank you.

1  
2 CHAIRWOMAN FORD: Thank you. Jeremy  
3 Joseph.

4 MR. JOSEPH: I'm Jeremy Joseph, I'm  
5 a member of LI United as well and a  
6 resident of Hicksville. It's been two  
7 years since we've been having this  
8 discussion on police reform. Us community  
9 activists have offered solutions. The  
10 police have consistently rejected these  
11 improvements and this legislative body  
12 has followed suit. Our solutions are not  
13 novel, nor are they revolutionary. They  
14 are are standards in modern policing that  
15 have been proven to improve safety  
16 outcomes and save taxpayer money,  
17 especially for a police department as  
18 large as this one.

19 We asked for transparency in the  
20 form of open data and regular reports. We  
21 asked for accountability in the form of a  
22 CCRB and an inspector general so that we  
23 could have independent review of  
24 complaints against officers. And, in case  
25 you need a reminder, why that's needed, a

1  
2 recent report from this past month cited  
3 144 civilian complaints in the last six  
4 years against our police department.  
5 According to our existing Internal  
6 Affairs bureau, zero of those were  
7 founded. It's very convenient. However,  
8 in court, dozens of those cases have  
9 resulted in judgments of excessive force  
10 and false arrests in favor of these  
11 victims.

12 We asked for language access, so  
13 non-English speakers can be treated the  
14 same as the rest of us. That has not  
15 happened. You will hear more about that  
16 shortly. We ask for alternate response  
17 units for those suffering mental health  
18 crises. We're not even close to that.  
19 Instead, this Legislative Body submitted  
20 a Police Reform Plan, and that was  
21 embarrassingly meaningless, and you  
22 haven't delivered on that yet. We were  
23 promised biannual reports from the police  
24 commissioner, these meetings have not  
25 happened. We were promised data reporting

1  
2 to be posted on the NCPD website. That  
3 page has spent more time down than up by  
4 far. Instead we have a police department.  
5 Data continued to operate without  
6 oversight. So following on Susan's citing  
7 of the data from Vera Institute, we  
8 followed up with them. They updated  
9 Nassau County police ranking from number  
10 third worst in the country to second  
11 worst. Maybe by the next time we meet  
12 we'll be number one as far as being that  
13 bad as far as regarding transparency and  
14 accountability.

15 This past year over 60% of adults  
16 arrested in Nassau County were black or  
17 Hispanic. These groups represent less  
18 than a third of Nassau County's  
19 population. Even today, look around the  
20 room. I can count on two hands how many  
21 visible minorities there are here. And  
22 for those watching virtually, there are  
23 about a 100 law enforcement officers  
24 here, and yet these black and brown  
25 members, we constitute the vast majority



1  
2 of arrest in Nassau County.

3 We have more data on Nassau County  
4 policing and every way you cut it,  
5 minority groups are being over policed.  
6 Just recently we decided to, or rather  
7 the Legislative Body -- I'll wrap up --  
8 decided to increase funding for our  
9 police department. When you give more  
10 funding to an agency without any  
11 conditions, you're essentially saying  
12 that we want more of what you're doing.  
13 Apparently, we want more racially biased  
14 policing, more abuses of power, more  
15 uninvestigated complaints, more mental  
16 health crises, not receiving the care it  
17 deserves. So I would say for a first  
18 step, please enforce your own standards,  
19 the police commissioner is to report to  
20 the PSC as outlined in your own reform  
21 plan. The police reform website should be  
22 back online with the required reports on  
23 data and policy, and this is the bare  
24 minimum. Thank you.

25 CHAIRWOMAN FORD: Thank you, Cheryl

1  
2 Keshner.

3 MS. KESHNER: Good afternoon. My  
4 name is Cheryl Keshner. I'm a Nassau  
5 County resident and coordinate the Long  
6 Island Language Advocates Coalition. We  
7 work to ensure that people are provided  
8 with equal access to programs and  
9 services, regardless of the language that  
10 they speak and regardless of their  
11 English proficiency.

12 A couple of months ago, Lilac issued  
13 a report documenting a number of calls  
14 which were made to the Nassau County  
15 police department in which Spanish  
16 speakers who were testers were not  
17 provided with access to services and the  
18 information that they needed in  
19 approximately one half of the cases. We  
20 brought this to the attention of  
21 Commissioner Ryder, as we have multiple  
22 times in the past, and yet we have seen  
23 no changes. We have been doing testing  
24 since the Nassau County Executive Order  
25 was passed in 2013 mandating language

1  
2 access at public agencies, and yet we are  
3 not seeing the changes that we need.

4 Officers are allowed to test their own  
5 proficiency in another language rather  
6 than being independently evaluated. The  
7 language access plan is insufficient and  
8 there continues to be a pattern of bias,  
9 as we've heard from other speakers here  
10 today.

11 Shortly after issuing our report,  
12 Long Island United issued their report  
13 documenting that there were a  
14 disproportionate number of traffic stops  
15 of black and Latino motorists and that  
16 they were subject to a disproportionate  
17 number of summonses and arrests. That,  
18 coupled with a Lilac report, shows that  
19 there is a pattern of bias policing in  
20 this county.

21 The response that we've gotten from  
22 the Department is only how many times  
23 they have used Language Line, but what  
24 happens in those cases when they are not  
25 providing language assistance? How many

1  
2 domestic violence calls are not being  
3 answered? How many people who need to  
4 report hate crime are unable to do so?  
5 How many people's lives are being placed  
6 in danger by this failure to take  
7 appropriate action and to address these  
8 problems?

9 We did request a meeting with the  
10 Public Safety Committee and we have not  
11 received a response. It is time for  
12 action. This is going on for too long, so  
13 we are asking you to step up. This is not  
14 a matter of politics. It's a matter of  
15 protecting every member of our community  
16 to ensure that people are not being  
17 discriminated against based on their  
18 language proficiency, based on the color  
19 of their skin. We need you to take action  
20 now. This is Federal Law, these are civil  
21 rights violations which are being  
22 committed by this department and we need  
23 action now. Thank you.

24 CHAIRWOMAN FORD: Thank you, Tommy  
25 Shevlin.

1  
2 MR. SHEVLIN: Thank you. I'm Tommy  
3 Shevlin. I'm the Nassau County PBA  
4 President, and I'm joined here with  
5 Ricky Frassetto the SOA President and  
6 Jeffrey Gross, DAI President.

7 Unfortunately, we have to stand here  
8 and defend ourselves once again and  
9 defend our great police department and  
10 our great police commissioner. Patrick  
11 Ryder is a good and fair man. I see it  
12 every day and I know how much he cares  
13 about his community and about his cops.  
14 And I know that his heart is in the right  
15 place because he is a cop and we're all  
16 cops.

17 And I want to say this: I don't have  
18 statistics here. That's not my job. I'm  
19 speaking here today as a police officer  
20 and representing the voice of police  
21 officers. We risk our lives every single  
22 day and night. We put on a bulletproof  
23 vest, we kiss our loved ones goodbye to  
24 go to the communities that we serve, to  
25 risk everything, to protect all of you,

1  
2 to keep you safe, to take you to the  
3 hospital when you need to.

4 We get 911 calls, police officers do  
5 not say what race is that person? Do they  
6 speak English? What religion are they? We  
7 respond the same for everyone because  
8 we're human beings, we're all human  
9 beings. We care, it takes a special  
10 person to be a police officer. We risk it  
11 all and I'm tired of the anger, the false  
12 narrative that's being brought upon us.  
13 The finger pointing. Things will never  
14 change if we continue this rhetoric. Are  
15 we perfect? No, nobody is. We're human  
16 and we're all willing to change. But we  
17 need to work together, not point fingers  
18 and create us versus them. It doesn't  
19 work. It didn't work two years ago and it  
20 will not work in the future.

21 We welcomed police cameras, body  
22 cameras for our police officers. It helps  
23 us. We welcome training, whatever  
24 training you want to give us. We can  
25 continue to grow and be better humans and

1  
2 better police officers. But we need to  
3 stop this anger.

4 We miss our children's sporting  
5 events, we miss their school plays, we  
6 miss holidays with our families to be in  
7 the communities that we serve. We have a  
8 lot of respect for everybody. We show it  
9 every day. Commissioner Ryder leads that  
10 way and he holds us accountable. So all I  
11 ask is that you look at it for what it  
12 is. Numbers are numbers. We'll give you  
13 statistics, but at the end of the day,  
14 let's talk, bring us into your  
15 communities. Let's deal with this the  
16 right way, not finger pointing.

17 I'll end with this: The attorneys  
18 and the people that pushed this false  
19 narrative, would they give their life for  
20 you and for the communities? We would, we  
21 do, and we have. Thank you.

22 CHAIRWOMAN FORD: Thank you very  
23 much. That ends the public comment  
24 section.

25 We'll take a few minutes so that

1  
2 Commissioner Ryder and his team can come  
3 up and get set up.

4 Please note that minority leader  
5 Legislator Abrahams is here with us.

6 POLICE COMMISSIONER RYDER: First of  
7 all, I just got to take a moment to first  
8 thank Bishop Mackey, who came out here to  
9 day. He just got out of the hospital back  
10 and forth, and again he's been a strong  
11 supporter of us and done the right thing  
12 by us. So we're constantly supporting him  
13 back. Yesterday we did over 60 turkeys,  
14 we do toy drives, backpack giveaways,  
15 we're in the community doing book  
16 readings, we do superheroes. We're  
17 constantly working with his group on  
18 Terrace Avenue. We've provided equipment  
19 and stuff. So when Bishop Mackey speaks  
20 and when Bishop Mackey calls, we answer;  
21 just like we do for everybody.

22 Forty years in-law enforcement, I  
23 find myself constantly defending my  
24 police department. No, they are not my  
25 buddies, they are my family. A family



1  
2 that stands together, a family that is  
3 united, but a family that must treat  
4 their communities fair. I demand that  
5 from my own family at home. I will demand  
6 it from my cops and my cops do that every  
7 single day when they go out there.

8 In our motto: Loyalty, integrity,  
9 fairness and excellence. That word  
10 fairness means something to us. We take a  
11 lot of pride in what we do. The men and  
12 women that you see behind me are my PAL,  
13 my community affairs, my COPE cops, all  
14 of those that have been going out into  
15 our communities forever, but especially  
16 over the last two years, building  
17 bridges, making sure that things are done  
18 right and that we have that outreach.  
19 That's what we do. We don't ever leave  
20 here -- and I wanted them to be here to  
21 see what goes on and reform because they  
22 create the narrative for me and they  
23 understand it and they are  
24 African-American, Hispanic, male, female,  
25 LBG, we have all and we accept all and we

1  
2 defend all. As you heard from Tommy  
3 Shevlin, we are willing to put our lives  
4 on a line for every one of you. That's  
5 what we do. That's what heroes do and  
6 they are true heroes that stand behind  
7 me.

8 As far as the report goes, that  
9 report was done as required. That report  
10 was submitted as required. Technology  
11 broke on the link. That's not my  
12 responsibility. I'm not the tech, I can  
13 barely figure out my phone, but that  
14 technology broke and that's why that  
15 report wasn't here and we were given the  
16 opportunity and prepared to come whenever  
17 asked by this legislative body to answer  
18 questions. Today was the day that was  
19 chosen. We are here. We don't run and  
20 hide from any of it.

21 As far as the Language Line report  
22 again, I'll say it again and I respect  
23 Cheryl, I respect Susan, I respect them  
24 all that come up here and have their  
25 opinion and they know that. I am always

1  
2 respectful to them. I make nothing  
3 personal, but you can't keep calling me  
4 out for a Language Line report that was  
5 done at 47 times, I think was the number  
6 that they had bad interaction. When you  
7 will hear from Sabrina Gregg today on how  
8 many times we used the Language Line and  
9 when I asked them and I gave them my  
10 personal cellphone and I said, when you  
11 interact with somebody and it's bad, I  
12 don't care if it's an order process or  
13 somebody complaining, you call me  
14 immediately. I will address it  
15 immediately, not six months later in the  
16 Newsday report. That doesn't work. I  
17 can't go back. I have gone back there's  
18 47 open cases in the Nassau County  
19 Internal Affairs unit that are trying to  
20 track where these calls came from. So I  
21 can't do that and I can't fix if  
22 everybody is not willing to get it fixed.  
23 I asked for their report. I am sure they  
24 were tape recorded conversations. Let me  
25 have them. I'll be able to identify the

1  
2 voice behind that and then I'll be able  
3 to discipline them. But no, that doesn't  
4 happen. It's a hit job and that's what  
5 happens. And I stand here and defend it  
6 and I defend my men and women, because I  
7 know the men and women of this police  
8 department.

9 And when you talk about discipline,  
10 this past year alone, nine officers have  
11 been forced to resign, have been  
12 terminated or forced to retire because of  
13 their behavior of how they treat both the  
14 public and his police department. Nine,  
15 that's the most done in the history of  
16 this department and I'll show you the  
17 other 12 shields that sit on my desk that  
18 we have removed for treating people  
19 proper. The rest work too damned hard to  
20 have a few ruin it for us. So we will not  
21 tolerate that as we go forward.

22 Today you're going to hear from  
23 Commissioner Smith about wellness. You  
24 brought wellness to me and I believe, and  
25 when we speak about wellness, I can't

1  
2 have a cop making tough decisions if he's  
3 not taking care of himself first. He has  
4 to be healthy and you'll hear from  
5 Commissioner Smith.

6 Chief Palmer will talk about the  
7 Police Academy. All the reform asks have  
8 been done and instituted. Every single  
9 one of them have been put into place as  
10 asked, and are being done every single  
11 day.

12 You'll hear from the Chief of  
13 Detectives. Chief Ferro will talk about  
14 hostage negotiation and mental health. We  
15 have a 100% success rate when it comes to  
16 our mental health that nobody's been  
17 killed or injured; 100%. I don't know  
18 where the numbers they have are coming  
19 from, but these are the numbers that are  
20 out there.

21 Chief of Patrol, Chief Canavan, will  
22 talk to you about the quality of life  
23 calls that we receive and the crime  
24 initiative that we do. And yes, we do go  
25 into communities with the backing of the

1  
2 the 911 call that is being asked by our  
3 community for help. Chief of Support,  
4 Chief Wilson is here and he will talk to  
5 you about our civilian side of it. And  
6 these were all going to be short  
7 synopsis. I'm not going to make this big  
8 long drawn out day.

9 Inspector Field will talk about the  
10 hiring, the mentoring, and the  
11 recruitment process or what we, the  
12 Nassau County Police Department, control.  
13 And you all know the narrative. I don't  
14 control a lot of that, almost none of it.  
15 So do I control recruitment? Yes. Do I  
16 control mentoring? Yes. Have we improved  
17 on that? 100%.

18 And then you're going to hear from  
19 Chief Stillman. They're going to talk to  
20 you about how our complaint numbers have  
21 dropped 30%. Why? Body cameras. And I  
22 thank you. It's transparency. It opens it  
23 up. Our founded cases have dropped, our  
24 unfounded cases have dropped. He will  
25 give you the numbers and explain to you

1  
2 why and then we'll come back with Sabrina  
3 Gregg and Chief Ferro to talk about hate  
4 crime and what we're trying to do, and  
5 also how both of them have a part in that  
6 and what we, the Police Department, are  
7 trying to do. I hear it when you speak  
8 both about park, walk, and talk. We have  
9 done 90 hours since I last left you here  
10 at this table, 90 hours in the community,  
11 stopping and visiting shop owners in  
12 Uniondale, Roosevelt, Westbury, and  
13 Elmont. We've been out in the communities  
14 addressing, making sure in uniform. That  
15 group of people behind you. So I hear  
16 that and I hear the hate crime issue. And  
17 I just got off a Zoom earlier from not  
18 the ADL, the other group. I apologize.  
19 We talked about that. We need to look at  
20 it. Sabrina Greg has been to the first  
21 meeting of what we can do to make it  
22 better.

23 So you will hear all of that. I will  
24 do the numbers then and any questions  
25 that you wish to ask upon me. I never say

1  
2 no. I don't care what party you are,  
3 what race or religion, that phone rings  
4 and I answer it and I do it. And if I'm  
5 wrong, call me, I'll fix it. And many a  
6 time I'm not. And you're going to hear  
7 some interesting facts tonight.

8 And I apologize that report was not  
9 out in time, but it ain't my fault, but  
10 I'll take the hit right. I got a tough  
11 skin.

12 So I'm going to start off with  
13 Commissioner Smith.

14 CHAIRWOMAN FORD: Thank you very  
15 much, but before we go. The one topic we  
16 will not be discussing today in light of  
17 recent litigation will be your  
18 recruitment and hiring.

19 POLICE COMMISSIONER RYDER: We  
20 understand. We will touch off just what  
21 we're doing. Recruitment is not part of  
22 the lawsuit, and we will tell you what  
23 we're doing in recruitment and we will  
24 also tell what we're doing in the  
25 mentoring program.



1  
2 CHAIRWOMAN FORD: No further  
3 questions.

4 POLICE COMMISSIONER RYDER: Yes,  
5 thank you.

6 FIRST DEPUTY COMMISSIONER SMITH:  
7 Thank you. Good afternoon, First Deputy  
8 Commissioner Kevin Smith.

9 So this administration, Commissioner  
10 Ryder's administration, strives to hire  
11 and develop men and women that will be  
12 physically, intellectually and  
13 emotionally, able to do this job.

14 Our officers sees side life fraught  
15 with motional ups and downs. Stressors in  
16 every shape and form: External,  
17 internal, organizational, to name a few.

18 Additionally, like every one else,  
19 we are vulnerable to personal crisis.  
20 Life sometimes gets in the way of your  
21 wellbeing. We believe we are at the  
22 forefront in-law enforcement. Agencies  
23 that aggressively look to promote health  
24 and wellness for its members, both sworn  
25 and civilian.

1  
2 In April 2019, Commissioner Ryder  
3 resurrected the Wellness Committee. The  
4 Wellness Committee was formed to discuss  
5 and evaluate all matters as they relate  
6 to mental and physical wellbeing of our  
7 members of the department. The wellness  
8 Committee is comprised of members of  
9 various units of the department,  
10 including our Employee Assistance Office,  
11 our Peer Support, department chaplains  
12 and the others representing the  
13 divisions, different spectrum of units  
14 and, of course, our unions.

