

1. 12-11-23 PUBLIC SAFETY HEARING

Documents:

[12-11-23 PUBLIC SAFETY HEARING.DOC](#)

2. 12.11.23 Public Safety Committee POLICE REFORM

Documents:

[12.11.23 PUBLIC SAFETY COMMITTEE POLICE REFORM.PDF](#)



PUBLIC NOTICE

PLEASE TAKE NOTICE THAT

**THE NASSAU COUNTY LEGISLATURE WILL HOLD
A HEARING OF THE PUBLIC SAFETY COMMITTEE
AT WHICH TIME THE COMMITTEE WILL HOLD A PUBLIC
HEARING REGARDING THE POLICE REFORM EO203 UPDATE**

ON

MONDAY, DECEMBER 11, 2023 AT 11:00 AM

IN

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

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**Scan the QR code to submit written public comment,
which will be incorporated into the record of this meeting.**

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

**DATED: December 4th, 2023
Mineola, NY**



NASSAU COUNTY LEGISLATURE

COMMITTEES MEETING

RICHARD NICOLELLO

PRESIDING OFFICER

PUBLIC SAFETY COMMITTEE

DENISE FORD

CHAIRWOMAN

POLICE REFORM HEARING

County Executive and Legislative Building

1550 Franklin Avenue

Mineola, New York

Monday, December 11, 2023

11:30 a.m.

TAKEN BY: KAREN LORENZO, OFFICIAL COURT REPORTER

A P P E A R A N C E S

LEGISLATOR DENISE FORD	CHAIR
LEGISLATOR THOMAS MCKEVITT	VICE CHAIR
LEGISLATOR MAZI MELESA PILIP	
LEGISLATOR JOHN FERRETTI	
LEGISLATOR DELIA DERIGGI-WHITTON	RANKING MEMBER
LEGISLATOR SIELA BYNOE	
LEGISLATOR DEBRA MULE	

MICHAEL PULITZER
Clerk of the Legislature

A L S O A P P E A R E D

PATRICK RYDER, COMMISSIONER NASSAU COUNTY PD

DET. SGT. GREGG, NCPD

CHIEF CANAVAN, NCPD

CHIEF PALMER, NCPD

CHIEF STILLMAN, NCPD

MR. BERRY, COUNSEL NCPD

PUBLIC COMMENT:

SUSAN GOTTEHRER

ARLO FLEISCHER

JUDY GARDNER

MARIA CERAULO

PEARL JACOBS

FRED BREWINGTON

RICHARD PAUL

CHERYL KESHNER

1
2
3 CHAIRWOMAN FORD: Good morning
4 everybody. We're going to start off this
5 hearing with public comment. And the
6 first form is from Susan Gottehrer.

7 MS. GOTTEHRER: Hi, everybody.

8 Thanks so much for calling this
9 hearing. As you know, my name is Susan
10 Gottehrer. I'm the director of the Nassau
11 and New York Civil Liberties Union. I'm
12 also the chair of the Police
13 Accountability Working group for Long
14 Island United to Transform Policing and
15 Community Safety.

16 So it's been three years since we
17 started the journey on police reform,
18 which included new collection of data and
19 reporting by the Police Department and a
20 promise by the Public Safety Committee to
21 hold biannual public hearings. So thank
22 you so much for calling this. I'll
23 remind you privately, maybe publicly,
24 that we haven't really been doing
25 biannual public hearings. But thank you

1
2 so much for having this one.

3 Unfortunately, there are still many
4 obstacles to real reform that will bring
5 down racial disparities in categories
6 such as arrests, use of force, vehicle
7 stops, and field interviews, including
8 pat downs.

9 Before we talk about the numbers in
10 the most recent 2023 six month report put
11 out by the Nassau County Police
12 Department, let's talk about the way the
13 data is being reported.

14 We, first of all, thank the Police
15 Commissioner for finally providing the
16 percentages of residents and
17 non-residents, in the breakdowns of the
18 numbers. However, without the demographic
19 breakdowns accompanying those, we're
20 still without the context that we need to
21 break down the numbers. Breaking out
22 arrests, field interviews, vital stops,
23 and use of force on separate pages and
24 using different category designations and
25 leaving out dispositions still make it

1
2 difficult to make the connections
3 necessary to determining what is going on
4 in Nassau County. We know that officers
5 input all the information that we would
6 like to see into the Premier One system.

7 So we ask again, and I would implore
8 you to ask the Police Commissioner this:
9 Why do we not get to see all the
10 information that is input into the
11 Premier One platform? And why is it all
12 broken out separately in such a way that
13 it's very difficult to make connections?

14 Additionally, the Police
15 Commissioner continues to claim that it
16 is not the policing models or tactics or
17 strategies, it's simply a function of 911
18 calls coming in and they're just
19 reacting. Well, if that's the case, then
20 let's see the data on that. Please report
21 on demographic information concerning
22 incoming 911 calls and percentage of
23 police actions across those data
24 categories.

25 We would also ask the Public Safety

1
2 Committee of the Legislature, if you have
3 a data analyst who looks at the numbers
4 that he puts out, and we would also ask
5 you to ask the Police Commissioner if he
6 crunches the numbers, if the Police
7 Department crunches the numbers and asks
8 themselves about racial profiling in
9 their policing tactics (buzzer). Our data
10 analysts review these latest new numbers
11 and there's very little difference.

12 I would also ask again that the
13 Public Safety Committee asked about
14 Operation Natalie. There were 295
15 arrests, and there's no policies that we
16 can see. There's no making connections as
17 far as data goes about why we're visiting
18 the homes of people who have overdosed,
19 who live near a petty larceny with that
20 mapping. And what is the reason for the
21 home visit, on top of the fact that they
22 proudly talk about visiting people after
23 rehab, that's for social workers to do.
24 That's not for the Police Department to
25 do, to show up with guns and batons and

1
2 talk to people who have overdosed after
3 they come out of rehab. So I would ask
4 you to really look closely at Operation
5 Natalie.