15 Our mission: The mission of the  
16 Wellness Committee is to develop and  
17 maintain and promote programs, services,  
18 and policies that support the physical,  
19 emotional, and spiritual wellbeing,  
20 thereby allowing members to achieve full  
21 professional and personal potential.

22 Now, traditionally, in policing, an  
23 officer's mental health and wellness has  
24 been overlooked once they got out into  
25 the street. This department is changing

1  
2 that and it's being done with great  
3 enthusiasm from our team. We have a  
4 strong showing at our seminars with  
5 healthy lifestyle topics ranging from  
6 nutrition and mindfulness, resiliency,  
7 not to mention coping skills, breathing  
8 skills, relaxation techniques all in the  
9 interest of keeping a sound mind, a  
10 rested body and keeping a balance of  
11 emotional intelligence. In other words,  
12 finding the skill set to keep your head  
13 about while concern, panic, and chaos is  
14 going on around you. Because that's what  
15 we do.

16 Just to summarize the level of  
17 commitment we have to our members, the  
18 Department, I think you know this, has a  
19 full-time Employee Assistance Office,  
20 which department members, retired members  
21 and their families can avail themselves  
22 to for counselling and/or referrals for a  
23 wide range of issues.

24 Now, remember what's going on at  
25 home can influence moods and behavior as

1  
2 well, so opening up this service to our  
3 families can greatly enhance our  
4 officers' peace of mind that his or her  
5 family concerns are being addressed.

6 We have our Peer Support Team, which  
7 can be called out at a moment's notice,  
8 comprised the members of various units of  
9 the department, to situations which can  
10 create grave impact on our members  
11 emotional wellbeing. Years ago, one was  
12 left to deal with this on their own and  
13 sometimes not in the best manner. Today,  
14 Peer Support preaches that you don't have  
15 to go through it alone and that help is  
16 available without negative perceptions.  
17 Trying to break that stigma that was  
18 there for years and years.

19 Let me end with the Wellness  
20 Committee. We meet monthly or more often  
21 to discuss what will benefit the  
22 Department's members and also to make  
23 recommendations on topics that may need  
24 to be addressed at yearly training  
25 sessions. The constant topic and the

1  
2 right word that promote is awareness,  
3 making our members aware.

4 I would be remiss if I didn't  
5 mention that the rash of police suicides  
6 in the tri-state area a few years ago got  
7 the ball rolling. With suicide awareness  
8 the forefront, it made perfect sense to  
9 explore all of the previous mentioned  
10 topics and to aid our members emotionally  
11 and keep them physically sound by  
12 instilling in our members that the  
13 responsibility of all of us in this  
14 family, as the commissioner said, to  
15 recognize that some form of stress may be  
16 affecting our peers, our subordinates,  
17 our supervisors, and to have the concern  
18 and to act. That action can result in a  
19 recommendation or, if necessary, even an  
20 order that that person seeks help and  
21 gets the help that they need.

22 It's all I have to say. I want to  
23 thank you for your time and I hope you  
24 all have a wonderful Thanksgiving.

25 POLICE COMMISSIONER RYDER: I'm now

1  
2 going to turn it over to Chief Palmer.

3 CHIEF PALMER: Good afternoon,  
4 everyone here today, honorable members of  
5 the Legislature and everyone in the  
6 audience. Thank you. And I'll say  
7 upfront, it should be said, Happy  
8 Thanksgiving to everyone here and health  
9 to your families.

10 I'm Chief Stephen Palmer, Chief of  
11 Department.

12 Currently, our basic course for  
13 police officers curriculum consists of  
14 over a 1000 hours of instruction, well  
15 above the New York State Division of  
16 Criminal Justice Services requirement of  
17 699 hours of instruction. I'm just going  
18 to give you a brief overview of the  
19 things that are taught to our recruits in  
20 the academy, purely based upon police  
21 reform.

22 1. Decision making. We give eight  
23 hours toward that. That is a State  
24 requirement and they're given various  
25 exercises and implicit bias is

1  
2 incorporated in each one of those  
3 exercises in respect to how we can  
4 corrupt their decisions.

5 2. Cultural diversity. Eight hours.  
6 New York State requires five. We give  
7 eight hours, a full day to the staff  
8 there. We use almost entirely outside  
9 instructors. Members from the following  
10 communities regularly come in and teach  
11 the recruits from the African-American  
12 community, Korean-American, Hispanic  
13 community, Sikh community, Jewish,  
14 Islamic and Hindu communities, and the  
15 LGBTQIA community.

16 3. Twenty hours are dedicated to  
17 fundamental crisis intervention. We look  
18 over the indicators of emotional stress,  
19 communication, legal issues, and  
20 treatment and recovery, and resources.

21 4. Professional Communications  
22 Deescalation. We give eight hours. We  
23 were teaching this for over six years  
24 before the State made it a requirement.  
25 We focus on how to speak and interact

1  
2 with all members of the community and  
3 deescalating ourselves in the face of  
4 manageable adversity, maintaining control  
5 over ourselves. We go over the five  
6 universal truths to human interaction.  
7 Communication is key, active listening  
8 and principles of impartiality.

9 5. We teach ethical awareness.  
10 Eight hours. That is a New York State  
11 requirement, but we build in ethics  
12 throughout many different disciplines as  
13 we go through this. We give a course in  
14 ethics and policing.

15 6. Sixteen hours are dedicated to  
16 officer wellness. We address a variety  
17 of issues with our officers so they can  
18 take care of themselves, as Commissioner  
19 Smith said, and physically, mentally more  
20 adequately able to assist the community.  
21 We introduce values, ethics and morals.

22 7. Another two hours where we laid  
23 the groundwork for the remainder of the  
24 training and what a service-oriented  
25 police department means to us and the



community. We've never lost that.

8. Ethical and moral courage. Two hours. We address standing up for one's ethical beliefs and values, holding each other accountable for our actions and reporting potential issues before they ever become problems. We examine inhibitors, conformity to the group, shifting the mindset and discuss the duty to intercede, the duty to intervene, and the risks of non-intervention.

9. We spend at least an hour on legal update, talking about EO203 and any other changes in the penal law or laws that are applicable to police reform.

10. Procedural justice gets another two hours at a State requirement. We stress the need to provide everyone that we encounter with a voice and, reinforcing the service-oriented policing style, what police legitimacy means and the benefits of legitimacy and procedural justice.

11. Implicit bias. That's two

1  
2 hours. We introduce what that is,  
3 dispelling preconceived notions of what  
4 they thought it was and explaining to  
5 them why it matters and how it can have  
6 an adverse effect, not only just on  
7 policing, but the world. And they are  
8 giving the techniques of  
9 self-intervention.

10 These are just some of the things  
11 that we go over in the academy, including  
12 the 699 hours that we have to give our  
13 people for State Certification. Again,  
14 over a 1000 hours of instruction. We give  
15 to them real life scenarios that we play  
16 with them all with police reform,  
17 intervention, crisis intervention, and  
18 managing their own biases woven into  
19 that, and we've actually put together at  
20 least in-service course that we've been  
21 giving for the past two years. We will  
22 develop one for 2023, that's in the  
23 works, which will continually hammer home  
24 the important issues that were brought  
25 forth in police reform and treating

1  
2 communities, no matter where and who they  
3 consist of appropriately, respect and  
4 service. And that's what I have about the  
5 police academy.

6 POLICE COMMISSIONER RYDER: Thank  
7 you. Now we're going to have Chief of  
8 Detectives Chris Ferro.

9 CHIEF FERRO: Good afternoon. I'm  
10 going to speak about the Department's  
11 response to mental-aided calls. So I'll  
12 give you some numbers and I'll give you  
13 some context behind it.

14 Year to date, we responded to 3,102  
15 calls for services from the communities  
16 in Nassau County and villages. Out of  
17 that, 2900 were transported to area  
18 hospitals and most of the hospitals are  
19 NUMC and 144 were deemed not a risk. Out  
20 of the 3102 emergency services, responded  
21 to 72 of those scenes and they  
22 successfully negotiated the surrender of  
23 that person in mental crisis at 64 times  
24 out of 72, a very high rate; over 90%.

25 The remainder, eight service unit

1  
2 did use force with no serious injuries to  
3 any civilians or officers. Out of those  
4 3102 calls, Hostage Negotiation Team was  
5 deployed to 11 of those. Hostage  
6 Negotiation Team is of the Detective  
7 Division, which is under my command. Out  
8 of those 11, eight negotiated out of the  
9 scene and there's three tactical entries  
10 by BSO, again, no serious injuries to  
11 civilians or police officers. Mobile  
12 crisis outreach is contacted for each of  
13 these instances, 108 of these scenes.  
14 They help and assist when they can.  
15 Sometimes they know some of the aided,  
16 they have had prior occasions with them.

17 So the reason for the successful  
18 numbers that I gave you is first of all,  
19 every police officer is trained, like  
20 Chief Palmer said, in the academy eight  
21 hours of deescalation training and mental  
22 mental crisis training. Additionally,  
23 Hostage Negotiation Team trains and  
24 lectures every recruit for the last six  
25 years with active listening skills,

1  
2 negotiating skills. Then we put every  
3 recruit through real live role-playing  
4 with Hostage Negotiating detectives, and  
5 each of these recruits feel like they're  
6 they were put in real situations that  
7 they're going to encounter in the field.

8 The other successful reasons,  
9 Emergency Services Unit. Besides their  
10 tactical training that they train each  
11 and every week, they also give hostage  
12 negotiation training. They're proactive  
13 in training in using active listening  
14 skills. So that's several reasons why we  
15 in the department have been successful  
16 dealing with individuals who have mental  
17 health crisis. Thank you.

18 POLICE COMMISSIONER RYDER: I'm  
19 going to add to that just one piece. The  
20 original calls that come in -- many of  
21 these calls that come in get a referral  
22 right to Mobile Crisis and we hand off  
23 that call if, if mobile crisis says we  
24 got it, "We know the person. We can  
25 handle this. It's a little depression,

1  
2 it's ours". We hand it over. The rest of  
3 them are dual response-type cases. When  
4 it's the heaviest of the calls, they wait  
5 outside until it's over. And many times  
6 they'll then speak to the person and help  
7 negotiate after the fact. So Mobile  
8 Crisis is with this in responding.

9 I now have coming up Chief of Patrol  
10 Kevin Canavan, to talk about the quality  
11 of life and crime initiatives.

12 CHIEF CANAVAN: Good afternoon,  
13 everybody and Happy Thanksgiving.

14 I just want to take it back for a  
15 couple of seconds back to the 1970'S.  
16 This problem had 3900 sworn members and  
17 about a 1000 civilian members. Back in  
18 that time -- I went through the FBI  
19 National Academy 2007. One of the books  
20 I read then, and it's still in use in the  
21 National Academy, is James Wilson. He was  
22 a sociologist who wrote, Varieties of  
23 Police Behavior. In that book, he cited  
24 eight different communities throughout  
25 the United States that were involved in

1  
2 what they call team policing at the time.  
3 This was the predecessor of community  
4 oriented policing. Nassau County was  
5 featured in that book.

6 Currently, we have significantly  
7 less members than we did back then, but  
8 we have a different way of doing our  
9 policing. Now we still maintain the  
10 community oriented policing model. Our  
11 POP officers in our precincts, our  
12 Commissioner maintains a rather robust  
13 Community Affairs Unit, including the  
14 members you see behind us. Our School  
15 Visit Program was initiated a few years  
16 back and currently we have performed well  
17 over 10,000 visits to our schools. This  
18 is not the Park, Walk, and Talk that the  
19 Commissioner was talking about. This is  
20 our cops, while on patrol, stopping  
21 visiting any of the almost 400 school  
22 buildings in the County and making their  
23 presence known.

24 The Commissioner also instituted the  
25 Community Council: Local Commissioners

1  
2 Council. He seeks input from the  
3 community members to help us in doing a  
4 better job of policing.

5 The challenges we face today are  
6 significantly different than what we  
7 faced back in the 70s or when I started  
8 in the 80s. What I first came in as a  
9 Chief of Patrol in 2018, we've seen a  
10 different kind of crime evolved, a  
11 different role in our policing model of  
12 what we're doing. And right now we rely  
13 very heavily on intelligence-led policing  
14 and we couple that and mixed that with  
15 our community oriented policing style.

16 Today we see a rise in crime, as we  
17 do across the nation, especially in the  
18 region right here, and we address that  
19 through competent and respectful means. I  
20 believe that we are meeting the  
21 challenge, I really do. Again, by the  
22 use of intelligence policing models.

23 Intel bulletins. Every month,  
24 sometimes more often, our Intelligence  
25 Unit provides us with a list of



1  
2 intelligence briefings. The briefings,  
3 these intel models, we distribute  
4 throughout our commands, throughout the  
5 precincts, throughout bureau's special  
6 operations, and we really look to attack  
7 the problems by looking back. What  
8 happened this time last year? What  
9 happened in the prior month? What  
10 happened in a five-year basically a  
11 rolling average? We try to predict where  
12 the crime is going to be and put our  
13 officers where they're most used.

14 But we always go back to our roots,  
15 always. Right now we will talk just very  
16 quickly about quality of life database.  
17 Back in February of 2021, we started  
18 this. The Chief of Department came out  
19 with an order about creating this  
20 database. Anyone can call the local  
21 precinct, patrol, call headquarters,  
22 email, whatever it might be, even a text  
23 message, and we'll enter that complaint,  
24 that issue, that problem as well. We call  
25 it a quality of life issue. That goes

1  
2 into our database. We look at it and we  
3 follow-up with it constantly.

4 Right now we have 513 issues that  
5 we're looking at in that database. They  
6 are reviewed monthly by our precinct  
7 commanding officers, and basically we  
8 track it. What we've done to rectify the  
9 situation. For the most part, this all  
10 comes down to vehicle and traffic law  
11 issues, including parking conditions. Of  
12 the 513 that we have, about 60% vehicle  
13 and traffic law. It's the stop sign in  
14 the local neighborhood. That's how we  
15 address those local issues in community  
16 policing. The vehicle and traffic, like I  
17 said, makes up about 60% of that. The  
18 remainder include a variety of things,  
19 from narcotics to noise complaints.

20 But that's this department listening  
21 to the community. We allow the community  
22 to point us in the right direction and  
23 that's where we put our cops.

24 This year we made a significant  
25 emphasis on the prevention and

1  
2 apprehension of those committing retail  
3 crime: Larcenies, grand larceny, crimes  
4 that start out as a larceny and become  
5 robberies by the use of force when they  
6 do it, and we made a concerted effort to  
7 reduce that. We made a pretty significant  
8 reduction in crime over the past three  
9 months especially, and we're going to  
10 continue that through the holiday season.  
11 We feel that these crimes bleed over into  
12 our neighborhood. The larcenies become  
13 issues, the theft, the goods, bringing  
14 people into our neighborhoods that we  
15 really don't want in our neighborhood.  
16 That's what we do.

17 So today I stand here, we talk.  
18 Personally, I can say that there are  
19 always ways that we can do things  
20 different. There's always ways that we  
21 can improve. We're very open minded in  
22 terms of improvements and how we can do  
23 things better, but the important thing,  
24 if you take anything away from this  
25 meeting, is that here we are and we are

1  
2 listening.

3 POLICE COMMISSIONER RYDER: Next  
4 we're going to have Chief Wilson from the  
5 Chief of Support, please.

6 DEPUTY CHIEF WILSON: Deputy Chief  
7 James Wilson, support division. I'm  
8 filling in for Chief Lorna Atmore.

9 The support division is exactly  
10 that. We provide basic support for the  
11 other divisions to do their job. Support  
12 Division oversees Records Bureau, Court  
13 Liaison, Property Bureau. We're  
14 responsible for the physical structures,  
15 precincts and the good working order of  
16 our facilities.

17 Police information technology.  
18 We're responsible for network security  
19 programs and make sure that they're  
20 functioning properly. As well as  
21 communications, the county wide radio  
22 system as well as 911 call intake.

23 The Support Division employs the  
24 highest percentage, about 42%, of our  
25 full-time civilian employees, majority of

1  
2 which are in the Communications Bureau.  
3 And the 911 call intake is a critical  
4 tool in the Department's public safety  
5 efforts. Many times they are the  
6 public's first contact with the  
7 Department and because of that  
8 interaction with the public, Commission  
9 Ryder ensures that they are well trained.  
10 They receive training and implicit bias,  
11 the use of Language Line, they're  
12 incorporated into our Wellness Program,  
13 Mobile Crisis, Outreach team training and  
14 as well as deescalation training, similar  
15 to what our sworn members receive. That's  
16 all I have. Thank you very much. Happy  
17 Thanksgiving.

18 POLICE COMMISSIONER RYDER: I'm  
19 going to have Inspector Field discuss the  
20 mentoring and recruitment. He's the head  
21 of our Personal and Accounting Bureau.

22 INSPECTOR FIELD: Good afternoon  
23 William Field, Inspector with the Police  
24 Department. I just want to briefly speak  
25 about recruitment efforts. The Police

1  
2 Department has been recruiting and  
3 continues to recruit for all job titles  
4 in the police department. In the past  
5 year alone we've attended hundreds of  
6 recruitment events. Community Affairs  
7 Unit recruits at locations throughout the  
8 county. Just a few examples: Boardwalk  
9 on Long Beach, Roosevelt Field, many  
10 institutions of higher learning, Houses  
11 of Worship, community parks. We're also  
12 actually in the community posting and  
13 handing out our flyers and recruitment  
14 information on the potential next  
15 examine.

16 Currently, we have over 24,000  
17 people pre-registered with us for the  
18 next police officer exam. When that exam  
19 is announced, they will be notified of  
20 the registration requirements.

21 Furthermore, our mentorship program  
22 has been implemented. This allows  
23 applicants to privately contact  
24 department organizations during the  
25 background investigation process. Our

1  
2 applicant investigation unit actively  
3 promotes and makes applicants aware of  
4 this program as well.

5 That's all I have for you today.  
6 Thank you for your time.

7 POLICE COMMISSIONER RYDER: Next,  
8 I'm going to have Detective Sergeant  
9 Sabrina Gregg talk about our Language  
10 Line.

11 DETECTIVE SERGEANT GREGG: Good  
12 afternoon, all. I'm Sabrina Gregg. I'm  
13 the Department's language access  
14 coordinator and it's my pleasure to speak  
15 with you today about the Department's  
16 language access.

17 From January 2020 to December 2020,  
18 the Nassau County Police Department  
19 utilized Language Line to assist  
20 individuals 7,659 times for call duration  
21 totaling 45,446 minutes.

22 From January 2021 to December 2021  
23 we assisted individuals: 8,964 times for  
24 call duration totaling 50,336 minutes.  
25 This is an increase of 17%.

1  
2           The beginning of this year, January  
3           to June, we assisted individuals who  
4           needed assistance using Language Line  
5           5,454 times. Year-to-date, from January  
6           to October 21st, we doubled that - 10,503  
7           times for a call duration of 61,971  
8           minutes.

9           So on the annual basis, Nassau  
10          County Police Department's language  
11          access plan is audited by the Nassau  
12          County Department of Health Minority  
13          Affairs and we are required to be  
14          certified. Consistently, every single  
15          year, we are certified. And I know I'm  
16          not supposed to say this, but we are  
17          actually one of the first to be certified  
18          with the outside agencies in Nassau  
19          County. They're an outside agency and  
20          they're responsible for auditing all of  
21          Nassau County, not just in Nassau County  
22          Police Department, but we're consistently  
23          first in compliance and we're being  
24          certified.

25          Every recruit class receives



1  
2 training in language access assistance.  
3 Since 2018, prior to any reform, our  
4 Commissioner had cellphones issued to  
5 every patrol car with the App downloaded.  
6 He spearheaded that for no reason other  
7 than his heart to help people.

8 The Department, under the leadership  
9 of the Commissioner, is in the process of  
10 updating the current Language Line  
11 policy, revamping training and  
12 implementing a more robust auditing  
13 system, which includes an external entity  
14 in addition to the audit that's done by  
15 the Nassau County Health Services.

16 The Commissioner probably does not  
17 remember this, but I'm going to say it  
18 anyway. Ms. Keshner had stated that  
19 there needs to be transparency. She needs  
20 to be able to contact the Commissioner,  
21 but it just rung true for me about the  
22 process that he says works, which is to  
23 contact him. There was a time when I  
24 first took this position, pretty sure the  
25 Commissioner may not have known who I

1  
2 was, but Ms. Keshner reached out and said  
3 that she's been trying to meet for  
4 several months now. Much as she said  
5 today, she's trying to have transparency  
6 and she's trying to have access to the  
7 Department. When she reached out to the  
8 Commissioner -- I only mention this  
9 because I know what it feels like to get  
10 a call on Saturday, when you think you're  
11 off, after years of working and not  
12 having Saturdays off, to get a call from  
13 the Commissioner of the Police Department  
14 in your newly minted position, asking me  
15 to be accountable for this information.  
16 So he called me and he e-mailed me, and  
17 when that didn't work, because it was  
18 Saturday, he texted me and he called me  
19 and asked me: Have you been allowing  
20 access to Ms. Keshner from the Empire  
21 Justice Center? Now, I know fully well  
22 that yes, I do feel like family, but no  
23 way, shape and form did I not understand  
24 that if I was not able to provide what I  
25 did in order to assist meeting with the

1  
2 Empire Justice Center, that there would  
3 be consequences as there should be.

4 Thankfully, I was able to provide that  
5 information.

6 But the system does work. You call  
7 the Commissioner, he answers and he holds  
8 you accountable. I just felt like I  
9 needed to say that. Even to you may not  
10 remember that, I have first first-hand  
11 experience of being held accountable.

12 There are many more instances where  
13 I could address, but I don't want to take  
14 up the esteem members and my fellow  
15 officers' time. But I'm just grateful  
16 for the opportunity to speak about  
17 something I'm very passionate about, and  
18 I hope that everyone has a very blessed  
19 and safe holiday.

20 POLICE COMMISSIONER RYDER: So one  
21 of the things that Sabrina left out is  
22 that of the 47% of the 94 calls that were  
23 done in the audit that Newsday reported,  
24 we to date, have not received one  
25 complaint about Language Line, not one.

1  
2 Nobody ever called and said we have a  
3 problem or an attorney or anybody called.  
4 The only issue we ever had was Family and  
5 Children's Services about translation,  
6 and that officer is no longer in the  
7 employment of the Nassau County Police  
8 Department. He was forced to resign  
9 because of the way he was disrespectful  
10 to that person that was in need of  
11 services, not because of the Language  
12 Line usage, because of his attitude  
13 towards that individual. So again that  
14 gets left out. And thank you, Sergeant  
15 Gregg.

16 Now I'm going to Nick Stillman  
17 report on our investigations regarding  
18 police officers and he's the head of  
19 Professional Standards.

20 DEPUTY CHIEF STILLMAN: Good  
21 afternoon, Chairwoman Ford, committee  
22 members. My name is Nicholas Stillman.  
23 I'm the deputy chief in charge of the  
24 Professional Standards Bureau, which  
25 encompasses Internal Affairs.

1  
2 Just to recap our complaint system,  
3 how to make a complaint in Nassau County.  
4 You could go in person, by telephone,  
5 mail, e-mail on our website. Under the  
6 County website, attached to that e-mail  
7 system is a Google translator. So if you  
8 do not speak English you can click on  
9 whatever language that you speak and I  
10 will translate that complaint for you.  
11 It's then disseminated to Internal  
12 Affairs. Internal Affairs makes a  
13 determination whether that complaint  
14 would be investigated at command level or  
15 kept by Internal Affairs.

16 I'm just going to go over with you  
17 the layers that are involved with this  
18 complaint system:

19 A supervisor takes the complaint  
20 sergeant or above. When that complaint is  
21 investigated, be it at command level or  
22 an internal affairs level, it's signed  
23 off by the command level internal affairs  
24 liaison, which is usually the deputy  
25 commanding officer of that command, the

1  
2 commanding officer of that command, the  
3 bureau chief, the commanding officer of  
4 Internal Affairs, the commanding officer  
5 of Professional Standards Bureau and the  
6 chief of the department. Those are just  
7 for complaints.

8 In circumstances of excessive force  
9 or criminal conduct, we are mandated to  
10 refer those complaints the Public  
11 Corruption Bureau of the District  
12 Attorney's Office. In 2022, we referred  
13 15 Cases.

14 We also, due to police reform under  
15 Title 75 A&B, we have to make a referral  
16 to the Law Enforcement Misconduct  
17 Investigative Office for the Attorney  
18 General for the State of New York.  
19 There's two times that we will make a  
20 referral to them, that is for excessive  
21 force complaints and unlawful conduct or  
22 egregious corruption.

23 The other time we will refer  
24 complaint to them is if an officer has  
25 five complaints within a two-year period,

1  
2 they also receive that. That's on top of  
3 an alert that we have on our officers  
4 that in a 12 month period, if they  
5 receive three complaints, an alert is now  
6 sent to Internal Affairs.

7 In the year 2021, we referred 25  
8 cases to The Attorney General's Office  
9 Law Enforcement Misconduct Unit. So far  
10 this year we have sent 15 cases to the  
11 AG's office. I'm sorry, 15 cases into '21  
12 and 14 cases and '22. Public corruption  
13 received 25 cases in '21 and 15 cases and  
14 '22.

15 Our stats for this year for the  
16 reporting period January to June, we had  
17 a 31% reduction of complaints over 2021.  
18 There were 282 complaints in '21 for this  
19 time period and 195 for this year.

20 The number one thing that we note is  
21 our undetermined complaints, and that's  
22 basically there's insufficient evidence  
23 to prove or disprove a complaint. Since  
24 the advent of body worn cameras, starting  
25 in the first precinct of September 2021

1  
2 and completed the Eighth Precinct  
3 September 23rd of '21, our officers on  
4 patrol had body worn cameras. So our  
5 undetermined complaints have dropped  
6 because with the body worn cameras, it's  
7 either founded or it's unfounded. The  
8 undetermined have gone down because the  
9 proof of the occurrence is on the body  
10 worn camera.

11 Our founded cases have gone up 1.8%,  
12 undetermined have gone down to 5.6,  
13 unfounded 3.1 and exonerated .7. The  
14 advent of the body worn cameras, I  
15 believe, helped the police officers in  
16 this department against allegations and I  
17 also think it affects and helps the  
18 community to determine whether or not our  
19 officers are committing some kind of  
20 misconduct.

21 Thank you.

22 POLICE COMMISSIONER RYDER: So you  
23 saw the numbers of what Chief Stillman is  
24 explaining to you. You see the numbers  
25 in certain areas, founded cases have gone



1  
2 up. Body camera tells the truth, a cop  
3 may be wrong. In cases where 30% have  
4 gone down. Body camera tells the truth  
5 where cops are right. So the numbers are  
6 swaying the way a body camera should  
7 work. What's not in there is how we deal  
8 in the review process. Every single day.  
9 I walked in the other day the Chief of  
10 Department was reviewing body cam. The  
11 Chief of Patrol does it every day. Every  
12 commanding officer does it every day, we  
13 have four sergeants that do it.

14 We're constantly making sure that  
15 when they go up to somebody, they address  
16 the person properly. They tell them why  
17 they're being stopped. They have the  
18 right to know. We ask politely for the  
19 license of registration. All of that is  
20 on a body camera. They may have not  
21 committed anything wrong from the law  
22 enforcement side, but they did not live  
23 up to our standards. We continue to have  
24 burns being handed down to those offices  
25 because they are not at that standard.

1  
2 And what happens with an officer, they go  
3 up to the AG, they come back and they say  
4 to me, unfounded, unfounded, unfounded,  
5 but, and they add a but in there and they  
6 add something. Like the other day that  
7 they believed the officer was spending  
8 too much time on the arrest and that's a  
9 violation of that person's Fourth  
10 Amendment rights, that we held them too  
11 long. Not knowing all the facts, I now  
12 have to answer that. And if I don't  
13 answer strong enough against the officer,  
14 they have the right to override me and  
15 issue their own discipline from the  
16 Attorney General. So it puts a lot of  
17 pressure on what we have to do here, and  
18 on duty or off-duty you are responsible  
19 if somebody dies. So in an off-duty  
20 accident of the New York state trooper  
21 got in a couple of weeks ago, the AG  
22 takes that investigation; off-duty. On  
23 duty just two nights ago our officers a  
24 gentleman ran into the side of the car.  
25 Unfortunately, that man lost his life,

1  
2 but we have to answer it now to the  
3 Attorney General. That case gets  
4 forwarded to the Attorney General. So  
5 when they say there's no oversight,  
6 there's oversight to the 10th level,  
7 everything is being scrutinized by  
8 Internal Affairs, District Attorney,  
9 Attorney General and of course the Civil  
10 Rights Division, the Department of  
11 Criminal Justice. There's plenty of  
12 oversight and there's transparency with  
13 those body cameras.

14 As asked before in the early parts  
15 of reform and they talked about body  
16 cameras and they said, "Commissioner,  
17 body cameras ain't the all answer". Well  
18 then, why do you ask for them? Body  
19 cameras are an answer, 100%. And you've  
20 heard the disciplines that we're doling  
21 out because our officers are not being  
22 respect, also covering our officers and  
23 explaining the rights of our officers. So  
24 there's a lot that's going on in that  
25 moving world.

1  
2           So the last thing I'm going to bring  
3 up, is Detective Sergeant Sabrina Gregg  
4 and Chief Ferro head of Detective  
5 Division. Every single hate crime, there  
6 goes channel. The first will go the  
7 investigative side; cop responds, does  
8 what he does, detective responds and does  
9 the investigation. From that detective,  
10 it goes up into his Detective Division up  
11 through the Chief of Detectives and then  
12 over to the Chief of Department where it  
13 lands on Detective Sergeant Gregg's desk.  
14 She's the oversight. So that's Chief  
15 Ferros role.

16           But on the other side, the patrol  
17 side, as they come through, we want to  
18 make sure that patrol is doing everything  
19 it is supposed to do. So the oversight  
20 again comes back to the Chief of  
21 Department with Detective Sergeant  
22 Sabrina Gregg. So that gives you an idea  
23 what's going on, so they'll tell you some  
24 of the numbers. Chief.

25           CHIEF FERRO: By the way, Happy

1  
2 Thanksgiving also.

3 So year to date, we've had 56  
4 reported bias incidents which resulted in  
5 seven arrests, slightly up from our year  
6 to date last year. Like the Commissioner  
7 said if patrol doesn't make a summary  
8 arrest during one of these instances, the  
9 Detective Division gets the case and we  
10 treat it like another investigation.  
11 We'll send a detective out there. We'll  
12 have crime scene come memorialize. If  
13 it's graffiti type of bias incident,  
14 they'll memorialize that or they'll go  
15 interview the victim. And again, as I  
16 said, we all these cases, we've had seven  
17 arrest thus far this year. And again  
18 there is a chief that's involved. In the  
19 process, deputy chief detective is the  
20 bias coordinator for Detective Division.  
21 And then we have eight bias coordinates  
22 that we work closely with, that's  
23 inspector level and patrol. And again all  
24 that information gets correlated and sent  
25 to the Chief of Department, the District

1  
2 Attorney's office, to the New York State  
3 Department of Criminal Justice and to the  
4 Anti-defamation Unit. Every single month  
5 the stats and information get sent.

6 DETECTIVE SERGEANT GREGG: And from  
7 January of this year to October first of  
8 this year, there have been a total of 42  
9 incidents.

10 POLICE COMMISSIONER RYDER: Okay, so  
11 I'll jump into the numbers and the first  
12 one I'll jump in is an his arrest. So if  
13 you look at the arrest data, that's the  
14 first one on the sheet right. So we have  
15 a total of 5623 arrests: 35%  
16 African-American; 25% Hispanic; 33%  
17 white. Why? 65.2% are residents and  
18 34.8% are non residents, and I say  
19 that --

20 LEGISLATOR MULE: Commissioner, I'm  
21 sorry. We don't have that information.  
22 Can you just hold on until we can get it.

23 (Whereupon, a brief recess  
24 is taken to distribute packet.)

25 CHAIRWOMAN FORD: Thank you,

1  
2 Commissioner. Thank you, everybody for  
3 your patience as we had to take care of  
4 some things. Commissioner, Ryder, if you  
5 would like to continue.

6 POLICE COMMISSIONER RYDER: So if  
7 you turn to the first page, it's arrest  
8 data. When you look at the data, there is  
9 a total of 5623 arrests:

10 African-Americans 1980, which is 35%;  
11 Hispanic is 25%; and white is 33%; 65.2%  
12 are residents, 34.8% are non residents.

13 There are five top communities that  
14 our arrests are made in: East Garden  
15 City, Westbury, Elmont, Uniondale, Valley  
16 Stream., East Garden City and Westbury  
17 are the Mall and the Source Mall. Elmont  
18 is the border of the county line.

19 Uniondale has the large Walmart and  
20 supermarket where we have a lot of  
21 arrests, and Valley Stream has the Green  
22 Acres Mall where, again, these are our  
23 initiatives.

24 Now this is an important fact that  
25 we want you to understand, is that East

1  
2 Garden City --

3 LEGISLATOR ABRAHAMS: Commissioner,  
4 I'm sorry. Not to interrupt you, the  
5 phrasing of East Garden City.

6 POLICE COMMISSIONER RYDER: What did  
7 I say?

8 LEGISLATOR ABRAHAMS: It doesn't  
9 exist.

10 POLICE COMMISSIONER RYDER:  
11 Uniondale. Okay. Uniondale, the 91  
12 calls there, 98% of these arrests are  
13 generated by a 911 call, one percent are  
14 officer initiated. So this is the mall  
15 calling us for assistance. So 98% of the  
16 arrests that occur in Uniondale are from  
17 911 calls. In Westbury, the Source Mall,  
18 98% of those are 911 calls, those  
19 arrests, 98%. Not self-initiated, it is  
20 called by the community. In Elmont, 90%  
21 are called in through 911. Uniondale,  
22 92% are called in, and in Valley Stream  
23 95% are called in. So these arrests are  
24 calls from the public, calls from the  
25 businesses saying that there is top



1  
2 crimes -- if you look at the top crimes,  
3 also goes down the line -- 929 of those  
4 arrests are petit larcenies; 862 are  
5 controlled substance; and then it goes:  
6 Assault, criminal mischief and judicial  
7 proceedings, which basically is a  
8 domestic assault.

9 So on average, 95% are from public  
10 calls to us, not self-initiated. So we're  
11 responding to the mall, were responding  
12 to the domestic, we're responding to the  
13 drug-dealing on the corner; whatever it  
14 is, it's us responding to that that need.  
15 And again, when we look at the arrest,  
16 it's not self-initiated arrest, it's  
17 driven by the 911 calls.

18 Questions on that?

19 LEGISLATOR MULE: Commissioner,  
20 what about traffic stops?

21 POLICE COMMISSIONER RYDER: I didn't  
22 get there yet. I'm going through each  
23 one.

24 LEGISLATOR ABRAHAMS: Commissioner,  
25 you mentioned that -- I'm sorry, Madam

1  
2 Chair --

3 CHAIRWOMAN FORD: That's okay. Go  
4 ahead.

5 LEGISLATOR ABRAHAMS: I know you had  
6 mentioned that the statistics are up on  
7 the website. The one thing I don't see  
8 that I would be interested in seeing is,  
9 I think you were starting to allude to it  
10 was the amount of arrest from people that  
11 are not from Nassau County. You were  
12 starting to get into it. I think maybe  
13 you got interrupted. Maybe I didn't hear  
14 it.

15 POLICE COMMISSIONER RYDER: So they  
16 are -- we give the number of 65% that are  
17 residents, 34% are non-resident.

18 LEGISLATOR ABRAHAMS: You did say  
19 that. Do you know where -- because that's  
20 a big number: 35%, where is that number?

21 POLICE COMMISSIONER RYDER: That  
22 number is coming from these top five  
23 arrest communities, one of the five, most  
24 of those arrests are probably from Green  
25 Acres in Roosevelt Field. They are the

1  
2 top two areas where we have arrests.

3 LEGISLATOR ABRAHAMS: Where is that  
4 34% coming from? Suffolk, Queens,  
5 Brooklyn?

6 POLICE COMMISSIONER RYDER: I don't  
7 know that, sir.

8 LEGISLATOR ABRAHAMS: Is that that  
9 something that you can --

10 POLICE COMMISSIONER RYDER: Yes.  
11 Josh got married so I didn't get to clean  
12 the data up. He's the kid who does it. I  
13 apologize.