6 Unfortunately, my time is up. I only
7 have three minutes, which is really not
8 enough. So I would request that we all
9 meet and talk about the real issues here
10 with the data so that you can really see
11 and we can get some real oversight.
12 Again, you guys are an oversight body
13 over an executive branch agency.

14 Thank you so much for having this
15 hearing.

16 CHAIRWOMAN FORD: Susan, you can
17 also follow up with the written comments
18 so that with the new Legislature, they'll
19 follow through.

20 Arlo Fleischer.

21 MS. FLEISCHER: Thank you so much
22 for holding these hearings. We appreciate
23 the effort at transparency and to the
24 Police Commissioner for releasing the
25 first six months of 2023 data and

1
2 reporting our data and its updates.

3 As you know, Long Island United to
4 Transform Policing and Community Safety,
5 put out a three year monitoring report in
6 October which found racial disparities in
7 all categories of data. And while we
8 appreciate that this report is not
9 responsive to the newest batch of data,
10 we must still point to these disparities
11 as there has not been much change. For
12 instance, black people are 2.4 to 5.7
13 times more likely to be arrested than
14 white people, which is the exact same
15 numbers as 2022.

16 The two year monitoring report
17 showed almost the same as the three year
18 monitoring report, and the reason for
19 police reform was to address racial
20 disparities in policing. So we ask the
21 Commissioner what his plan is to
22 accomplish that goal, providing specific
23 actions being taken to reduce the
24 disparities.

25 Historically, when pointing out

1
2 these disparities, Commissioner Ryder
3 responded by suggesting that this data
4 cannot be compared to the demographic
5 data of Nassau County, because
6 non-residents may be entering the county
7 to commit some kind of crime. In
8 response, we have requested the
9 demographic data breakdown to include a
10 breakdown of residents and non-residents.
11 And we noticed that in the most recent
12 data, the Police Commissioner included
13 data to distinguish between Nassau County
14 residents and non-resident residents,
15 which we appreciate. However, this only
16 showed the breakdown of residents and
17 non-residents across all demographics, so
18 we're still unable to run the analysis
19 compared to the demographics of Nassau
20 County.

21 In order for the non resident and
22 resident breakdown to be meaningful and
23 provide meaningful information, we need
24 to know the breakdown of residents versus
25 non-residents at the demographic level.

1
2 The Police Commissioner has stated
3 that it's not policing tactics or models
4 or strategies that influence data. It's
5 the 911 calls that helped drive it. And
6 he released information on the top ten
7 communities with arrests compared to
8 calls for service.

9 New York City is listed as the 10th
10 community with 213 arrests and zero calls
11 for service. Given that New York City is
12 not in Nassau County, but is still among
13 the top ten, we are wondering if this is
14 included because non-residents from New
15 York City; however, because there were
16 zero listed calls for service, that
17 leaves me with a lot of questions. Were
18 each of these people arrested in
19 incidents not responding to 911 calls?
20 And if this is not the case, as the chart
21 as a whole seems to identify calls to a
22 particular community and on a completely
23 unconnected and separate hand arrests
24 from that community, which is rather
25 misleading to showing the impact of calls

1
2 for service and responding to calls to
3 service.

4 Ultimately, we would also ask, what
5 is your process for publishing data and
6 the way that it gets published? How many
7 data analysts look at it for accuracy?
8 What are the benchmarks for determining
9 if you have reduced racial bias? And how
10 do you know if your policing and reform
11 strategies are meeting the goals of the
12 reform movement (buzzer)? Can you share
13 how you will measure success?

14 To the Public Safety Committee: What
15 are you doing besides asking the
16 Commissioner to report at this hearing to
17 hold the Department accountable? Do you
18 have a data analyst to evaluate his
19 reporting? We're not talking about a
20 small town department here. We're talking
21 about one of the largest in the country,
22 and an agency that receives more funding
23 than almost every other agency. And the
24 fact that you are allowing amateur data
25 reporting and analysis with no benchmark

requirements is outrageous.

Thank you so much.

CHAIRWOMAN FORD: Thank you, Judy Gardner.

MS. GARDNER: I'm just going to make this short and sweet. Thank you for having this hearing.

The lack of transparency and accountability of the Nassau County Police Department is really unacceptable. What is your plan?

I have lived on Long Island for over 50 years and I need to see improvement. What is your plan? It is not acceptable to leave statistics out of report and not let the citizens know what is going on in policing. You need to do much, much better.

Thank you.

CHAIRWOMAN FORD: Thank you, Maria Ceraulo. I apologize if I said it wrong.

MS. CERAULO: It was good. Thanks.

Good morning.

Dear members Of the Public Safety

1
2 Committee:

3 Thank you again for inviting public
4 testimony at today's meeting. The
5 following information and questions
6 represent the concern of Long Island
7 United to Transform Policing and
8 Community Safety, the working Group on
9 Mental Health crisis response:

10 Since 2020, our group has been
11 helping to identify solutions and
12 strategies to improve responses to mental
13 health crises in our communities. We
14 authored the Mental Health Crisis
15 Response portion of the People's Plan in
16 2021. The Nassau County Police Department
17 developed a plan in response to the
18 Governor's executive order. We have been
19 trying to monitor the department, how the
20 department has implemented their proposed
21 mental health crisis reforms. We've
22 reached out to Commissioner Ryder several
23 times, and he's put us in touch with
24 various members of the Department,
25 including Detective Lebrun.