14 LEGISLATOR ABRAHAMS: Okay.

15 CHAIRWOMAN FORD: And do you also  
16 then break -- with the non residents, do  
17 you break it down?

18 POLICE COMMISSIONER RYDER: No.  
19 Because if I broke it down, we've been  
20 having the same discussion, so I'm just  
21 giving you the numbers. If you want it  
22 broken down, I could break it down, but  
23 it may not work in the way people think.  
24 I'll do it.

25 CHAIRWOMAN FORD: No. I was just

1  
2 asking.

3 LEGISLATOR ABRAHAMS: I think what  
4 we would like to see, Commissioner, is  
5 the numbers broken down, especially by  
6 residents, Nassau County residents. But  
7 if you can get it broken down by non  
8 residents. Nassau County residents are  
9 priority.

10 POLICE COMMISSIONER RYDER: What  
11 would you like -- if I can do this, make  
12 it simple, whatever the request is, if it  
13 goes to the Chair and send it to me, I  
14 will definitely do it. If you have a way  
15 that you want it analyzed, we will do it.

16 CHAIRWOMAN FORD: When I look at  
17 this Arrest Data Supplemental that you  
18 gave us, you seem to have it broken down.  
19 Because, just for the larceny on the  
20 first line, if there were a total of  
21 929--.

22 POLICE COMMISSIONER RYDER: I break  
23 down the total arrests. I understand  
24 what the Minority Officer's talking  
25 about. I break down the total arrests and

1  
2 I give you the number of percentages of  
3 the demographics. What I don't do is, if  
4 I took out the non residents, what would  
5 the number be and what would be the  
6 number for the non-residents; am I right?

7 CHAIRWOMAN FORD: I see, say, if you  
8 go across the line and you say black,  
9 352, that's resident and non resident.

10 POLICE COMMISSIONER RYDER: That's  
11 total, right.

12 CHAIRWOMAN FORD: If you can break  
13 that down, that will be great. Thanks.

14 POLICE COMMISSIONER RYDER: Okay.  
15 So if you flip two pages forward,  
16 Use of Force data. I think Nick Stillman  
17 went through that, if there's any  
18 questions on it -- but you see that our  
19 numbers are coming down. Transparency  
20 with body cameras is the key on both  
21 sides. Look, when my cops are wrong and  
22 they're caught on the camera they got to  
23 answer. And a lot that you don't see in  
24 here is not part of this is. If we find  
25 somebody disrespectful, self-initiated,

1  
2 that we find, we're disciplining. We're  
3 issuing the 59 training ledger, whatever  
4 that was. If it's disrespectful first  
5 time, it's a training ledger. If it's  
6 failing to turn the body camera on, it's  
7 going to start off 59. The grace period  
8 is over for learning the new tool, and  
9 now it's in full force since the  
10 beginning of last year.

11 CHAIRWOMAN FORD: Can you explain,  
12 when you say that they don't turn their  
13 body camera on, it's 59?

14 POLICE COMMISSIONER RYDER: So the  
15 first step of any discipline is a  
16 training ledger. We enter it and we  
17 retrain the officer on what they forgot  
18 to do, intentionally or not, whatever it  
19 was. We feel they need to be retrained.  
20 The next step would be a 59. It's just  
21 the number on the form. That's kept  
22 in-house mostly, and discipline is issued  
23 in the precinct of occurrence and  
24 reported back to us. Then you go into a  
25 level of what's called 209. That's after

1  
2 internal affairs closes their  
3 investigation. They complete the file of  
4 209, bring it forward to my office to  
5 sign and then it goes to the choice of  
6 the officer. If he wants to challenge  
7 that and have his say, he goes to  
8 additional review board. But if not, it  
9 stays at 209, could go to 210 or it can  
10 back down to 59.

11 CHAIRWOMAN FORD: These stay in the  
12 officer's records?

13 POLICE COMMISSIONER RYDER: Yes.

14 CHAIRWOMAN FORD: I know we want to  
15 talk about traffic stops -- So when you  
16 say that an officer, if there's like five  
17 infractions within two years, goes up to  
18 --

19 POLICE COMMISSIONER RYDER: So that  
20 was never before until reform. We always  
21 had it as three in a year. Now it's five  
22 and two years that the Attorney General  
23 wants. So we still do ours. But if  
24 anything in five, we have to send it up.  
25 We must send it up. If we fail to send it

1  
2 up, I get penalized, not the cop I do. So  
3 that's an Internal Affairs does.

4 CHAIRWOMAN FORD: If an officer  
5 fails to turn on the body camera, that  
6 would be something that would be part of  
7 the three and a year --

8 POLICE COMMISSIONER RYDER: No,  
9 because that's a technical thing, that's  
10 more of an administrative house. If he  
11 was disrespectful, if he was abusive,  
12 they would all go up.

13 CHAIRWOMAN FORD: All right. Thank  
14 you for the clarification.

15 POLICE COMMISSIONER RYDER: Flip the  
16 page forward. We go to the field  
17 interview stuff.

18 Field interview: Again 57% are  
19 residents, 42% are non residents. If you  
20 look at -- we receive calls through our  
21 cat system, 911 system, for people that  
22 are suspicious. We received 4970 of  
23 those in this time period; 2051 of them  
24 resulted in field interview. So now our  
25 police officers received the 911 call. We



1  
2 respond and we prepare what's called a  
3 field interview. All stops must be  
4 reported; stop, question, possibly frisk  
5 right. If any layer in between is done  
6 that must be reported. All stops are on  
7 body cameras. So again, when we do these  
8 stops, and now the accusation is  
9 something -- right, whatever we want to  
10 call it -- we'll go and now we'll review  
11 -- Internal Affairs will -- review the  
12 body camera against the complaint that is  
13 made and come to do an investigation to  
14 find out what the outcome is. Those type  
15 of complaints are again looked at on a  
16 precinct level, Chief of Department,  
17 Chief of Patrol, constantly reviewing the  
18 body cameras to make sure that we are  
19 being compliant.

20 LEGISLATOR ABRAHAMS: Commissioner,  
21 quick question: In the event someone  
22 files a complaint could be for an  
23 officer, not anything as bad as excessive  
24 force could be someone that was  
25 disrespectful, used language, cursed at

1  
2           them, whatever may be the case, the  
3           person files a complaint, and then you  
4           research the complaint and then you find  
5           out the camera was not on, what happens  
6           then?

7           POLICE COMMISSIONER RYDER:   He's  
8           going to receive at a minimal a 59. It  
9           depends what the allegation is. If the  
10          allegation was being disrespectful, and  
11          because he failed to turn on his camera,  
12          he's automatically got a problem because  
13          he did not turn his camera on. I can now  
14          no longer find out who's telling the  
15          truth. Now I'm going to lean towards the  
16          complainant side because the officer  
17          didn't turn his camera on, so shame on  
18          him.

19          POLICE COMMISSIONER RYDER:   I mean  
20          how many disciplinary actions do you have  
21          of officers not turning on their cameras?

22          POLICE COMMISSIONER RYDER:   I don't  
23          have that number. I'll get it, but it's  
24          up there. In the first year as we rolled  
25          it out, you're responding to a call with

1  
2 a man with a gun or domestic or an  
3 assault and progress, you're supposed to,  
4 once you get the call, click the button.  
5 You're picking up your radio, you're  
6 responding that you're going, you're  
7 entering on your MDT, you're getting  
8 there and sometimes the officers forget  
9 to turn it on. There was a grace period.  
10 We understand that. And the severity  
11 sometimes -- if there's a shooting that  
12 instantly takes place, I hope they turned  
13 it on, but sometimes that doesn't work  
14 out that way. But we've been very  
15 fortunate that we don't find, now that  
16 we've passed the grace period, very few  
17 times officers are forgetting to turn the  
18 camera on. If we find an officer that  
19 that has three complaints or even one  
20 complaint that he a field interview, he  
21 stopped somebody, and let's say the  
22 accusation is he patted me down for no  
23 reason. We'll go to the video. If there's  
24 no video, the officer has a problem right  
25 from the start, and all of those are

1  
2 thoroughly investigated.

3 LEGISLATOR ABRAHAMS: But it only  
4 gets reviewed if there's a complaint?

5 POLICE COMMISSIONER RYDER: No. We  
6 are proactively doing audits every day.  
7 The Chief of Department, the Chief of  
8 Patrol, lives on that. Chief Abate, his  
9 role is to review video during the course  
10 of the day. He's taking in everything  
11 that happens. Any use of force, the  
12 Chief of Department's looking at it, plus  
13 his team. Any arrest is automatically  
14 reviewed. Every day there's 20 analysts  
15 that sit in a room. If they find  
16 something they think was inappropriate,  
17 they give it to the supervisor and the  
18 supervisor then looks at it. So we're  
19 all over looking at audits, but any time  
20 anybody says something, we go right to  
21 the video camera.

22 LEGISLATOR ABRAHAMS: Thank you.

23 POLICE COMMISSIONER RYDER: Thank  
24 you.

25 CHAIRWOMAN FORD: Just a review on

1  
2 that, though. Can you give us the  
3 numbers, like when you first rolled it  
4 out there were instances of an officer  
5 not turning on their body camera during  
6 the grace period and then after the grace  
7 period; how many?

8 Do you also determine or do you try  
9 to track if there's like maybe one or two  
10 officers consistently are the ones that are  
11 not turning on the camera?

12 POLICE COMMISSIONER RYDER: Oh, yes.  
13 Yes, I'm going to say yes. We have, and  
14 we've caught those who just don't get it  
15 and they're addressed. Some are not on  
16 the street no more because of that. Some  
17 people are just not grabbing the process.  
18 But on the other side of it, most of our  
19 cops are innocent, "I didn't turn it on.  
20 I'm guilty, but, you know, what I wasn't  
21 thinking". Many times they get out to  
22 the deli and they come out and they're  
23 getting an altercation, the last thing  
24 they're doing is thinking about a camera.  
25 They're walking out with whatever they've

1  
2 picked up with the deli and they're  
3 involved in something on the street. But  
4 but we are scrutinizing and auditing  
5 constantly throughout the system. I will  
6 get you the numbers that we have.

7 CHAIRWOMAN FORD: So when you say  
8 that you scrutinize and you look at, you  
9 have somebody that goes through the daily  
10 body cameras, their reports and stuff  
11 like that. Is it Chief Abate? Whoever it  
12 is that would review all of this; do they  
13 look at, like, say you're an officer on  
14 patrol and you get sent to call, is that  
15 what they do? They look at the number of  
16 calls you were dispatched to and they  
17 look to see whether or not the body  
18 camera was turned on in correlation to  
19 the call?

20 POLICE COMMISSIONER RYDER: So they  
21 do an audit. You can't review every  
22 video every day, but every arrest is  
23 reviewed, every field interview is  
24 reviewed, every altercation out there is  
25 reviewed, complaint is reviewed. But in

1  
2 the audit process we're grabbing other  
3 ones and we're looking and we'll find  
4 somebody. And if we find him once we'll  
5 now go look back in his history because  
6 it's all by your serial number. Bring up  
7 all his videos, take a look to see if  
8 he's been compliant or is this just a one  
9 time mistake? And again it happens.

10 All right. Summons data. So on the  
11 summons data we have in the  
12 African-American community 22.9%;  
13 Hispanic/Latino 22.5% and the white  
14 34.4%. That's the percentage of tickets  
15 that are written. Fifty nine percent are  
16 residents; 40% on non residents; 32% are  
17 written by our highway unit and highway  
18 unit is on the LIE and South Oyster Bay.  
19 They don't know who's buzzing by them at  
20 70-80 miles an hour. They're stopping  
21 the cars and issuing the summons. So a  
22 good percentage that comes from highway.  
23 Many of these are quality of life. The  
24 number one complaint that we receive now  
25 is crazy driving, I'll call it.

1  
2 Speeding, running stop signs, running red  
3 lights, loud mufflers. That's where most  
4 of our complaints come from. When Chief  
5 Canavan spoke, 60% of our complaints,  
6 quality of life, are about VTL  
7 infractions. So that's why our  
8 enforcement is going where we're asked to  
9 go. You saw the numbers about arrest.  
10 We're not going into certain communities  
11 and writing tickets. We go and do a lot  
12 of enforcement from COPE and CERT when  
13 they go into Massapequa or Hicksville,  
14 because overdoses are number one in those  
15 communities. We're going into Roosevelt  
16 and Uniondale if there's a complaint of  
17 speeding cars. We're going into  
18 Westbury/Carle Place if there's a  
19 complaint of somebody running stop signs.  
20 When we go there we write an enormous  
21 amount of tickets to send a message to  
22 stop the violations. When we do that and  
23 we're in community as a make up of a  
24 minority community, there's going to be a  
25 lot of tickets written to the minority



1  
2 community. But we're working on what the  
3 complaints are and that's why we now have  
4 that quality of life database. So we know  
5 where we're being asked to go. We spent  
6 a lot of time in Green Acres Mall this  
7 year because we were getting hit pretty  
8 hard with larcenies and grand larcenies  
9 from within the mall. They're storming  
10 the malls and running out with stuff that  
11 you see on TV. We've rectified a lot of  
12 that in Nassau County and again, great  
13 initiatives that we've done. We've taken  
14 crime that was up 74% to now it's up just  
15 46%. We've turned a lot of those  
16 numbers, but that comes with enforcement  
17 and when enforcement comes numbers that  
18 we do, we send them a message to the best  
19 way that we can. We're trying to be as  
20 fair as we can. We ask our cops to use  
21 common sense in situations. Sometimes  
22 that doesn't always prevail, but we  
23 always do that.

24 LEGISLATOR DERIGGI-WHITTON: Are you  
25 done with the statistics or did you want

1  
2 to continue?

3 POLICE COMMISSIONER RYDER: Yes, I'm  
4 done. Unless you have questions on it.

5 LEGISLATOR DERIGGI-WHITTON: I  
6 wanted to just say something at this  
7 point. I feel a lot of tension in the  
8 room and I hope everybody kind of takes a  
9 deep breath because nobody's on trial  
10 here. I think that, as a legislator, I  
11 talk to so many people and I truly  
12 believe that, of course, there is room  
13 for improvement. Of course, there are  
14 situations that don't go right. It  
15 happens in policing, it happens in  
16 teaching, it happens with the church, it  
17 even happens with government officials,  
18 believe it or not, or politicians. But  
19 being around the community and talking to  
20 every different type of neighborhood, and  
21 my district has them, you have most of  
22 the support of our community. I would  
23 probably say about 90%. I think people  
24 realize that your job is not easy and  
25 that every interaction you have, it's

1  
2 very difficult and you never know what  
3 you're walking into. You're really  
4 trained so well. I see that with our  
5 academy. I wish the whole nation had a  
6 training process like we did. I think  
7 that we would be in much better shape.

8 There's also a balance and I believe  
9 in balance in life, and I think that a  
10 lot of the situations you're put into,  
11 you're walking into, you don't know  
12 exactly what's happening, and what saves  
13 you a lot of times is to have a little  
14 bit of power on your side, because people  
15 respect you and you're in uniform and  
16 you're trained. I hate to say it, but  
17 it's it runs along the lines of the  
18 military. I think we can reach a balance,  
19 though. I want everyone to feel  
20 comfortable in this county. I want  
21 everyone to feel safe. But there is a  
22 little bit of something that has to  
23 happen with police enforcement in order  
24 for society to work. I mean we need  
25 police in our society. I totally believe

1  
2 it. So we're trying to find that balance.

3 But I just want everyone in this  
4 room to realize that we hear all that you  
5 do. We speak to people all the time. We  
6 appreciate all that you do. Are we making  
7 improvements? Yes. Technology -- with  
8 the landline. I thank you for your  
9 efforts. I know it's not perfect, nothing  
10 is perfect, but the fact that we have  
11 that is an incredible option. I've been  
12 in Europe and if you don't speak the  
13 language, you're in trouble. So to have  
14 that option available today is amazing  
15 and I know it has glitches. I know there  
16 are times it's not going to be perfect,  
17 but it's a tool that we didn't have 10  
18 years ago.

19 The body cameras, I believe that  
20 you're right. I was in favor of them from  
21 day one, partially because I thought it  
22 would deter people from having  
23 altercations with police officers. It  
24 would show the the truth, it would really  
25 help on both ends. I'm happy to hear

1  
2 that that's what's going on.

3 Is there room for improvement?

4 Absolutely. I'm so in favor of the  
5 mental health. I know how hard the last  
6 couple of years, especially, have been.  
7 I've heard it from so many young  
8 officers. I look out there at a lot of  
9 young people, and that's what I want to  
10 feel encouraged.

11 No one expects you to go on it  
12 alone. Our society would be so much  
13 better if people that needed to talk and  
14 needed a little help got it. It would  
15 just take care of so many problems and  
16 I'm proud of our county for trying to  
17 take down that fear of asking for help or  
18 discussing things because it's  
19 cumulative. It's years and years of  
20 dealing with the same kind of thing and  
21 sometimes the same people, and it wears  
22 on you. I'm proud that that part of our  
23 police reform has worked.

24 Again, I do know there's  
25 improvement, but I wanted just to say one

1  
2 more thing. As a regular legislator, in  
3 the last year and a half I had to call or  
4 text my Commissioner. One time was a  
5 neighbor's son who was sending videos to  
6 his mom with syringes in his wrists,  
7 trying to kill himself with opioid  
8 overdose, and the Commissioner helped me  
9 to get him help.

10 Another time, a friend of mine, who  
11 lost her only child cancer, had a parade  
12 going. Unfortunately, there was something  
13 wrong with permit and they were canceling  
14 the parade. This was her legacy for her  
15 son. The Commissioner, I think it was  
16 like a Sunday morning, stepped in and  
17 took care of it.

18 Another time, 10 houses away from  
19 me, there was a drowning, father and his  
20 son both in the pool, because there was a  
21 problem with the light at the bottom of  
22 the pool and they both were electrocuted.  
23 Right down the street from me. He told  
24 me what was going on and I was able to go  
25 out. My neighbors, as you can imagine,

1  
2 were horrified. So this was just a  
3 regular legislator in a regular district,  
4 everyday life. These three times I was  
5 able to help people because you answered  
6 me right away, Commissioner. I really  
7 appreciate that. I think that openness  
8 when there's a real emergency, that's  
9 what makes Nassau County -- all right,  
10 there are improvements have to be made.  
11 But I feel that most people, most of our  
12 residents, really appreciate the fact  
13 that they feel safe in their homes and  
14 feel that if they do have an issue, their  
15 needs will be met with Nassau County  
16 police. And I'm telling you right now,  
17 I'm proud to represent you.

18 POLICE COMMISSIONER RYDER: If I can  
19 respond to that, please. Don't mistake  
20 passion for tension. We stood here  
21 yesterday, you were all praising our  
22 police officers for the brave work they  
23 do. We appreciate that, we truly do.

24 This is passion. Passion about the  
25 job, they do, the job they love. Bishop

1  
2 make said it perfect. We are not perfect,  
3 we are not perfect, but we are really,  
4 really good at what we do and if we  
5 recognize our shortcomings, we get  
6 better. We've gotten better in the last  
7 couple of years. Definitely a better  
8 police department and it's because of the  
9 reform. We embrace reform. All of us on  
10 this committee and, believe it or not,  
11 the three unions that stood up there also  
12 embrace it. They work with us on it.

13 It's passion because we want facts  
14 to be out there. Again, that report was  
15 done on time. On time. We want facts to  
16 be out there. We want people to  
17 understand what we're doing. We've done  
18 more for our communities than any other  
19 time in the history of this department,  
20 any other time, and it's those men and  
21 women back there that are doing it every  
22 day. Our PAL, our Community Affairs, the  
23 people that work with Bishop Mackey and  
24 Bishop Elliot and Reverend Thomas. We're  
25 out there all the time with these



1  
2 gentlemen trying to make better  
3 relationships with our communities.

4 We are not perfect. We can be  
5 better. We strive to be better and if you  
6 were in the room and heard the frank  
7 conversations that we have regarding race  
8 and tensions in our communities, you'd be  
9 amazed on the common sense approach that  
10 we take. That's because of the men and  
11 women that sit here and behind me. We're  
12 on the same team. We're not looking for  
13 for a problem, we're looking to make it  
14 right, and that's what we try to do every  
15 day.

16 LEGISLATOR DERIGGI-WHITTON: Well, I  
17 can't think of a better legacy for Mr.  
18 George Floyd than to hear that we're  
19 better policing in Nassau County because  
20 of the horrible tragedy that happened to  
21 him. At least some good came from that.  
22 Of course, still such a tragedy and it's  
23 still so fresh in our minds. But to see  
24 that good is coming out of a tragedy, I  
25 believe that's what life is. You hope

1  
2           you learn. Even though I felt that our  
3           department would have handled that  
4           completely different and I was grateful  
5           for that at the time. But it's still  
6           good to see that improvements over here  
7           have occurred because of that.

8           CHAIRWOMAN FORD: Thank you, Delia.  
9           Very well said, and thank you,  
10          Commissioner.

11          This was not meant to put anybody in  
12          the hot seat.

13          POLICE COMMISSIONER RYDER: Sure  
14          feels warm over here (laughter).

15          CHAIRWOMAN FORD: This is something  
16          that when we did the police reform, when  
17          we sat and we listened to everybody and  
18          we considered everything, that, we did  
19          ask not only for written update on police  
20          reform, I think it's every six months or  
21          every year, or something I forget, but  
22          also if we'd be able to have a public  
23          hearing so that we can better understand  
24          your reports and all the data and  
25          whatever, and there are other questions

1  
2 that we have.

3 I do want to say that this actually  
4 is the second of hearings this year, we  
5 had one, I believe, said in January. So,  
6 and I thank you very much, because you're  
7 always available and you're willing to  
8 testify and bring in your executive staff  
9 and all your staff so that the any  
10 questions, any concerns we have, can be  
11 adequately answered.

12 I am glad that we're finally getting  
13 the data that we had asked for. I know  
14 that that was something that was not  
15 collected in the past, but here we are  
16 and it gives us something to work with,  
17 and a lot of the initiatives that you  
18 have taken as a result.

19 Commissioner Smith, when you talked  
20 about the wellbeing for our offices and  
21 the efforts that you go to to be able to  
22 help these brave men and women that work  
23 out in the field, to protect us, to make  
24 sure that they themselves are taking care  
25 of themselves. I think it's very, very

1  
2 key. Because I think if you have a  
3 healthy police officer, you'll have a  
4 healthy police department. So you know,  
5 and I like a lot of the initiatives.

6 But now we're going to go to the  
7 questions. As we do not have any direct  
8 questions from the public, I tried to  
9 write down as much as I can. So I'm  
10 going to ask if you can answer some of  
11 them.

12 POLICE COMMISSIONER RYDER: Uh-hmm.

13 CHAIRWOMAN FORD: So very impressed  
14 with all the numbers, the data, we  
15 received and a lot that you are doing  
16 with your police department. Like Delia,  
17 I do, I respect all of you and I do think  
18 that it is a fine department. But I'm a  
19 little concerned and I stymied over this  
20 thing. How is it that with the Vera  
21 Institute we are third worst police  
22 department in the country?

23 POLICE COMMISSIONER RYDER: I don't  
24 even know who this institute is. I don't  
25 know. I've never heard of it. I've never

1  
2 read up on it. I do know for three years  
3 in a row, were the safest community in  
4 America. My data is not that  
5 overwhelming. If Susan would like to  
6 send me that report, I'd love to see it  
7 and find out where it's from, and then I  
8 can answer you on.

9 CHAIRWOMAN FORD: And I would ask  
10 that the copy us on that report as well  
11 so that we have that information.

12 (Whereupon, public speaking  
13 off the record.)

14 CHAIRWOMAN FORD: Because you go  
15 back and I guess you know when we were  
16 talking about infractions of police  
17 officers, disciplinary actions, so you do  
18 have multiple levels of oversight in  
19 regard to an officer's conduct, correct?

20 POLICE COMMISSIONER RYDER: Yes.

21 CHAIRWOMAN FORD: All right, so then  
22 when it goes up -- Because I know that  
23 our Attorney General James was very  
24 proactive in setting up safeguards to  
25 make sure -- of course she oversees

1  
2 basically all the police departments in  
3 New York state -- but she does have a  
4 dedicated unit, strictly, under police  
5 reform?

6 POLICE COMMISSIONER RYDER: Yes, she  
7 does. Her whole unit, under whatever the  
8 executive law is asked of her.

9 CHAIRWOMAN FORD: So then, in that  
10 sense of accountability that it's not  
11 just something that stays within your  
12 department, this has to then go to our  
13 DA, up the ladder Criminal Justice Reform  
14 or whatever justice system, and then up  
15 to the Attorney General, correct?

16 POLICE COMMISSIONER RYDER:  
17 Automatically, it goes to the DA and to  
18 the Attorney General. Same time, not  
19 climbing. It goes to both separate  
20 entities and our Internal Affairs, and if  
21 there's a civil rights violation, that  
22 would be, again the Department of  
23 Justice.

24 CHAIRWOMAN FORD: Alright. Then the  
25 numbers that you sent up to the Attorney

1  
2 General or that was directed up to her,  
3 how many have come back?

4 POLICE COMMISSIONER RYDER: So we  
5 just recently got five back. Three of  
6 them agreed with the findings, reading  
7 the reports and the outcome. The other  
8 two came with a "but". Gave me the  
9 answer, but then there's a "but" to it  
10 and I got a response to the to "but".

11 CHAIRWOMAN FORD: So if it comes  
12 back and you're not properly disciplining  
13 the officers for the infractions, is that  
14 something that she would then look at and  
15 say to you -- say you give the old  
16 proverbial slap on the wrist. This  
17 officer did such and such a thing and you  
18 like said, "just don't do it again".  
19 Since it went up to her, would she then  
20 review what discipline you took as a  
21 result of what this officer did? Do they  
22 review that?

23 POLICE COMMISSIONER RYDER: Every  
24 discipline that we handle, I sit-down  
25 with one of the three gentlemen from the

1  
2 unions, Keith, Chris and Dave, and we  
3 take into consideration who the officer  
4 is, what the background is, the entire  
5 picture of an officer, and then, what did  
6 they do? If they assaulted a prisoner, I  
7 don't care what your background is, it's  
8 not acceptable right. But if you've done  
9 something like forgot to turn your body  
10 camera on and this person has been an  
11 exemplary police officer, we're going to  
12 turn around and work out an agreement.  
13 This time it's just a training leger.  
14 We'll teach them to do it. But what'll  
15 happen is if that happens five times in  
16 that two-year period, it's going up to  
17 the AG and the AG may turn around and  
18 say, no, that obviously needs to be more  
19 severely disciplined. That's defining.  
20 Then when it comes back to me, I have to  
21 answer that and then send my results back  
22 to the AG. If the AG don't like it, the  
23 AG overrides it and comes down with a  
24 stricter the penalty.  
25



1  
2 CHAIRWOMAN FORD: So then the  
3 discipline would come from her office,  
4 not from you.

5 When they talk about transparency  
6 for better information, I understand  
7 there was a glitch with the information  
8 being posted online. You had done the  
9 report, but it just never got up there,  
10 for whatever reason. I know computers are  
11 temperamental sometimes. With that,  
12 you'll constantly then make sure that  
13 these reports are online so that we  
14 can --

15 POLICE COMMISSIONER RYDER: Twice a  
16 year, January 1, we close the year.  
17 That's six months out. The report will be  
18 out within 30 days. As I explained, we  
19 have to gather all the data. The same  
20 comes on the end of June, July first, one  
21 month later, you get all the data, it  
22 will be posted. It was posted, but then  
23 the link crashed. Nobody knew it because  
24 nobody was looking at it.

25 (Whereupon, public

1  
2 interruption.)

3 POLICE COMMISSIONER RYDER: We were  
4 not aware that the link was down. When we  
5 found out the link was down, we notified  
6 County IT and then there was a process to  
7 get that link back up.

8 CHAIRWOMAN FORD: Okay, so then  
9 we'll make sure they were monitor more  
10 closely to make sure.

11 Do you do daily reports? Do you get  
12 daily numbers if people wanted to take a  
13 look. I don't know my asking you. Is  
14 there like on arrests or anything like  
15 that? Do you post a daily report or it's  
16 just basically when you accumulate the  
17 data?

18 POLICE COMMISSIONER RYDER: So all  
19 of our arrests that are of notoriety, go  
20 through Public Information Office and go  
21 out. All of our precincts do their  
22 reporting that anybody can go to and ask  
23 for the report to see what the arrest  
24 data is. It is on the website, yes.

25 CHAIRWOMAN FORD: Now I'm jumping

1  
2 all over because I got questions that I'm  
3 asking.

4 With the hate crumbs. I know that we  
5 had a very nice meeting, and thank you  
6 very much, Detective Sergeant Gregg, when  
7 we discussed that and with the reporting.  
8 I guess some of the groups, the people  
9 that are working with us on the crime  
10 issue are concerned. I guess they take a  
11 look at what Suffolk, Westchester or New  
12 York City, how many hate crimes are  
13 reported to them, but it seems like in  
14 Nassau County we are much lower than  
15 adjacent districts. Do you feel that  
16 there's any room for improvement in  
17 trying to get people to report hate  
18 crimes?

19 POLICE COMMISSIONER RYDER: There's  
20 always room for improvement, but you  
21 brought up a point and I would never  
22 throw, I'm not throwing the Suffolk  
23 County police under, I'm just using data,  
24 because they are great police department.  
25 The Suffolk County's numbers, crime

1  
2 numbers across the board, are three times  
3 higher than us, the New York City police  
4 department is 10 times higher in certain  
5 areas. So when you look at the community  
6 and the way we police and the way the  
7 county's made up right were 457 square  
8 miles, Suffolk's three times the size. We  
9 drop into Brookhaven. So they're much  
10 larger of an area to police, roughly the  
11 same population. But the way we police,  
12 the way we engage with our community, the  
13 way we take our reports and so forth, we  
14 have some of the lowest crime numbers in  
15 the country, as you know, and even when  
16 the crime went up we're still -- I bet  
17 you we win the safest county again  
18 because we went up, but we're still  
19 fighting it and still looking at what the  
20 rest of counties around us have done so.

21 I know this, when you look at hate  
22 crime it definitely needs someone to  
23 address. Zero tolerance. We have that. We  
24 have detectives. We have 25 cases last  
25 year, 27 cases. None of them are violent,

1  
2 none. There was a swastika written on a  
3 tree or the side of a building or in a  
4 bathroom. Horrible, disgusting, we don't  
5 tolerate it. There may be somebody yells  
6 something out at somebody from a car, or  
7 it may be sometimes a little bit more on  
8 the extreme side, but none of it is  
9 violent. And because we quickly address  
10 that, our detectives quickly address  
11 that, our crime scene gathers that  
12 information, our intelligence breaks it  
13 down and gets on through the social media  
14 and drags what I can. But I will tell you  
15 and I agree; is there under reporting?  
16 Sure there is. Absolutely. Creating a  
17 unit does not change the reporting. The  
18 community having an avenue to go through  
19 will change the reporting.

20 Again. We know diversity in the  
21 police department. So I'm going to walk  
22 into the the Asian community in  
23 Hicksville and ask them report to me.  
24 It's a little different. The trust level  
25 in the building and just nervous to

1  
2 report it because the retaliation that  
3 may come to them.

4 But I get it. So we are in the  
5 process of looking how we can restructure  
6 and without a cost and try to find a way  
7 to get that and address it as as a unit  
8 and answer what we're looking for. But  
9 there's more than enforcement, it's  
10 education, it's awareness, it's going out  
11 there and using the Office of Minority  
12 Affairs, which we do. They reach out to  
13 the community and bring it back to me to  
14 address it.

15 So there's a couple of things that  
16 we're discussing. Obviously, the County  
17 Exec has to be briefed and go through  
18 stuff has been already on some of it. And  
19 when I go through with Deputy County  
20 Executive Fox, we'll come up with  
21 something for a solution.

22 CHAIRWOMAN FORD: Thank you. Because  
23 I know, aside from the Office of Minority  
24 Affairs, you also have the Commission of  
25 Human Rights at that meeting and they

1  
2 want to work with the Detective Sergeant  
3 Gregg. I have to say, you gave us a lot  
4 of information that day and you've been  
5 very responsive and I thank you very  
6 much.

7 So now even with the 911, we've  
8 changed the script for the 911. Because  
9 it does seem -- I had a meeting with a  
10 separate group, nothing about policing  
11 but about mental health, believe it or  
12 not, and they actually had commented how  
13 many times the police are at the  
14 hospitals. Rather than bringing whoever  
15 they picked up or arrested directly to  
16 jail, it seems like spending more time at  
17 the hospital.

18 POLICE COMMISSIONER RYDER: So  
19 there's two parts to this right: The  
20 wellness of our police officers, which  
21 was created by a law given by this Body  
22 that helped us better protect ourselves.  
23 Thank you.

24 Then there's the other side of it:  
25 That we go with mental health and how we

1  
2 address it. The scripts that we wrote for  
3 the 911 operators, what what they have  
4 done for us in the Mobile Crisis Unit,  
5 working with us and assisting the  
6 training that our cops have received.  
7 Even before this we brought -- 96% I  
8 think it was the number, if I remember  
9 correctly when I spoke about this a  
10 couple of years ago -- 96% of our mental  
11 health cases went to the hospital. The  
12 problem was they got out when they wanted  
13 to get up and walk out right. There was  
14 no way to hold them and we got it. So  
15 we're working with Mobile Crisis that  
16 maybe before we bring them to the  
17 hospital, we can have Mobile Crisis  
18 intervene at the house. Mobile crisis  
19 intervene on the phone. Maybe we don't  
20 even need the police. It could go to  
21 Mobile Crisis. So we've done a lot with  
22 Mobile Crisis and mental health issues  
23 and you could see by their numbers. The  
24 beautiful thing about it is that we have  
25 not had a death in custody regarding



1  
2 such, and we've been able to minimize  
3 force when needed, only to protect many  
4 times the person that is suffering from  
5 that mental health issue.

6 Our emergency service officers are  
7 the best, the best. And when it really  
8 gets bad, HNT steps in. They're the most  
9 trained hostage negotiators in the  
10 country. And I got to give him the plug  
11 now. It used to be headed up by  
12 Commissioner Smith, but I've got to give  
13 the plug now. So, but and again,  
14 Commissioner Sewell, so she was also the  
15 head of HNT. It's a very well-respected  
16 unit and they train hard and they're very  
17 discipline in what they do. We're about  
18 saving lives, not taking lives. That's  
19 what we do: Serving the community and  
20 protecting the people in those  
21 communities. But there is also that word  
22 of "fairness" and that's what we're  
23 always working to do better on.

24 CHAIRWOMAN FORD: Thank you very  
25 much. That was the whole point even with

1  
2 the police reform. You had indicated  
3 when we first passed it that this was not  
4 one simple document and that's it. Close  
5 the door on it. This was going to be  
6 something that would be ever-changing  
7 ever looked at. And, obviously, for me,  
8 in my opinion, that you are, you're  
9 willing to talk about this, you meet with  
10 us. Delia, you're right. Regardless of  
11 what time of the day or what day of the  
12 week we call, you do respond. It doesn't  
13 have to be a legislator that you're  
14 advocating for or helping out. Even a  
15 former legislator was able to speak with  
16 you in regard to something that was very  
17 important. And I know that you've spoken  
18 with other people as well that are  
19 civilians. You lead a very  
20 well-respected department. A lot of  
21 people do like you. They do respect our  
22 officers. They're very happy to see you  
23 around. I mean I know we get calls. I  
24 mean if you could have 500 POP officers,  
25 I think that maybe then all the PTAs and

1  
2 Civic organizations would be happy.  
3 Because I know that they do. And even  
4 with the community policing, when I go we  
5 do hear from so many representatives from  
6 all the communities and they're not shy  
7 about requests, complaints, whatever they  
8 have to do. They are, right there and  
9 then they a lot of times they do call you  
10 directly.

11 So I thank you very much for your  
12 presentation. I'm going to open it up  
13 because I think there are other questions  
14 or comments from the other legislators.

15 We will be in touch and I thank you  
16 very much. I thank your executive staff,  
17 the administration for the fine work and  
18 the fine leadership that you have. And to  
19 all our officers, I thank you very much  
20 for your dedication to your job and to  
21 the communities, and to please make sure  
22 you stay safe. All of you have a Happy  
23 Thanksgiving.