1
2 Despite receiving e-mail responses
3 from the Nassau County responses that the
4 Nassau County Police Department was
5 interested in setting up a meeting, no
6 date was ever set and requests for
7 meetings or calls continue to be left
8 vague. Our work group was given only a
9 reiteration of the data from the annual
10 reports. After reviewing the limited and
11 incomplete data, we are left with many
12 unanswered questions and continue to
13 reach out to the Nassau County Police
14 Department for clarification and
15 additional information.

16 We're especially concerned about the
17 following: One of the primary goals of
18 the Nassau County Police Department's
19 2021 reform plan was to connect more
20 people in crisis with trained mental
21 health workers via the Mobile Crisis
22 Team. The most recent data, however, only
23 20% of the calls designated as related to
24 mental health involve the Mobile Crisis
25 Team in any way. Only 20%. In what way is

1
2 the Mobile Crisis Team involved and what
3 are the outcomes? Why are the remaining
4 80% receiving only an armed police
5 response?

6 The recent data also shows that 95%
7 of mentally aided calls received
8 transport to hospital emergency
9 departments. Commissioner Ryder and
10 former Commissioner of Human Services,
11 McCummings, during their 2020 pilot study
12 identified excessive reliance on the E.R.
13 as costly and ineffective. They noted
14 that hospital transport too often led to
15 a release back to the streets without any
16 long term intervention or care (buzzer).
17 And yet, three years later, nothing has
18 changed. I'd like to see change.

19 Thank you.

20 CHAIRWOMAN FORD: Thank you very
21 much.

22 Pearl Jacobs.

23 MS. JACOBS: Good morning all. Pearl
24 Jacobs, Uniondale.

25 I'm not coming here with all the

1
2 data. I'm just coming here to elaborate
3 on a few things and share my partnership
4 with the Nassau County Police Department.

5 I would first like to thank
6 Commissioner Ryder for his excellent
7 leadership in the men and women of the
8 Nassau County Police Department for their
9 service and protection to the residents
10 of Nassau County.

11 Regarding police reform, there are
12 four major issues in policing: Police
13 recruitment and retention; police
14 accountability; embracing technological
15 advancements in law enforcement; and data
16 driven crime prevention.

17 Our Nassau County Police Department
18 is working diligently to recruit diverse
19 candidates. How do I know? Because they
20 continue to outreach to community
21 leaders, as myself, and other
22 organizations in my community and our
23 surrounding communities, minority
24 communities, and their recruitment
25 efforts. And they also engage our youth

1
2 in police and community activities right
3 at the new Nassau County Police
4 Department headquarters.

5 Addressing police accountability.
6 Yes, our police, just like everyone,
7 should be held accountable for their
8 actions and every organization should be
9 subject to oversight, including my civic
10 association, including our elected
11 officials. I am confident that police
12 accountability is stressed in the Nassau
13 County Police Department training
14 curriculum.

15 Data driven crime prevention plays a
16 huge role in reducing crime. I have the
17 opportunity to observe the functions of
18 our Nassau County Police Department's
19 intel data analysis. They do an excellent
20 job in helping to get ahead of crime and
21 mitigating criminal activity.

22 Cultural sensitivity training.
23 Nassau County Police Department engages
24 with our civic associations. We have
25 total access to our POP officers. We have

1
2 quarterly meetings with our commanding
3 officer of the First Precinct Inspector
4 Guerra, who does a fantastic job
5 engaging. And he puts community outreach
6 as a priority.

7 Community relations, de-escalation
8 training, implicit bias training, body
9 worn cameras; they do all of this.

10 Our Nassau County Police officers
11 must demonstrate respect. But respect
12 goes both ways. I have seen
13 confrontations myself where a police
14 officer has pulled up a car and they
15 refuse to wind down their window, or they
16 are giving the officer a hard time
17 because they were going 85 miles an hour
18 down the street.

19 It's a collaborative effort.
20 Legislative support is needed. Increase
21 in traffic accidents and fatalities. More
22 technology is required. Camera technology
23 is required. Increased social services
24 for drug abuse, addiction, fentanyl,
25 opioids, mental illness, upticks and

1
2 suicides. These are just a small list of
3 what officers have to deal with on a
4 daily basis (buzzer). One minute please.
5 Let's not forget that they too are human.

6 These are the most challenging times
7 for our police. It's a collaborative
8 effort to come together as a community,
9 as our elected officials, let's come
10 together with our police to help them
11 protect us.

12 Thank you again.

13 CHAIRWOMAN FORD: As we wait for
14 Mr. Brewington, we did receive two
15 e-mails from residents as well in regard
16 to The Police Reform Plan Hearing, and we
17 will incorporate them into the minutes.

18 All right, Mr. Brewington. Yes,
19 we're ready for you.

20 MR. BREWINGTON: Good morning, all.
21 So good to see our elected officials. As
22 you are getting ready for your Christmas
23 holiday, I bring you greetings from a
24 number of members of the community, but
25 particularly those individuals that find

1
2 themselves as advocates in the area of
3 policing, public safety and transparency.

4 I stand before you this morning to
5 raise two major issues. First, the issue
6 of responsiveness. There have been a
7 number of organizations, Long Island
8 United, UJPLI, LIFPA, Long Island
9 Advocates For Police Accountability, that
10 have repeatedly written to both the
11 county Executive and Commissioner Ryder
12 asking for responses to questions, asking
13 for responses for a conversation. And
14 over the past year, the response has been
15 zero. And I'm raising that as an issue
16 because if indeed, as we went through
17 after the death of George Floyd, a
18 discussion about the need for
19 conversation, a need for accountability,
20 a need for transparency, the failure to
21 even correspond, respond and speak to
22 individuals is a problem.