24 Legislator Pilip.

25 LEGISLATOR PILIP: Thank you.

1  
2 Commissioner, I would like to thank you  
3 really personally. You have been there  
4 for my community for a long time. And I  
5 would like to thank all the officers, all  
6 the men and women in blue.

7 What I would like to hear sometimes  
8 when we have this public hearing, more  
9 positive feedback coming from the  
10 community. Because just to complain  
11 everything is bad is so wrong. Really.  
12 Those people are out there protecting our  
13 community, putting their life out there.  
14 What about saying thank you?

15 And you're right. So we have to  
16 improve a lot of things and we are in  
17 progress. And nobody's perfect. There's  
18 work to do, I agree. But we also need to  
19 give positive feedback. Thank you. Happy  
20 Thanksgiving.

21 POLICE COMMISSIONER RYDER: Thank  
22 you.

23 CHAIRWOMAN FORD: Legislator Mule.

24 LEGISLATOR MULE: I'm going to be a  
25 little longer than that. I have pages of

1  
2 things. I was taking notes of what  
3 everyone said.

4 I just want to start by making a  
5 statement somewhat similar to what my  
6 colleague stated. What I felt in the  
7 room: I felt the passion, I felt the  
8 tension. You know, when Tommy was  
9 talking, it breaks my heart to hear that  
10 he feels attacked, that his officers feel  
11 attacked.

12 Commissioner, I know I've been able  
13 to call you any time I need to as well as  
14 anybody else, and nothing but 100% of my  
15 admiration of what you do. At the same  
16 time, my heart breaks for the community  
17 members who are speaking here and feeling  
18 that their needs are not being met and  
19 they're representing communities.

20 So I think what I came away with is  
21 that there's a problem with trust. Right.  
22 I guess if people feel attacked, they  
23 don't feel that they can trust the people  
24 who are attacking them when they know  
25 that they're doing a great job every day.

1  
2 But at the same time, the people who are  
3 stating things that they believe need to  
4 be fixed are feeling like they don't have  
5 trust -- and again, this is my take away  
6 from all of this -- that they cannot  
7 trust what's being said. Because they are  
8 saying things and they feel that they are  
9 not being heard or addressed.

10 So as a member of the the Public  
11 Safety Committee, I think maybe we need  
12 to do a better job because we allowed  
13 this to go longer than it should have.  
14 Our last meeting was in December and we  
15 should have met in July. We should have  
16 insisted on having the report in July, so  
17 I think we dropped the ball on this and  
18 that's on us. We have to take that  
19 responsibility. I think we as a Committee  
20 need to communicate more and better. I  
21 know, Denise, we've had this discussion,  
22 but you were talking about the meeting  
23 that you had, where you got all that  
24 great information. I had no idea what  
25 that information was. So I think as a

1  
2 committee we need to communicate better  
3 and make sure that we hold you  
4 accountable to the schedules that are in  
5 the police reform. So that's on us and we  
6 need to do that.

7 So let me -- I have a lot and some  
8 of it was was talked about. I also think  
9 that it's wrong to have dichotomy such  
10 that if you ask questions, that that  
11 means you're not supportive. I think I  
12 think that's how we get better, that we  
13 need to always ask questions. And I know  
14 that you're always open to hearing those  
15 questions. I guess it's perhaps in the  
16 way that it's framed, maybe even who it's  
17 coming from, that it's hard to hear  
18 sometimes and really hear what those  
19 issues are.

20 So anyway, I think for myself, we  
21 need police. Obviously, that's what my  
22 community wants. That's what I want. We  
23 need effective policing in the  
24 communities. We need to feel safe. I was  
25 very pleased actually to hear,

1  
2 Commissioner, that you felt that we could  
3 perhaps once again be up for safest  
4 community. We haven't heard that  
5 narrative for quite a while, and maybe  
6 that's for political reasons, and that's  
7 a shame. Because if, in fact, we are the  
8 safest community once again, I think that  
9 that's something to celebrate and we need  
10 to hear that. That's thanks to all of  
11 you who are out there doing the  
12 day-to-day policing. I know we haven't  
13 heard that yet, but I hope that you're  
14 right that we will be hearing that.

15 So you mentioned that the website  
16 was down and that's why the information  
17 wasn't up. How long had that gone on  
18 for?

19 POLICE COMMISSIONER RYDER: So my  
20 report was done at the end of January as  
21 required. It was submitted, went up,  
22 went down. The link broke. We tried to  
23 fix it. It jumped to another link, then  
24 it jumped off all -- it was numerous  
25 problems after that, trying to get it



1  
2 back and then running correctly.

3 LEGISLATGOR MULE: Could I make a  
4 request, Commissioner, that if that  
5 happens again, that you notify the Public  
6 Safety Committee so that we can do  
7 whatever we can on our side to help you  
8 get that rectified? Because it's  
9 important, it's part of our Police Reform  
10 Plan. We need to get that information  
11 out. That helps you, I think, with  
12 community trust, to make sure that that's  
13 taken care of. And if, if we can help in  
14 any way, I think that would be certainly  
15 a good thing to do.

16 I have so many questions. I'm not  
17 going to be able to ask them all. We  
18 talked about how often police officers  
19 don't turn camera on and you gave a good,  
20 detailed explanation of that.

21 The Mobile Crisis Unit, and I  
22 understand that that's not in your  
23 department per say. But what I wanted to  
24 know is: Are you aware, and again you may  
25 not be able to answer that, as part of

1  
2 the Police Reform Plan, we talked about  
3 beefing up their staff so that they would  
4 have the adequate resources to respond  
5 properly. Do you know, was that  
6 accomplished?

7 POLICE COMMISSIONER RYDER: I can't  
8 answer to this staffing levels. I can  
9 only answer to the fact that they've been  
10 very cooperative in working with us.

11 LEGISLATOR MULE: Are these  
12 meetings between the Mobile Crisis Unit  
13 and the Police Department on a regular  
14 basis to talk about best practices? And  
15 this happened in this way and maybe we  
16 need to approach it a different way; is  
17 there any type of regular communication  
18 with regard to that?

19 POLICE COMMISSIONER RYDER: There is  
20 always, as we call, wash down afterwards  
21 in discussing to see what what could have  
22 been done better. But that's usually done  
23 at the level of the ESU unit, with the  
24 police officer or maybe Mobile Crisis.  
25 It's done right there at the scene and

1  
2 they discuss what could have been done  
3 better. And if there's a correction to be  
4 made, we make the correction right away.

5 LEGISLATGOR MULE: And does that  
6 information get filtered to the  
7 management at the Mobile Crisis unit so  
8 that they can make sure that it gets  
9 filtered to all of their --

10 POLICE COMMISSIONER RYDER: Every  
11 incident has a report done and every  
12 report is filed, so everybody gets to see  
13 it.

14 LEGISLATGOR MULE: Right, but  
15 because they are not part of the Police  
16 Department, how does how does it get  
17 brought to the attention of the  
18 management at Mobile Crisis Unit?

19 CLERK PULITZER: I believe Mobile  
20 Crisis does report also. Again, I can't  
21 speak for them, but I believe they do.

22 LEGISLATGOR MULE: Okay. What I'm  
23 getting at is, I want to make sure that  
24 there is adequate communication.

25 POLICE COMMISSIONER RYDER: The

1  
2 relationship between Mobile Crisis and  
3 the group in there is excellent: No  
4 problems. Staffing and response and  
5 everything else, again, that's on their  
6 end of it. So I'm not going to speak on  
7 that. I know this, when they do come to  
8 the scene they've been helpful, they've  
9 worked with us. ESU and Patrol Force has  
10 done a great job. Even at the level of  
11 Communications Bureau, when the original  
12 call comes in there's an instant link to  
13 Mobile Crisis. The phone is always  
14 answered and they go, "this is what we  
15 got going on", she says, "I know her.  
16 Let me have an opportunity to speak with  
17 her", "stay on the line", they speak to  
18 them for a minute and make sure  
19 everything is good, "I'm good. Thank you.  
20 We'll handle it from here", and we pass  
21 it off.

22 LEGISLATGOR MULE: I just thrilled  
23 to hear that. And I have spoken to people  
24 at the Mobile Crisis Unit and they have  
25 said it's really been a great transition

1  
2 and relationship. So I think that's all  
3 to the good of of everybody, because you  
4 certainly don't want people who have  
5 mental health crises to be criminalized  
6 unnecessarily. So I think that's a  
7 wonderful thing.

8 All right, I think I'm going to be  
9 good for now.

10 LEGISLATGOR MULE: Thank you. If  
11 there's anything else you can send it.

12 LEGISLATGOR MULE: I took so many  
13 notes, but I basically said what I wanted  
14 to say in terms of --

15 POLICE COMMISSIONER RYDER: So I  
16 apologize Lorna, who is home sick and  
17 listening in, thank her for her  
18 dedication. The Chief reported that  
19 Patrol and MCT have a standing Thursday  
20 meeting, so they meet every Thursday.

21 LEGISLATGOR MULE: All right. I'm  
22 very, very pleased to hear that. All  
23 right, thank you for your time.

24 POLICE COMMISSIONER RYDER: Thank  
25 you.

1  
2 CHAIRWOMAN FORD: We want to wish  
3 Chief Atwell a speedy recovery and I hope  
4 she is feeling better.

5 POLICE COMMISSIONER RYDER: Me too,  
6 I need her back.

7 CHAIRWOMAN FORD: Legislator Bynoe.

8 LEGISLATOR BYNOE: Thank you, Madam  
9 Chair. Good afternoon.

10 POLICE COMMISSIONER RYDER: Good  
11 afternoon.

12 LEGISLATOR BYNOE: I'd be remiss if  
13 I didn't take the first couple of minutes  
14 of my time with you to also extend my  
15 appreciation for all that you do on a  
16 daily basis, all that your team does. I  
17 am afforded an opportunity to reach out  
18 to you when things are occurring in the  
19 community. You are always available,  
20 which is often feel terrible before text.  
21 I'm like, oh, my goodness, I can't  
22 believe I'm texting him, but it's with  
23 knowing that you'd rather I reach out  
24 than not. And it's that willingness to  
25 always be responsive to me that makes me

1  
2 feel like the open door policy exists  
3 almost 24 hours a day.

4 POLICE COMMISSIONER RYDER: Yes. It  
5 does.

6 LEGISLATOR BYNOE: But thank you for  
7 that. And as you would know, when I first  
8 came here to the County back in 2014, I  
9 had set my sights on trying to work along  
10 with the Police Department and the police  
11 unions to strengthen relationship in our  
12 communities. And we have been able to  
13 work together from Christmas events to  
14 the back to school events throughout the  
15 district to really strengthen those  
16 relationships. And I thought we worked in  
17 a very unique way to be able to make sure  
18 that even at the back to school events it  
19 wasn't as simple as handing out a  
20 backpack. We actually packed those bags  
21 together. We actually had community  
22 members from the schools, from civic  
23 associations, from community  
24 organizations paired up with different  
25 police union and police administration at

1  
2           these stations packing the bags and these  
3           authentic, genuine relationships were  
4           just birthed. I would show up that some  
5           of these community organ organizations  
6           and you guys would be there through an  
7           invitation from those community  
8           organizations. So I am happy that we've  
9           been able to continue that throughout the  
10          year, the National Nights Out, all of  
11          those things I think are important. I  
12          think that on a day-to-day basis, when  
13          you're in the community, you are  
14          celebrated for what you're doing.

15                I know on National Night Out, I walk  
16          the street with you and people are  
17          yelling out, "Ryder", and I'm like, how  
18          do these people know you -- from the  
19          sidelines at the parade. So I know that  
20          what we're doing in terms of being in the  
21          community works.

22                There are challenges. No one's  
23          perfect and interactions aren't always  
24          perfect. That's why I was one of the  
25          first, along with Minority Leader Kevan



1  
2 Abrahams, to want body cameras from back  
3 in 2015. I'm happy we have them. We're  
4 seeing the benefits of the the body  
5 cameras on both ends, where you're able  
6 to identify officers that might need to  
7 be retrained, retooled, and community  
8 decline in complaints. So we know the  
9 hard and rough-and-tumble conversations  
10 sometimes that we have to have exacting  
11 change. And so, in the spirit of  
12 continuing change, I'm going to ask some  
13 questions as to some of the information  
14 that we got here today.

15 Language access. I know that there  
16 was a report that came out. I know that  
17 you would have liked to have been dealt  
18 with differently, we have some data that  
19 came out from these interactions. I've  
20 had to take statistics several times  
21 through my under grad and graduate degree  
22 and I know that statistics, we have to  
23 understand kind of how they're birthed  
24 into existence sometimes to really have  
25 full confidence in them. But at the end

1  
2 of the day, I'm going to take your  
3 statistics at face value and in the  
4 immediate until something can change or I  
5 can have an opportunity to have them  
6 defend their data, I'm just going to say  
7 we do have to acknowledge maybe that we  
8 need to do something different with  
9 Language Line. And I did hear it in your  
10 presentation. I'm wondering if you can  
11 expound upon what improvements you're  
12 planning, more granular detail for me.

13 POLICE COMMISSIONER RYDER: So I'm  
14 going to kick it to Sabrina Gregg because  
15 she's done such a great job with it. But  
16 I will tell you that the report came out  
17 and the numbers 47% of the 90 something  
18 calls, we took what we knew, what we have  
19 -- because we don't have it all, we just  
20 have a number in the paper -- and we have  
21 created a investigation on every single  
22 one of them, every single one of them, to  
23 find out what went wrong, not what the  
24 *Newsday* report gave us. And so we're  
25 investigating to make sure -- you can

1  
2           only correct what you know is wrong,  
3           can't just guess and say, oh, this is not  
4           working right. That's why I say, call me  
5           right away so I can address that. I need  
6           to know if that officer is impolite, I  
7           need to know if that technology -- and in  
8           this case I think twenty something  
9           percent of the calls dropped -- maybe  
10          that was a technology thing, not an  
11          officer disconnecting. But I don't know  
12          because I didn't have the data and I  
13          still don't have it.

14                 So I again I'd be happy to accept  
15          the data, the recordings that they made  
16          and that will help out with my  
17          investigations. But Sabrina will explain  
18          what we've done to make it better.

19                 DETECTIVE SERGEANT GREGG: Excuse my  
20          Long Island accent, because especially  
21          when I try to speak a different language  
22          it comes out more.

23                 But one of the things that we're  
24          doing is we are addressing call  
25          retention. Because some of the claims

1  
2 that were made, and again this just  
3 prior. This was the discussion we had  
4 months ago. How do we address retention?  
5 Because we don't want to lose any one.  
6 Obviously, we know how important it is to  
7 take every single call. So one of the  
8 things that is coming down the pike is  
9 that we're going to be asking, "*domi tu*  
10 *numero, por favor*". Which means, one of  
11 the steps that are going to be made in  
12 the protocol is asking for number prior  
13 to doing anything else. So if there is a  
14 disconnect whether by user or Language  
15 Line, we will be able to call back or we  
16 can even connect, I've found in testing,  
17 with Language Line. Not all the  
18 precincts have caller ID. If you lose  
19 someone, now that we have this number, we  
20 can call Language Line first, have them  
21 connect that number, so then we can have  
22 more of a connection. That speaks to  
23 call retention.

24 We have a video now that's coming  
25 out. The current video we have is

1  
2 actually really, really good. It tells  
3 you exactly how officer gets assistance.  
4 The Department internet has been revamped  
5 so it can be usually friendly, so  
6 training can happen at any time,  
7 essentially, from a patrol car as well as  
8 a precinct. If you have a question of how  
9 do you use the Language Line, there is  
10 literally a video enacting what the steps  
11 are. That's being revamped with more  
12 current members of service, as well as  
13 the additional changes that have been  
14 made, which include the revamping of the  
15 internet where it tells our officers  
16 where the video, where point to your card  
17 access can be found. Just a number of  
18 resources have been made readily  
19 accessible for our officers, so they'll  
20 always have an opportunity to provide  
21 assistance.

22 So that's our procedure that's also  
23 being updated. Adding the fact that  
24 we're using cellphones, not just  
25 landlines, how to go and use different

1  
2 landlines to get a connection between  
3 Language Line. So we're doing everything  
4 we possibly can and being proactive in  
5 updating and making sure that our members  
6 have all the resources and capabilities  
7 of how to connect and assist the limited  
8 English proficient.

9 LEGISLATOR BYNOE: Thank you. Madam  
10 Chair has stated protocol that we  
11 wouldn't ask any questions specifically  
12 regarding, I believe it was training and  
13 recruitment. I just want to ask -- it's  
14 not going to be specific to that.

15 My question is: How has the  
16 Department been able to work with the  
17 newly formed Diversity Equity Inclusion  
18 Department that under County Executive  
19 Blakeman was formed and I believe it's  
20 sitting under the vertical of Human  
21 Rights Division? Have we been able to  
22 work with them on training and recruiting  
23 and other?

24 POLICE COMMISSIONER RYDER: So we  
25 have a dialogue that is continuing with

1  
2           them about what we're looking to do.  
3           They're developing as they're going  
4           through their new office, so they're  
5           trying to develop everything there, but  
6           we do have an ongoing dialogue with them.

7           LEGISLATOR BYNOE: And they're going  
8           to be immersed into --

9           POLICE COMMISSIONER RYDER: Yes, in  
10          the recruitment process.

11          LEGISLATOR BYNOE: To the  
12          recruitment process. Okay. They'll be  
13          baked into that.

14          POLICE COMMISSIONER RYDER: Yes.

15          LEGISLATOR BYNOE: Very good.

16          Police officer wellness. I'm really  
17          excited to hear about some of the work  
18          that we're doing. I know it's going to  
19          be undergirded by PBA President Thomas  
20          Shevlin because he's birthed out of that  
21          division and he has an extraordinary  
22          story that I think would definitely  
23          encourage officers to get engaged and  
24          look to learn some of those tools. I  
25          know that we're doing seminars. I wanted

1  
2 to know -- and I look at that as being  
3 preventative, but I also look at us being  
4 a little more proactive in terms of, and  
5 I've been talking about it for a while,  
6 EIS, the early intervention system, where  
7 there's indicators that pop people out.  
8 And so do we have any data that  
9 specifically could illustrate for us how  
10 many officers are taking advantage of  
11 this, of the wellness counseling programs  
12 and how they are actually being  
13 identified or how are they engaging? Is  
14 it voluntary strictly or are folks being  
15 referred to do so because of popping out  
16 some indicators that suggest that they  
17 might benefit?

18 FIRST DEPUTY COMMISSIONER SMITH: I  
19 would say this, number one, Tommy  
20 Shevlin's terrific, there's no question  
21 about it. He's a big supporter. We have  
22 symposiums and sometimes we have two a  
23 month, once a month, whatever the case  
24 may be, on topics like sometimes even  
25 financial wellness. I mean these are



1  
2 things that prey on people's minds. So  
3 financial, nutrition, improving sleep,  
4 time management. All these different  
5 seminars. We have one coming up in  
6 December. I'll invite you to it if you'd  
7 like to see what we do there. We have our  
8 our cops program about suicide prevention  
9 coming up if you'd like to join in or  
10 just see it, it's going to be at the  
11 academy. We'd love to have you attend.  
12 You can see what we do first-hand. As far  
13 as getting people to attend, it's a  
14 growing program. It's voluntary. People  
15 can come. Different classes of employees  
16 are coming, and by different classes I  
17 mean people in different positions.  
18 Communications operators, they go through  
19 a lot fielding those calls, assigning the  
20 calls calls, sometimes never hearing what  
21 the end story is, whether someone  
22 survived or not. These kinds of things  
23 can prey on their minds. They're  
24 encouraged to come. The dispatchers are  
25 encouraged to come. All walks of life

1  
2 within the Police Department are  
3 encouraged to come. And they come on  
4 their own.

5 It's taking off by word-of-mouth.  
6 People aren't required to go, but they're  
7 availing themselves of it. And it's  
8 increasing. With every program that we  
9 do, we seems to get more people who kind  
10 of latch on and like it and look forward  
11 to the next one and make suggestions  
12 about things that they'd to see,  
13 directions they'd like to see the program  
14 going to. It could be things like yoga,  
15 could be things like stretching, it could  
16 be things like nutrition. It could be  
17 things like, what do you do if you have a  
18 person in your family with substance  
19 abuse. How do you handle that? What do  
20 you look for? Making every one aware of  
21 it. Sometimes we don't see our own  
22 problems, so this opens our eyes.

23 LEGISLATOR BYNOE: I think that's  
24 great and I definitely welcome the  
25 opportunity to come and participate in

1  
2 that training. As you would know, I took  
3 part in the civilian police academy and  
4 that was an eye-opening experience. I  
5 suggest members of the community and my  
6 colleagues who haven't maybe taken part  
7 in that program definitely avail  
8 themselves to, because it's quite a  
9 learning experience.

10 FIRST DEPUTY COMMISSIONER SMITH:

11 Knowing your interest, I'd certainly like  
12 you to invite you over. You can spend a  
13 couple of hours and see what we're going  
14 to do.

15 LEGISLATOR BYNOE: I would love to.

16 Thank you.

17 FIRST DEPUTY COMMISSIONER SMITH:

18 You're welcome.

19 LEGISLATOR BYNOE: So when we talked  
20 about disciplining the officer, the  
21 camera is not on, whatever the case may  
22 be, and there's a first step and then  
23 there's 59, and and the like; is there  
24 ever a time when we might identify this  
25 person is just spiraling? They're just in

1  
2 trouble. We're just going to mandate them  
3 to go to counseling. Are there times  
4 when that occurs?

5 POLICE COMMISSIONER RYDER:

6 Absolutely?

7 LEGISLATOR BYNOE: Okay.

8 POLICE COMMISSIONER RYDER: It's a  
9 progression. Your mistakes, it's a  
10 progression in discipline. Sometimes  
11 you're out at the top-level depending on  
12 what you did. Most of the time you're  
13 bottom. But we're looking at that. It  
14 goes into what we call the blue team, and  
15 when we see somebody, that's got a couple  
16 of issues, we address it right away. Even  
17 though they may not have reached a  
18 founded conclusion, doesn't mean we're  
19 not still looking at that person.

20 LEGISLATOR BYNOE: That's important.

21 I think good people under stress  
22 sometimes make bad decisions and we need  
23 to reduce those times, those  
24 circumstances where they are placed in  
25 those positions to do so.

1  
2           So I want to pivot to -- let's go to  
3 the Mobile Crisis, if you don't mind. I  
4 think Debbie asked quite a few questions  
5 and I just wanted to follow-up on the  
6 Mobile Crisis Team responses.

7           So they go out. If it's a call, is  
8 it just mentally aided or are we doing  
9 that also for homeless people? Because I  
10 know there's got to be an uptick in the  
11 number of homeless calls that are coming  
12 in.

13           POLICE COMMISSIONER RYDER: Yes,  
14 homelessness is rising. It's in all  
15 communities across the board. We have a  
16 committee that got together that involved  
17 Department of Social Service and a couple  
18 of different groups. We said, hey, we got  
19 a homeless problem. We need to address  
20 this homeless problem, and it's going to  
21 get worse. And when the winter comes, the  
22 cold weather, the last thing we want to  
23 see is somebody frozen to death on a  
24 bench because we didn't get a service. So  
25 we're in tune with that. We're working

1  
2 with our other county agencies to do just  
3 that.

4 Mobile Crisis is an option amongst  
5 many other options. We offer housing, we  
6 offer the warming centers which are now  
7 open. The County Exec has made sure that  
8 the message is out there and the  
9 advertisement and letting our cops also  
10 know there's warming centers. We can get  
11 them to contact Mobile Crisis. In a case  
12 when they're not healthy, we can get them  
13 to the hospital. We do everything we can  
14 to try to get them out of that  
15 environment because the environment is  
16 not healthy for them. If it's all said  
17 and done, unless it's dangerous weather  
18 and they're in danger to themselves, we  
19 got to leave them, but then we get DSS  
20 involved and there's a process that they  
21 do where they re-interview and  
22 re-interview, to try to get that person  
23 back into some kind of assistance.

24 LEGISLATOR BYNOE: So if you meet a  
25 homeless person and you're able to call

1  
2 DSS and they're able to house them, do  
3 the police transport those individuals to  
4 the shelter?

5 POLICE COMMISSIONER RYDER:

6 Depending on the situation. A warming  
7 center, 100%. We get a call for somebody  
8 who's at, let's say they they show up and  
9 they're sitting today and Cedar Creek  
10 Park somewhere and then they said they  
11 want to get some assistance. They want to  
12 go to the warming center in Mitchell  
13 Field, we will transport them. Most of  
14 the times, we may call an ambulance to  
15 do that because we want to make sure  
16 we're transporting somebody that's  
17 healthy and not put them in a police car,  
18 but yes, we will.

19 LEGISLATOR BYNOE: I can slow down  
20 using my Uber account. I've been being  
21 Ubering people to the shelters. That's  
22 good to know. I don't know if auxiliary  
23 or if there's some other means to do that  
24 other than using police, but our homeless  
25 situation is really, really out of

1  
2 control and the symptom of it is people  
3 sleeping in places where most people feel  
4 uncomfortable witnessing it. Outside of  
5 people's doors or in front of stores at  
6 night, and things like that. Those  
7 individuals are desperate. In many cases  
8 they'll do desperate things. And  
9 homelessness is, I think, a major  
10 indicator that someone is in need of  
11 mental health. So if we can try in as  
12 many cases as possible have the Mobile  
13 Crisis Team also respond, I think it  
14 would be extremely helpful.

15 In a case of even last week I got a  
16 call from a shop owner, the person was  
17 homeless, needed to be transported. I  
18 called DSS myself, arranged for the  
19 person to go to a shelter, sent them over  
20 in an Uber, but the woman said to me, if  
21 this person doesn't come to DSS tomorrow,  
22 that's it. They're not going to be  
23 housed. We sent them with the note, the  
24 whole thing, to call Alana, my staff, on  
25 her cell phone. We were going arrange



1  
2 Uber them to DSS in the morning. They  
3 never called; they never called. I think  
4 that if Mobile Crisis is imbedded in that  
5 process, they'll get more of a wrap  
6 around service initially to maybe have a  
7 more successful outcome. I know 911 is  
8 typically the hub for that dispatched  
9 call, but I think if we can work together  
10 to figure out how Mobile Crisis could  
11 better be imbedded and then train the 911  
12 operators to engage them as well, that  
13 might be helpful.

14 In terms of arrest data and I guess  
15 some of the field interview data and the  
16 summons data, without crunching the  
17 numbers and the like, you can see there's  
18 a disparity in the numbers. You've  
19 mentioned that in the cases of summonses  
20 and in some of this -- I'm sorry, the  
21 database that Chief Canavan is  
22 maintaining and I know for a fact that  
23 I've called you about complaints and  
24 stop signs. When I saw the Westbury  
25 number, and you're saying that those are

1  
2 where some of those summons coming from,  
3 its birthed out of complaints to my  
4 office or to me personally saying people  
5 are running stop signs. Is there a way to  
6 correlate that data back to those  
7 complaints and provide us with a report  
8 so that we can look at it to try to  
9 reconcile?

10 POLICE COMMISSIONER RYDER: Yeah. So  
11 when we send someone out to handle a  
12 quality of life issue such as a stop  
13 sign, that highway unit will go and  
14 issue, if it is a highway or precinct  
15 unit, will issue summonses. The report of  
16 how many summonses were issued will be  
17 given back to Chief of Patrol Office and  
18 goes into that Q&L database.

19 LEGISLATOR BYNOE: So there is a way  
20 to give us a report that can bounce  
21 against that?

22 POLICE COMMISSIONER RYDER: Yep.

23 LEGISLATOR BYNOE: I think it would  
24 help us may be reconcile to some of the  
25 disparity that we're able to see in the

1  
2 reports.

3 I'm going to, in the immediate, just  
4 thank you for your response and I look  
5 forward to getting the information  
6 requested and the invitation to come to  
7 the training. Thank you.

8 POLICE COMMISSIONER RYDER: Thank  
9 you.

10 CHAIRWOMAN FORD: Commissioner  
11 Smith, if you extend an invitation to the  
12 rest of the legislatures as well, I know  
13 that --

14 FIRST DEPUTY COMMISSIONER SMITH:  
15 That's limited seeing, I'm telling you I  
16 can't fit everybody (laughter).

17 CHAIRWOMAN FORD: We'll come in  
18 groups.

19 POLICE COMMISSIONER RYDER: Twenty  
20 bucks a head (laughter).

21 CHAIRWOMAN FORD: Okay. I think  
22 we'll pay that.

23 LEGISLATOR ABRAHAMS: Thank you,  
24 Chairwoman Ford, and thanks to all of  
25 you, and thanks to our officers, and

1  
2 thanks to our public that's here as well.

3 I first want to take the opportunity  
4 to thank Chairwoman Ford. I think she's  
5 done exactly what she set out to do.  
6 When the Police Reform was passed, she  
7 said that we were going to hold hearings.  
8 We have now held our second hearing. I  
9 think she's stressed and tried to make  
10 sure that the process is fair and  
11 everyone has an opportunity to speak. I  
12 like the fact that she called on the  
13 public first and foremost to have  
14 opportunity to speak.

15 There's a lot of villages in this  
16 county. Every which one was supposed to  
17 do police reforms very similar to what  
18 Nassau County had to do. When we talk  
19 about accountability and transparency,  
20 it's not just the Nassau County Police  
21 Department. There are other police  
22 departments that exist in this county  
23 that are not under the jurisdiction of  
24 the Nassau County Police Department and  
25 I'm willing to bet that they're not doing

1  
2 the level of showing up and taking on the  
3 tough questions just like this  
4 commissioner is. Now, I may disagree on  
5 some things that the Commissioner has  
6 said and we've disagreed on many things,  
7 but in terms of showing up and taking the  
8 hits and being accountable, it's not  
9 that. You've shown up.

10 I know we may disagree on some of  
11 the things I'm going to bring up today,  
12 but I do want to start by thanking you  
13 for the officers that are going to be  
14 able to walk out --

15 POLICE COMMISSIONER RYDER: They're  
16 out there already.

17 LEGISLATOR ABRAHAMS: Because I  
18 think that's important, and that's kind  
19 of the theme that I wanted to talk about  
20 in regard to transparency,  
21 trustworthiness and, frankly, having an  
22 honest dialogue.

23 Before I do that, though, the Nassau  
24 County Police Department that I grew up  
25 with, that I know, my interactions with

1  
2 the Nassau County Police Department have  
3 been nothing but positive. Partly because  
4 I guess to some degree, when an officer  
5 asks for my license and registration,  
6 they may recognize my name, may treat me  
7 little bit differently. Who knows? It  
8 could be my response and how I talk to an  
9 officer. It could be that too, as well.  
10 But it pains me that there are many  
11 throughout our communities that do not  
12 have that same level of admiration or  
13 understanding for our Police Department.

14 And I talked about the fact that  
15 we're talking about transparency,  
16 trustworthiness and honesty and we have  
17 to have an honest discussion in this room  
18 because many of the people that I'm  
19 willing to bet that have a higher  
20 distrust of our police department come  
21 from minority communities. For various  
22 reasons, they have that level of  
23 distrust.

24 So I think what we have to continue  
25 to do, and I think Tommy Shevlin talked

1  
2 about it a little bit in his open  
3 remarks, we have to expand the dialogue.  
4 I know you're doing a lot to ensure that  
5 you're in the communities. I know you  
6 are. I know you're having our officers  
7 there and they're communicating to our  
8 public. We have to do even more. Because  
9 the only way you're able to knock down  
10 those barriers is by making sure that you  
11 build up trust, and that's why I really  
12 encourage you to have those officers get  
13 out and talk to those deli owners and  
14 you're doing it, and I appreciate that.  
15 Trust me, through the moon. Because you  
16 have to build the dialogue. And trust is  
17 both ways. I like to be frank. In our  
18 communities some folks say police is bad,  
19 police is bad, but that's not true. Trust  
20 goes both ways. The officer has to be  
21 able to trust the community and the  
22 community has to be able to trust the  
23 officer. It goes both ways.

24 So from that standpoint, I would  
25 like to be able to work with you, work

1  
2 with the folks that are over there, work  
3 with all of our community residents to  
4 ensure that we try to build more  
5 opportunities and avenues for dialogue so  
6 that we can have a positive discussion.

7 Today is more of a hearing. We're  
8 trying to fact gather, we're trying to  
9 gather statistics, were trying to gather  
10 numbers, we're trying to formulate what  
11 numbers we need and how we want to  
12 present them. But but today is not the  
13 path, it may be to some degree, but it's  
14 not the real path to get to the police  
15 department that I would like to see us  
16 get to, which is one where not just Kevan  
17 Abraham's believes in that department,  
18 but all my residents do.

19 One of the things I wanted to dive  
20 into, Commissioner, and I'm not going to  
21 get into any of the legal situations, but  
22 but I just wanted talk a little bit about  
23 the recruitment stats. I saw a couple of  
24 things in a paper that talked about the  
25 recruitment numbers in terms of hiring



1  
2 more minority officers is up. I don't  
3 know if you got a chance to really dive  
4 into those numbers, but I would like to  
5 hear some of those numbers a little bit  
6 more expanded on today.

7 POLICE COMMISSIONER RYDER: We do  
8 have what we've recruited so and signed  
9 up for the early. So we now have created  
10 an app. Take a picture, if you have the  
11 ability to do that or you give us a card,  
12 we fill it out and when the test is  
13 designed and ready to go, we notify you  
14 to let you know, you showed an interest,  
15 here's the date. Billy will give you the  
16 numbers.

17 INSPECTOR FIELD: William Field with  
18 th Police Department. Specifically,  
19 which numbers? With the most recent  
20 academy classes or?

21 LEGISLATOR ABRAHAMS: If you can go  
22 back --

23 POLICE COMMISSIONER RYDER: 2018 was  
24 the last test.

25 INSPECTOR FIELD: I don't have the

1  
2 numbers for the appointment from then  
3 forward.

4 LEGISLATOR ABRAHAMS: What do you  
5 have?

6 INSPECTOR FIELD: I have the most  
7 recent. So this year we've hired a 109  
8 officers total between two academy  
9 classes; approximately 17 are Hispanic,  
10 five Black and five were Asian.

11 Recruitment wise, we've had 24,000  
12 people, or actually more than that, sign  
13 up for the pre registration, and of that  
14 group we also have breakdowns as to how  
15 they identified: Approximately 26%  
16 identified as Hispanic, approximately 15%  
17 identified as Black and approximately  
18 nine identified as Asian, about 50%  
19 identified as white or other.

20 LEGISLATOR ABRAHAMS: Just go back  
21 to the 109. Sorry, and I'll jump into  
22 that afterwards. Of the 109, 17 were  
23 Latino/Hispanic?

24 INSPECTOR FIELD: Yes, sir.

25 LEGISLATOR ABRAHAMS: And then five

1  
2 were black and five were Asian, which to  
3 my math that gets me to 27 out of the  
4 109. And then roughly that's I guess,  
5 less than 30%.

6 INSPECTOR FIELD: Yes. That's  
7 correct.

8 LEGISLATOR ABRAHAMS: So what I  
9 always try to envision is when it comes  
10 to recruitment in our police force, not  
11 just our police force, our government,  
12 everything that taxpayers are tied into,  
13 it should be a microcosm of our  
14 communities. Our communities are --  
15 Looking at your statistics,  
16 Commissioner-- 56% white, 18%,  
17 Latino/Hispanic, 10.6% Black and 11.7  
18 Asian; these numbers don't reflect that.  
19 So I'm glad to see that we have some  
20 level of minority of officers, but what's  
21 your plans to try to get those numbers up  
22 more? Because I truly believe that helps  
23 with our efforts in terms of trust and  
24 transparency, because obviously people  
25 want to see people from their community

1  
2 become officers. I think officers have  
3 the highest level of responsibility  
4 because they're looked at and they're  
5 seeing as individuals that are above and  
6 beyond. Our highest and our best. They  
7 are trusted with that responsibility of  
8 being considered the highest and the  
9 best. What are our efforts to boost?

10 POLICE COMMISSIONER RYDER: I'll  
11 answer that.

12 So one of them is the most important  
13 that we control is recruitment. So  
14 community outreaching, building bridges  
15 and all that stuff is building that  
16 recruitment drive. The majority where we  
17 recruit is in the minority communities.  
18 Billy, do me a favor, give me the numbers  
19 of out of that number, how many White,  
20 African-American and Hispanic  
21 recruitment?