23 Nassau County Police Department is
24 not without fault. It also is not without
25 praise. It has the ability to be a top

1
2 shelf, quality police department in the
3 United States, but instead what it has
4 done is done what is oftentimes is
5 referred to as sticking your head in the
6 sand when it comes to asking for requests
7 for response. And the only problem that
8 exists when you stick your head in the
9 sand is that only one thing is sticking
10 up. And when that happens, you oftentimes
11 then feel as though someone's picking on
12 you because you're getting kicked in the
13 rear end. There's no interest in wanting
14 to do that. There's an interest of
15 wanting to work together.

16 We know that right now. The Nassau
17 County Police Department and, the County
18 of Nassau, have been hit with court
19 orders in the matter of *Newsday LLC*
20 versus Nassau County Police Department.
21 And I'll put the number just so we have
22 it on Westlaw for the lawyers up there
23 that would like to look it up. Westlaw,
24 2023WL8102717; that's the citation. And
25 if you need, I have a copy for you, Madam

1
2 Chair.

3 But the importance of that is, is
4 that Nassau County has had to be sued for
5 the release of information about
6 individuals that are public employees,
7 those being police officers, those
8 individuals who are employed and have
9 disciplinary and background concerns.

10 However, when it comes to
11 transparency and that's one of the terms
12 I mentioned, it is so important for the
13 public to know what is happening with
14 regard to the people that carry guns on
15 our streets. That have the impact of
16 dealing with our children on an everyday
17 basis. And Nassau County, Nassau County
18 Police Department and those representing
19 the County have consistently refused to
20 provide all the details concerning
21 disciplinary background, personnel,
22 background. And by the way, if you have
23 an employee and all of you have worked in
24 different industry, but if you had an
25 employee that had a serious disciplinary

1
2 issue, one of the things is that those
3 people that are responsible for
4 overseeing them, you would want to make
5 sure that those individuals have that
6 information. That has not been the
7 mentality of the Nassau County Police
8 Department, nor the County of Nassau.

9 With regard to the issues of
10 accountability. One of the things that we
11 are raising and have continued to raise
12 is that Nassau County, in its internal
13 affairs investigation process, has failed
14 us. And when I say failed us, they have
15 failed us, that being the community, with
16 regard to their failure to appropriately
17 investigate and fully deal with the
18 issues of discipline of officers that
19 need it. And it's not just punitive.
20 We're talking about restorative. We're
21 talking about making sure that officers
22 who may have problems, and we know that
23 they see the underbelly of society,
24 right? They get an opportunity to see
25 what's wrong. And every day they are

1
2 inundated and inundated. And I'll just
3 tell you, none of these fine individuals
4 that are dressed in blue here can tell me
5 that after their first three years on the
6 job, that they were the same people that
7 they were when they came on. And that's
8 why it's so necessary with regard to
9 accountability, that there be something
10 that is mandated by Public Safety and new
11 individuals, that after an officer is on
12 the job for three years, that they go
13 back for a psychological evaluation, that
14 they go and try and get some help and
15 support, that they go and go to a
16 situation where after they've seen dead
17 bodies and where they've seen people
18 shot, and when they've been cussed out on
19 the street, as you do, right, you get
20 cussed out. Yes?

21 (Whereupon, addressing the
22 audience, no response.)

23 MR. BREWINGTON: Okay. They don't
24 respond to me. That's part of the fact
25 that there's no responsiveness. Part of

1
2 that is that you cannot be the same
3 person after you get that. And if we
4 don't try to help them, we end up with
5 issues. And I'll just tell you, I know
6 about officers suicides and attempts. I
7 know what's going on. And you do too.
8 It's serious. And when we put our heads
9 under the table and don't deal with it in
10 a real way, we're going to end up to have
11 is more tragedy for the individuals who
12 are hoping that will care for us in the
13 community. But more so when it comes down
14 to making the tough decisions, they
15 themselves will not be in a good position
16 psychologically to be able to do that.

17 So one of the things we're
18 suggesting is that you adopt the concept
19 that officers on a regular basis, not
20 just go through the psychological
21 evaluation to get into the Police
22 Department, but that they have
23 psychological support and help during the
24 process.

25 Lastly, right now there are lawsuits

1
2 that are pending against the County of
3 Nassau. I know because I'm bringing some
4 of them. But just the other day in the
5 matter, I think it's Brazile (phonetic)
6 versus the County of Nassau. Nassau
7 County was hit for \$4.5 million verdict.
8 And I'm sure that you're aware of that.

9 Why is that important? Because some
10 of the things that could have happened
11 didn't happen. We did not say what gets
12 inspected gets respected. We didn't
13 inspect the backgrounds of individuals
14 who engaged in excessive force. We didn't
15 deal with the issues of individuals that
16 had the responsibility to be evaluated
17 (buzzer). I'll be done in 30 seconds.

18 What I'm aiming at here is, is that
19 there is no them and us. It is just us.
20 And if we don't see all of us being in
21 the same boat and all our boats then
22 rising together, we then stand in a
23 friction situation where we are in
24 opposition. There is no real interest in
25 having opposition. That's why the letters

1
2 have gone to the Commissioner and the
3 County Executive to say, let's sit and
4 talk. But having a year of silence, a
5 year of no responsiveness, a year of
6 being ignored, there can be no
7 expectation except for friction. And
8 that's not what we're looking for.

9 So I thank you for the time. I'm not
10 looking for anybody else to give me their
11 three minutes because I use mine up.

12 Thank you.

13 CHAIRWOMAN FORD: Thank you very
14 much. And I think, if you have letters,
15 sometimes it's wise to "cc" us because we
16 were not aware of the requests.

17 MR. BREWINGTON: Well, I think I
18 did. I "cc" Mr. Nicollelo on at least two
19 of them and the response was just as
20 deafening.

21 CHAIRWOMAN FORD: Okay.

22 LEGISLATOR DERIGGI-WHITTON: I would
23 continue to "cc" us.

24 MR. BREWINGTON: All right.

25 LEGISLATOR DERIGGI-WHITTON: At

1
2 least the Public Safety Committee.

3 MR. BREWINGTON: How about what I'll
4 do tomorrow, Chairwoman Ford, I will have
5 delivered over to you the copies of the
6 documents that were actually sent back
7 and forth, including the e-mails. I
8 can't send you the responses because they
9 are none.

10 CHAIRWOMAN FORD: Thank you.

11 Richard Paul.

12 MR. PAUL: Peace and blessings. How
13 is everybody doing here today?

14 My name is Richard Paul. I am a
15 youth mentor, community activist, and an
16 interventionist. More specifically, I am
17 the lead interventionist for Strong Youth
18 Nassau University Intervention Program.
19 As a part of my role, I challenge the
20 problematic and often detrimental mind
21 frames in some of our youth that stem
22 from the streets and or systems that
23 weren't created for them to thrive. As a
24 matter of fact, I brought two of my young
25 men with me today because a part of that

1
2 process is introducing them to the
3 community and introducing the community
4 to them in a positive way.

5 One of the main things that I speak
6 to my young people about is
7 accountability. And I'm happy to hear
8 about the things that are transpiring for
9 reform within with police officers in
10 Nassau County. But to be perfectly honest
11 and transparent, we're not seeing or
12 sensing that in the community.

13 To be even more transparent, um, a
14 part of my motivation for being here
15 today is an incident that transpired with
16 me on Tuesday. At the same time, our
17 founder, Sergio Argueta, was in Baldwin,
18 and he pulled over because a group of
19 five youth were pulled over out of the
20 vehicle on the sidewalk. At that same
21 time, I was pulled over in Hempstead for
22 what was explained to be a traffic stop
23 or I quote, "you forgot the signal
24 somewhere back there". During the
25 traffic stop, I stopped the vehicle. I

1
2 put my hands on my steering wheel, I turn
3 the car off. I give the officer my
4 license. The officer comes back with my
5 license. Everything is clean. He asks me,
6 do I mind stepping out of the vehicle? I
7 asked officer, actually, I do mind. For
8 what? At that very moment, the officer
9 reached into my vehicle, unlock my door
10 and open the door. And then at that
11 moment, I stepped out of the vehicle in
12 duress. I'm perplexed, as I am a member
13 of the community, and I've been working
14 diligently in the community for the past
15 two and a half years. In fact, I had the
16 opportunity to mentor 200 plus youth in
17 the past two and a half years. I was
18 asked to put my hands on top of the
19 vehicle for a search publicly, with no
20 reason or probable cause. I was then
21 asked to step to the back, while I
22 watched my vehicle and my personal bags
23 and belongings ransacked. Officer then
24 came and asked me to open my glove
25 compartment as well as my trunk. I said,

1
2 sir -- he asked me, do I have a problem
3 opening my glove compartment or my trunk?
4 I said, sir, for what reason do you have
5 to go into my trunk? The officer
6 completely disregarded everything that I
7 said, walked into my vehicle, opened my
8 trunk himself, and then commenced to
9 ransacking, my trunk, in public with no
10 probable cause (buzzer). A few more
11 seconds, please.

12 Once this was finished, the officers
13 told me that I was free to go. I didn't
14 receive a ticket. It was no explanation.
15 To be perfectly honest, I don't even know
16 the name of the officers that pulled me
17 over. I asked one officer his name while
18 he walked off. He said, Detective Smith,
19 I don't know what precinct these officers
20 come from. The only thing I have is a
21 license plate number because I remember
22 the license plate number.

23 But I come here in the interest of
24 accountability because honestly, I'm
25 confused. And I fear that if it's one of

1
2 my young people, or even other community
3 members who may not know how to navigate
4 a situation like that, it can go from
5 zero to deadly in a matter of seconds. So
6 I stand here in the interest of
7 accountability, and I thank you for your
8 time.

9 CHAIRWOMAN FORD: Thank you.

10 Was it a Hempstead police officer
11 that stopped you?

12 MR. PAUL: It was in Hempstead. It
13 was a it was detectives. It was three
14 detectives. So, I don't know what
15 precinct.

16 CHAIRWOMAN FORD: They may not have
17 been Nassau County, but. All right.

18 MR. PAUL: Thank you.

19
20 *****
21
22
23
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25

1
2
3 CHAIRWOMAN FORD: Commissioner
4 Ryder, would you like to come up? It's
5 your turn. Wherever you feel
6 comfortable. Please.

7 COMMISSIONER RYDER: Good afternoon.
8 I am Police Commissioner Patrick Ryder. I
9 am here to talk about reform. But I want
10 to address a couple of things that were
11 mentioned.

12 First of all, I want to thank Mr.
13 Brewington for his comments about
14 wellness for our police officers. As you
15 all know, we have a wellness program,
16 peer support, a wellness program, and of
17 course, our Office of Employee
18 Assistance, which we can mandate
19 employees to go see when we feel that
20 they are in distress, or they have some
21 issues that they are dealing with
22 privately or at work. We have one of the
23 best programs, probably in the country
24 right now for wellness. And as a matter
25 of fact, it's also being used by many

1
2 members of this county. Different
3 agencies now have been coming to us, and
4 many here on the Legislative Body have
5 been part of that.

6 Talking about the gentleman that was
7 just up. Sir, I believe that's in the
8 confines of the Hempstead PD. But we
9 would be happy to take that complaint.
10 Before you leave, Chief Nick Stillman is
11 here from our Professional Standards
12 Bureau, and he will take that complaint.
13 You'll get investigated. And the answer
14 back to you.