22 INSPECTOR FIELD: Of the over 24,000  
23 people 26% identify as Hispanic, 15% as  
24 Black, nine percent as Asian.

25 LEGISLATOR ABRAHAMS: Is this that

1  
2 part of the 109?

3 POLICE COMMISSIONER RYDER: That's  
4 part of the 24,000. You asked the  
5 question of how we can improve, right?  
6 This is what we control -- not control,  
7 we encourage it.

8 So we've been out in the minority  
9 communities campaigning really hard.  
10 We're in the malls, everything else,  
11 trying to get it up. But you see already  
12 the problem: 24,000 people, only 26%  
13 Latino and 15% Black. That's a problem.  
14 And we're in the minority community. So  
15 the recruitment is an issue. I can't,  
16 they can't do it on their own, the  
17 Community Affairs Office. Hey, do me a  
18 favor. My POP cops, PAL cops and  
19 Community Affair stand-up, just stand-up  
20 for a minute.

21 (Whereupon, officers stand.)

22 POLICE COMMISSIONER RYDER: That  
23 looks like your community and that's  
24 what's in the community and I'm using  
25 them to be my pitch.

1  
2 Thank you, thank you.

3 (Whereupon, officers sit.)

4 POLICE COMMISSIONER RYDER: And  
5 again still the sale is hard. That's why  
6 we do so much outreach to increase it. I  
7 went back over the last numbers. I  
8 remember giving them numbers here  
9 already. But again, if on the day of the  
10 test they show up and its 96% white, 96  
11 Hispanic and 40% African-American is what  
12 showed up that signed up. I lost so many  
13 people in there. How do I fix that? How  
14 do I make sure that that I can get them  
15 to show up for the day of the test?  
16 That's that's my concern and that's what  
17 we discuss all the time in recruitment.  
18 I've done my part putting the right  
19 people that gives a comfort level to a  
20 kid says, you know what, you could be a  
21 cop, I can be a cop and I'm going to sign  
22 up. I'm going to take that early  
23 enrollment, but I'll bet you dollars to  
24 donuts, when I actually send the cards  
25 out, the numbers will even be lower. Here

1  
2 we go, we're signing up for the test,  
3 you're ready to sign up, the number will  
4 be lower. So the sales pitch from us is  
5 coming. It's coming hard. We're in the  
6 right areas, like if you're selling  
7 something and this is the community  
8 you're selling to, that's who we're  
9 trying to sell to.

10 But I need the help of the community  
11 to get the young men and women to sign up  
12 for the test.

13 LEGISLATOR ABRAHAMS: I say that  
14 because I don't believe you're going to  
15 get to the numbers that I talked about --

16 POLICE COMMISSIONER RYDER: I agree.

17 LEGISLATOR ABRAHAMS: -- population  
18 overnight. I mean honestly, you may not  
19 see those those numbers in the next year.  
20 It's a constant relationship building.  
21 It's little things, you know it's  
22 officers being seen more, its residents  
23 having positive interaction with  
24 officers. It's a culmination of things  
25 that happened over a course of a year,

1  
2 neither you nor I can control.

3 So I think from that standpoint I  
4 would like to sit down and figure out how  
5 we continue to make that better, because  
6 I think we have to strive in a direction  
7 to make sure -- and I said it before, not  
8 just our police department but our  
9 county, our government, is representative  
10 of the people of Nassau County.

11 The next issue I wanted to dive into  
12 is the complaints portion of the data.  
13 One of the things I noticed, you might  
14 have explained it, but I don't remember  
15 hearing it. You mentioned that there were  
16 61 founded allegations in 2021 that were  
17 classified -- - you may not have said  
18 this, you said 126 and he said we're down  
19 15. But I noticed that 61 of the  
20 allegations that were founded in 2021  
21 classified as "other", and then in 2022  
22 it was ten. I don't have an issue with  
23 the number. I'm trusting the fact that  
24 you're reporting the right number; what's  
25 "other"?



1  
2 POLICE COMMISSIONER RYDER: So other  
3 becomes this: You get the complaint of  
4 the officer was abusive and we bring him.  
5 They failed to fill out that memo book.  
6 So they're in there for "this", we find  
7 out "this" is good, "this" didn't happen.  
8 We can verify it from the body camera,  
9 but they didn't fill out the paperwork  
10 properly, so they're going to get burned  
11 for that. Nick, can you give a little  
12 extra on that?

13 DEPUTY CHIEF STILLMAN: So basically  
14 the complaints are broken down.  
15 Approximately nine --

16 LEGISLATOR ABRAHAMS: I understand  
17 improper procedures. I understand that.

18 DEPUTY CHIEF STILLMAN: The "other"  
19 would be misappropriation of property.  
20 There's lost property somewhere, that's  
21 not defined as one of the nine. So that  
22 might be an "other".

23 LEGISLATOR ABRAHAMS: When you say  
24 misappropriation of property, you mean  
25 they misplaced like a flashlight or

1  
2 something?

3 DEPUTY CHIEF STILLMAN: No  
4 misappropriation of property let's say,  
5 for somebody that was in custody, so that  
6 would be the property wasn't stolen,  
7 there was no unlawful conduct, but during  
8 the processing, the property is missing.  
9 So that individual, that police officer  
10 because he didn't complete the right  
11 forms, that would be the "other" founded.  
12 That would be an example.

13 LEGISLATOR ABRAHAMS: What are some  
14 other examples?

15 POLICE COMMISSIONER RYDER: Like the  
16 Commissioner said, if somebody came in  
17 and the allegation was unlawful arrest,  
18 but that was justified, but the officer  
19 didn't fill out a Use of Force Form, that  
20 would be an "other".

21 LEGISLATOR ABRAHAMS: I guess based  
22 on that, officers are getting better with  
23 those types of issues, the number went  
24 down from 61 to 10.

25 DEPUTY CHIEF STILLMAN: The other

1  
2 thing also, with something defined as  
3 "other", they can most likely be brought  
4 into one of those nine definitions.

5 POLICE COMMISSIONER RYDER: One of  
6 the things, Commissioner, I can't  
7 remember if it was you or someone else  
8 was mentioned in regard to, there's been  
9 nine officers that have been removed this  
10 year?

11 POLICE COMMISSIONER RYDER: This  
12 year.

13 LEGISLATOR ABRAHAMS: Nine officers  
14 that have lost their job?

15 POLICE COMMISSIONER RYDER: That  
16 have lost their job, either been  
17 terminated, resigned or forced into  
18 retirement.

19 LEGISLATOR ABRAHAMS: Those nine  
20 officers are captured into the founded  
21 allegations or that's separate?

22 POLICE COMMISSIONER RYDER: They may  
23 not have been involved in an even  
24 allegation, some of these are  
25 self-reporting. Many of them are off-duty

1  
2 actions that never came from a complaint  
3 that we found out about. Actions in a  
4 bar or something of that nature.

5 LEGISLATOR ABRAHAMS: So it could be  
6 off-duty too.

7 POLICE COMMISSIONER RYDER: Oh yeah,  
8 100%.

9 LEGISLATOR ABRAHAMS: I think one of  
10 the things, if it's possible, I mean  
11 obviously those those private matters are  
12 something else, but one of things I would  
13 like to see that helps with the  
14 transparency is having a dialogue with  
15 the community so that they can actually  
16 hear some of these cases. Sometimes  
17 cases, it's perceived it went one way,  
18 but then when the facts come out, it may  
19 not be totally perceived that way. If  
20 there could be a dialogue to be able to  
21 discuss what happened in a particular  
22 case once everything is settled.

23 POLICE COMMISSIONER RYDER: In every  
24 every complaint that is called into the  
25 Police Department the victim is notified

1  
2 of the outcome.

3 LEGISLATOR ABRAHAMS: Oh. Every  
4 time.

5 POLICE COMMISSIONER RYDER: Yes.  
6 And the victim is notified in the  
7 beginning to interview that victim,  
8 victim/witness, and then notified of the  
9 outcome when it is complete. Correct,  
10 Nick?

11 DEPUTY CHIEF STILLMAN: The outcome  
12 of each investigation, whether it's  
13 through Internal Affairs or the command  
14 level, at the command level, the liaison  
15 for the command, will reach out to the  
16 complainant and notify him or her of the  
17 outcome of the investigation. That's  
18 actually documented on the form, and  
19 whether or not the complainant is  
20 satisfied with the outcome of that  
21 investigation. The same thing holds true  
22 with an Internal Affairs investigation.  
23 We reach out to the complainants, we  
24 inform them of the outcome and then we  
25 say there is discipline attached to it.

1  
2 But we don't go into what the discipline  
3 was.

4 LEGISLATOR ABRAHAMS: My final  
5 question, and this is kind of a sensitive  
6 matter, so I don't know at some point I  
7 guess we could discuss it maybe later on  
8 an Executive Session. There are many  
9 cases that we that come up to Nassau  
10 County that we have to settle that  
11 involve police officers. I'm sure you're  
12 aware of them.

13 POLICE COMMISSIONER RYDER: Yes.

14 LEGISLATOR ABRAHAMS: I don't know  
15 the number but if I had to guess, it's  
16 millions of dollars. Sometimes we hear  
17 that as bad as situations may sound when  
18 we're settling millions of dollars on  
19 these cases to settle with the County, we  
20 hear that the officers are still there.  
21 They're still working in their capacity  
22 somehow some way. I don't know if there's  
23 a way in terms of -- how do you review  
24 officers that may have had situations  
25 where their actions may not have been the

1  
2 best judgment, how do we reconcile that  
3 with sometimes them still staying on the  
4 job? I mean I know there's obviously  
5 collective bargaining issues and stuff  
6 like that, but we hear about that  
7 constantly and it's a constant thing that  
8 we hear and I don't want to go too deep  
9 into it because a lot of it we shared in  
10 Executive Session, even though some of  
11 these cases have been adjudicated.

12 POLICE COMMISSIONER RYDER:

13 Unfortunately, because the way the law is  
14 written as we know it and because of the  
15 protections of the right of the officer,  
16 many times we can't discuss what  
17 happened, but what we can do is remedy  
18 it. Many times in these investigations,  
19 now, since the County Exec has been in  
20 office, every single case will be  
21 reviewed with the County Attorney,  
22 through the Police Department before  
23 there is any settlement made. That wasn't  
24 done before. The County Exec also wants  
25 to know what was the outcome of the

1  
2 officer.

3 So lot of times these payouts that  
4 we do and there's a bad officer,  
5 unfortunately, I couldn't fire that  
6 officer. We have reached agreements with  
7 our unions, because of that exact issue,  
8 suspended without pay indefinitely until  
9 we can come out with an outcome. Because  
10 I'm not going to pay him while he's here,  
11 while this is going on being litigated.  
12 It's an agreement that's reached with the  
13 unions. So it's a protection for the  
14 officer, but at the same time, this union  
15 group understand that we have the  
16 protection of the County first, the  
17 protection of the Police Department  
18 first, and of course our officers, but  
19 when they are wrong, or believed to be  
20 wrong, we enter into agreements that  
21 protect the County.

22 LEGISLATOR ABRAHAMS: Okay. I just  
23 want to make sure. I mean, obviously the  
24 County's already paid the money. We're  
25 paying out the money, but the one thing



1  
2 that we would like to hear, and I don't  
3 know if it can be for yourself,  
4 Commissioner, or someone else, that if  
5 there was something that was done that  
6 cost the County hundreds of thousands or  
7 millions of dollars, that we like to know  
8 that there was some type of action that's  
9 going to be in place so it doesn't happen  
10 again. That there's some reform that's  
11 in place so it doesn't happen again. I  
12 don't know how we could do that, Madam  
13 Chair.

14 POLICE COMMISSIONER RYDER: I will  
15 speak -- I think the comfort level could  
16 be done in Executive Session.

17 LEGISLATOR ABRAHAMS: Okay. Case by  
18 case?

19 POLICE COMMISSIONER RYDER: I'm  
20 looking for the attorney answer; I will  
21 get you that answer.

22 LEGISLATOR ABRAHAMS: I think Tatum  
23 is going to save you here.

24 DEPUTY COUNTY EXECUTIVE FOX: Hi,  
25 everybody. Tatum Fox.

1  
2           So I believe any settlement already  
3 comes to you in Executive Session, so we  
4 could incorporate that as part of the  
5 dialogue going forward.

6           LEGISLATOR ABRAHAMS: That be a good  
7 idea.

8           I just want to summarize again I  
9 know I had you on the hot seat. Not so  
10 much for everyone that worked with you,  
11 but I've always had a very frank and  
12 honest discussion.

13          LEGISLATOR ABRAHAMS: Yes. And we  
14 appreciate that.

15          LEGISLATOR ABRAHAMS: I just texted  
16 you yesterday about the East Garden City  
17 stuff or something like that.

18          POLICE COMMISSIONER RYDER: I'm  
19 never going to say that again (laughter).

20          LEGISLATOR ABRAHAMS: I think the  
21 best way for us to strive and continue to  
22 get the Police Department that everyone  
23 sees the way I see it, is to continue the  
24 dialogue, have an honest, transparent,  
25 trustworthy conversation. That's the way

1  
2 we get there. I truly believe everyone in  
3 this room wants that. Everyone in this  
4 room wants to see our best and our  
5 brightest seen that way by every single  
6 individual. So I think it starts,  
7 obviously, with those honest discussions,  
8 understanding where some of the feelings  
9 -- that's not the case in some of our  
10 communities. And I'll actually have an  
11 honest discussion about as it breaks down  
12 by race, which it does, by the minority  
13 communities. So I think from that  
14 standpoint, if we're able to be honest  
15 with each other, we can definitely move  
16 forward.

17 But I want to thank you again. I  
18 want thank our officers as well. Also  
19 want to thank, I think since Tommy  
20 Shevlin has been there as the president  
21 of the PBA, it's been a breath of fresh  
22 air. He has provided a perspective that I  
23 have not heard from a police PBA  
24 president ever. From that standpoint, I  
25 think if there's an opportunity to

1  
2 change, I think working with yourself,  
3 working with this body -- and all our  
4 union presidents. I don't want dismiss  
5 Jeff for Ricky. I know those guys for  
6 years. Tommy I have not known for years,  
7 but I think he's definitely fresh air.

8 That being said, I want to thank  
9 you.

10 POLICE COMMISSIONER RYDER: Thank  
11 you.

12 CHAIRWOMAN FORD: Legislator  
13 Giuffre.

14 LEGISLATOR GIUFFRE: Commissioner,  
15 thank you. Thank you to your whole team  
16 for today's presentation. Thank you for  
17 leading the Department certainly in the  
18 right direction, for sure.

19 Minority Leader Abraham, I know  
20 we've talked about lawsuits. From  
21 personal experience, they are often a  
22 compromise of a dispute and not to say  
23 that we shouldn't look into the facts,  
24 the factual background, for sure we  
25 should. But sometimes we sit in

1  
2 Executive Session and all of us are  
3 scratching our heads as to why are we  
4 paying that? Why don't we just try the  
5 case? But of course the County Attorney  
6 advises and we generally abide by that  
7 advice if they are to settle for various  
8 reasons, including financial risk. Just  
9 the cost of going to trial sometimes can  
10 be more than the cost of the settlement.

11 But thank you, again, for today.  
12 Chief, Commissioner, Detective Sergeant,  
13 thank you. Thank you all for your  
14 comments. Have a Happy Thanksgiving, God  
15 bless you.

16 POLICE COMMISSIONER RYDER: Thank  
17 you.

18 CHAIRWOMAN FORD: Thank you  
19 everyone. I know we took a long time, but  
20 I think it was fruitful -- sorry.  
21 Legislator Pilip.

22 LEGISLATOR PILIP: Commissioner, I  
23 have one question. You say not a lot of  
24 kids showing up for the test. I was  
25 wondering, there is any preparation for

1  
2 that test?

3 POLICE COMMISSIONER RYDER: So  
4 that's the beauty of what this test is  
5 going to do what hasn't been done before.  
6 We, our mentors and some of our staff,  
7 they are still also mentors, when the  
8 test is announced, we are going to give  
9 some opportunities in the communities to  
10 come to a venue that we can explain to  
11 what test taking is like. We don't know  
12 what the test is, none of us do. It's  
13 created by a private company under the  
14 consent decree, which I have my own  
15 opinion about. But that test, when  
16 designed, we teach people how to take a  
17 test, look for things like the absolute  
18 circle, underline, and what the tests  
19 should look like: Reading, comprehension  
20 and so forth. So we teach them how to  
21 prepare to take a test which is not done  
22 before, and so we're hoping that that  
23 will help them with the test taking  
24 skills.

25 LEGISLATOR PILIP: What about giving

1  
2           them -- I mean you have an example of  
3           tests from the past?

4           POLICE COMMISSIONER RYDER: No, we  
5           don't we. We don't. We never see the  
6           test. I have never seen a test. Whoever  
7           takes the test, the best he can do from  
8           his memory is what he'll remember from  
9           that test, and there's some people that  
10          are very good at that. But we don't see  
11          what the test is and the test changes  
12          every time. We have an idea of the design  
13          form, meaning: Reading comprehension  
14          will make up this much. This part will be  
15          about just question/answer, and stuff  
16          like that.

17          LEGISLATOR PILIP: I see. Thank  
18          you.

19          CHAIRWOMAN FORD: Once again, thank  
20          you very much to everybody who is here  
21          today, from the public, organizations, as  
22          well as Police Department, and our Union  
23          president. Thank you very much for your  
24          patience and thank you for your kind  
25          words. To all of you have very Happy

Thanksgiving.

CLERK PULITZER: Yes. Happy  
Thanksgiving.

(Concludes, 2:45 p.m.)



C E R T I F I C A T E

STATE OF NEW YORK                    )  
  :  SS.:  
COUNTY OF NASSAU                    )

I, KAREN LORENZO, a Notary Public for and  
within the State of New York, do hereby  
certify:

That the above is a correct transcription  
of my stenographic notes.

IN WITNESS WHEREOF, I have hereunto set  
my hand this 22nd day of November, 2022.

Karen Lorenzo  
KAREN LORENZO

## PUBLIC SAFETY COMMITTEE 11.22.2022

v

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