15 As far as Sergio Argueta, I know
16 Sergio very well. As a matter of fact, I
17 meet with Sergio. I probably met in the
18 house that you talk about with the
19 gentleman that you were here with that
20 for the mentoring program. I was there to
21 help give gifts to their kids at
22 Christmas last year, and again, going to
23 do it again with Sergio this year. So
24 there is a lot of transparency and a lot
25 of outreach when it comes to our

1
2 community.

3 Talking about Operation Natalie, I'm
4 offended by Operation Natalie's comments
5 that were made just a minute ago.

6 "We" are one of the only counties in
7 this country that is reducing the
8 overdose deaths in this country.

9 "We" have a five pronged approach to
10 go out and cure the problems for our kids
11 that are suffering from the addiction of
12 fentanyl.

13 "We" have reduced it by 30%. That
14 aftercare visit that was spoken about,
15 that aftercare visit is done with care
16 for the family. It's giving them the
17 resources. It's giving them the app that
18 we have on the County that you've all
19 created. And we go above and beyond to
20 make sure they are getting the service
21 that they get.

22 That is not the job. They're 100%
23 right. It is not the job of the Police
24 Department to go out. That is a social
25 worker. Find me the social worker to go

1
2 there and I'll take care of it. I'll step
3 back. But then when the overdoses go up,
4 don't call me. This is what we've been
5 doing.

6 And I'm offended when Susan took
7 that because that was named after Natalie
8 Ciappa. And I'm personal friends with her
9 father, Vic. I speak every year at the
10 anniversary of that child's death and
11 again on her birthday. And I speak to the
12 family quite often, like we do to all of
13 our victims, like our narcotics
14 detectives go out and speak to all of our
15 victims.

16 Are we not supposed to follow up on
17 an investigation so we can find out who
18 the drug dealer was? It's the families
19 that stand with us, all of them have lost
20 their children to fentanyl that we go.
21 And because of that five pronged process
22 of education, that's not mentioned today;
23 awareness, that's not mentioned today;
24 enforcement, that will be mentioned
25 today; the aftercare visit; and again,

1
2 getting them the resources that they
3 need. We do that above and beyond what is
4 asked of law enforcement. If we keep
5 asking law enforcement to not do the
6 things that we do and give that to
7 somebody else, see if they get done,
8 because these men and women that stand
9 behind me put their life on their lines
10 every single day to go out and protect
11 these kids, our own kids, we live in this
12 county, and it's one county. The County
13 Executive's made it very clear that we go
14 out and above for everybody in this
15 county.

16 And we talked about the fact of
17 letters not being answered that goes at a
18 higher level. And again, the requests
19 that come over and over again, I can't
20 answer everything that's out here.

21 The lawsuit that was being spoken
22 about, I don't even know what lawsuit
23 that is. And I don't know if that was
24 against one of my police officers because
25 we read every lawsuit. I asked counsel

1
2 and they're not sure what it is.

3 So again, we try to do what we can
4 for the people here in Nassau County.
5 Nassau County is the safest county in
6 America three years in a row. And then we
7 lowered crime in '22. And this year we
8 are looking at crime is down an
9 additional 6.5%.

10 Murders, which had a record year
11 low, the lowest in the history of this
12 county's numbers. Ninety eight years of
13 existence of this police department, we
14 hit the lowest number of homicides at 14
15 last year. We're at 11 right now.

16 When you look at all the major crime
17 numbers, they're down. If you look at
18 "robbery others" and "commercial
19 robberies", the "robbery others" are
20 street robberies. Street robberies in the
21 communities that we are out there
22 protecting are down again this year by 6%
23 after a record low last year. We're at
24 211. There's 1.5 million people that live
25 in this county, 211 had been victim of

1
2 robberies. And most of those robberies
3 are a shoplifting going bad when they
4 push somebody at the exit, when they're
5 going out with that property, that makes
6 it a robbery.

7 When you look at robbery, others,
8 that's the commercial robberies in stores
9 again, down to 174. There are over
10 500,000 businesses in this county. We
11 have 174 robberies in those businesses.

12 Assaults are up slightly from 444 to
13 471. Again, 1.5 million people live in
14 this county.

15 Residential burglaries are down 17%
16 after historic lows last year. We're at
17 339 right now, down 17%. That is the
18 great work of our burglary pattern team
19 and our detectives that go out and do the
20 follow up. And again, residential
21 burglars, there are 560,000 homes in this
22 county, and we have less than 211
23 burglaries.

24 Our business burglaries. When we
25 talk about 600,000 businesses, there's

1
2 about 508. That is up 27%. And we made a
3 huge arrest in that just recently, as
4 late as of last night.

5 Stolen vehicles. The number one
6 thing that gets all the attention. We
7 have 1,040,000 cars registered in this
8 county; 1,040,000. I got another 10,000
9 that are in dealerships alone. We're
10 under 800 at 778, down 15% from last
11 year, 90% of them because people don't
12 lock their car, 90%. Lock your car and I
13 won't have these these stolen cars.

14 Grand larceny is a down 7.67%.

15 And then we get into our total major
16 crime is down 6.59 and total crime is
17 down 0.20%.

18 Now, when you look at some of the
19 crime categories that we also like to
20 address. One of them is shootings. A
21 police officer did not fire his weapon in
22 2023 this year. Last year we fired twice.
23 The one when the gentleman on Nassau Road
24 fired into the police car and three
25 inches higher I got a dead cop, but

1
2 instead we got to recognize him and we
3 never fired back. They fired us, we never
4 fired back.

5 And then other one was Officer Dobbs
6 in the Seventh Squad. Officer Dobbs, in
7 the Seventh Squad, was leaving a
8 residents that he was going to make an
9 arrest in Amityville, in the Suffolk
10 County precinct, Suffolk County. Officer
11 Dobbs was confronted by a man with a
12 knife on video. He retreats over 60
13 yards. A cop is running away from the man
14 with the knife. He finally gets him to
15 look for a second and stop. The gentleman
16 charges again. The officer fires. He
17 wounds him. The gentleman, we get a
18 medical care, he gets taken. But he still
19 got dragged to a grand jury in Suffolk
20 County, he still got dragged up to the
21 Attorney General's office to be
22 investigated. And he still got looked at
23 by our District Attorney's Office for
24 doing his job on video. Exactly what
25 we're asking for transparency is the body

1
2 camera program. Which you're going to
3 hear about today.

4 So I'll get into some of my arrest
5 data. That is a concern, right? And
6 again, we take that's why every one of my
7 COs and DCOs are here because I've had
8 the meetings with them. I've discussed
9 the the racial disparity, if you will, in
10 arrest. We know the reasons why in law
11 enforcement we know that we do our job
12 correctly and we know why. But when you
13 look at some of the data -- and to give
14 you an example, we're working off the
15 demographics from 2020. White population
16 is 55.8. That is down from the last time.
17 Hispanic and Latinos is up to 18.4. That
18 is up. African American is down to 10.6
19 from 11 I believe. And Asian Pacific is
20 11.7. And when you look at those
21 numbers, when it comes to arrest data,
22 32% African Americans are arrested, 28%
23 Latino and 30% white.

24 Now, of course, it does not match up
25 to the demographics of this county.

1
2 Right. But let me give you some of the
3 numbers that are concerning to us and
4 why. When we look at our arrest, one of
5 the largest malls in the country is here
6 over in Roosevelt Field, 32% of all of
7 our arrests come from Roosevelt Field. To
8 date, we're at 13,080 arrests to date.
9 32% come from Roosevelt Field, 12% come
10 from Green Acres Mall, and another
11 smaller percentage, 7%, come from the
12 Broadway Mall. 51% of all of our arrests
13 come from malls.

14 If you want -- 13,080 people
15 arrested, 9750 were released. No bail,
16 1438 were rearrested again and given no
17 bail. 418 people were arrested and then
18 recharged again and then issued bail. Out
19 of that 9,750, 1,856 continue to commit
20 more crimes here in this county.

21 So 50% of all crime numbers come
22 from the top ten communities. 62% are
23 residents, 37% on nonresidents. They're
24 asking why I don't do the demographics
25 for the non-residents. Because then am I

1
2 going to grab grab the demographics from
3 the city of New York into the math?
4 Because that's where they live, that's
5 where they reside. They commit the crime
6 here. That's why we give it. We're giving
7 a number to give transparency, as they're
8 asking, to explain; 37% of the people we
9 arrest don't live in this county. So they
10 get arrested on places like the border
11 over in Elmont, right at the Green Acres
12 Mall, over at Roosevelt Field, at the
13 Broadway Mall.

14 And when you look at the numbers and
15 the complaints that come in, and we've
16 given this number before. When we're
17 talking 911 calls, 59% come from 911
18 calls. 59% of the time we are getting
19 called to help the public. Another 14%
20 come from what we call the unknown.
21 That's all of you. That's your
22 constituents that call you and you call
23 me. That's the ones that complained to
24 the County Executive. And then he calls
25 me and we go out and we address it and we

1
2 go out. And so when you look at that
3 number, 74% of the times that we make an
4 arrest come from people calling for help,
5 do we not go out and make that
6 enforcement? Do we not go out and make
7 that arrest? I don't know, on the 911
8 call what the caller asks. And someone
9 said before about demographics with the
10 911 calls and why don't we know the
11 demographics. Because it's illegal for
12 me to ask somebody's race when they're on
13 a phone calling for help. We don't ask
14 them, are you a female black or a male
15 white? Or who are you? We don't ask that
16 data and we don't have that data. We know
17 it from when we make the complaint and it
18 does go into our P1 system. So when you
19 look at the numbers, 74% are those
20 calling for help, and we go out and we
21 address it.

22 And then the rest of it comes from
23 enforcement. So when you want to look at
24 things like field interviews or tickets,
25 and I noticed they were not bringing up

1
2 the summons data. You know why? Because
3 it doesn't work for them right now. All
4 right. The summons data in this county,
5 if you look at it, African-Americans
6 received 21% of the tickets, Latino, 24%,
7 white, 35%. That's the number of tickets.
8 But if you want to look at field
9 interviews, it's not as good. And I'll
10 admit that black is 842 -- it's number
11 two -- white 1018 and Hispanics 701. It
12 doesn't match the demographics of the
13 county. 74% of the people call us for
14 help, we go and help. We don't ask what
15 the makeup of the person is that we're
16 going to help.

17 When you look at complaint data --
18 I'm going to have Nick Stillman come up
19 and talk about that, use of force. And
20 again, homicides, shootings in this
21 county, homicide by gunshot in this
22 county is three this year. It was four
23 last year, it was six '21. Sounds like
24 we're going in the right direction.
25 Shooting with injury was 20 in '21; 15 in

1
2 '22; nine this year. Shots fired with no
3 injury 61 in '21; 54 in '22; 36 in '23.
4 And if you look at the totals, 87
5 shootings in '21; 73 in '22; and 48 in
6 '23. These are the numbers we look at.

7 When you look at mental health, we
8 have gone above and beyond for mental
9 health in this county because of the
10 support we got from this legislative
11 body. There are 2332 calls during the
12 period that we're talking about on the
13 data January to June, 2332. Transported
14 to the hospital, 2211. Sixty one times,
15 we had to use some type of force that's
16 either using the pepper spray, that's
17 either blocking them with the shield or
18 what's called the loop that we go and we
19 can pin the person in the corner. Nobody,
20 zero, times was anybody hurt. Zero. 2332
21 times, nobody hurt.

22 Calls to Mobile Crisis and was
23 answered 177. Mobile Crisis involvement,
24 457 times. Before reform, the answer was
25 zero with Mobile Crisis. That's almost a

1
2 quarter of the numbers we're looking at.
3 When we call Mobile Crisis on every
4 single call we get, 911 makes the quick
5 call over. We know "Johnny", we're going
6 to talk to him now on the phone. We stay
7 on and at some point they go, we're good.
8 Johnny's going to get medicated. He's
9 going to be fine. Call is disconnected.
10 Report made. If it's escalated by a
11 weapon or a threat of suicide or a gun,
12 obviously, we have to respond. We'll call
13 Mobile Crisis for dual response. They're
14 not always available because they have a
15 big workload. They do a great job. But
16 457 times they came out and they assisted
17 us. And again, these are the numbers just
18 for the six months of the beginning of
19 the year.

20 So at this point, I want to bring up
21 Chief Palmer, Chief of Department, and
22 he's going to discuss to you about the
23 use of force. Chief, can you please come
24 up? Thank you sir.

25 CHIEF PALMER: Good afternoon

1
2 everyone. Merry Christmas and happy
3 holidays to everyone here today.

4 I'm just going to briefly go over
5 what our state requirements are for the
6 reporting of use of force. And then I'll
7 talk about what we actually do capture
8 what we report out to the public and then
9 what the process is in evaluating those
10 reports.

11 So the reports that we have our
12 officers fill out is the Use of Force
13 Reports, about three pages long, after a
14 whole lot of collaboration many years ago
15 to determine how we can capture just
16 about every possible scenario and keep
17 track of what we're actually doing.

18 So New York State requires us for
19 the following:

- 20 - Display of any chemical agent.
21 - Any use or deployment of a
22 chemical agent.
23 - Any brandishing, which is the
24 pointing of a firearm at a person or
25 persons.

1
2 - Any use or discharge of that
3 firearm.

4 - Whether we brandish an electronic
5 control weapon, same thing use to deploy
6 that same weapon.

7 - An impact weapon also which is a
8 baton, whether we use, deploy that, or
9 even brandish it, which is to point it at
10 a particular person.

11 - Any use of a chokehold or any
12 other similar restraint was reported
13 immediately to New York State.

14 - And any conduct which results in a
15 death or serious bodily injury of another
16 person that goes and is required to go to
17 New York State.

18 - Also, for New York State, we
19 report on the age, sex, race and
20 ethnicity of both the person involved and
21 the officer. That all goes to New York
22 State.

23 In addition to what we compile for
24 New York State, we actually require our
25 officers to provide the following:

1
2 - We report on and collect physical
3 force, which we define as any physical
4 strike or instrumental contact with a
5 person, any significant physical contact,
6 anything that restricts their movement of
7 a person that includes the use of empty
8 hands. Any compliance or control holds or
9 twists, locks, pressure points, and
10 taking of a person to a ground. The use
11 of physical force such as kicks, punches,
12 martial art techniques. And again, the
13 term does not include escorting or
14 handcuffing a person with no or minimal
15 resistance. That does not have to go to
16 New York State. We collect that data and
17 we report on that data because we feel
18 it's important.

19 So once that report is actually
20 prepared and sent up the chain, it is
21 evaluated immediately within the command
22 by a patrol supervisor or DD supervisor.
23 The criteria that they actually use is to
24 determine the objective reasonableness of
25 force use by that officer or that

1
2 particular detective.

3 And the factors that are involved is
4 the severity of the circumstances that
5 they happen to be facing at the time, the
6 immediacy of the threat or resistance
7 posed by any individual, the potential
8 for injury to all concerned, the
9 knowledge, training and experience of the
10 officer themselves, and the risk or
11 attempt of the individual to escape. And
12 additional considerations such as age,
13 size, relative strength, skill level,
14 injury, exhaustion, and the number of
15 participants involved.

16 So once that's evaluated at the
17 local level within the command, it goes
18 up to the commanding officer of that
19 particular precinct or detective
20 division, they will evaluate it on those
21 factors, they will actually send that
22 report up to the divisional chief. The
23 divisional chief will look at that.

24 In addition, late 2021, we've been
25 using Body Worn Cameras. So not only is

1
2 the report prepared, but if there's any
3 video related to that particular
4 incident, that is noted on those reports,
5 those videos are watched and we make the
6 determination as to what we're seeing:
7 Is it justified? Is it reasonable? And is
8 there a need for training, or does it
9 have to be referred to the District
10 Attorney's Office or the Attorney
11 General?

12 So that's how we handle our Use of
13 Force Reports. Every member here is duty
14 bound to intervene in any particular
15 situation where unnecessary or
16 unreasonable force is used, something
17 that is beyond what is objectively
18 reasonable, we are duty bound to report
19 that to a supervisor and not allow those
20 types of things to happen.

21 COMMISSIONER RYDER: Thank you,
22 Chief.

23 And now I'm going to have Chief
24 Canavan from the Chief of Patrols Office,
25 the Chief of Patrol, to speak about Body

1
2 Worn Cameras.

3 CHIEF CANAVAN: Hi. Good morning,
4 everyone. Happy holidays. Wish you all
5 the best.

6 Just on top of what Chief Palmer was
7 talking about with the use of force, all
8 the members, every member of the Patrol
9 Division -- there are roughly about 1800
10 members in the Patrol Division -- are
11 issued and wear Body Worn Cameras. We've
12 had these since 2021. And as of August,
13 uh, we have recorded 404,725 individual
14 videos of Body Worn Camera interactions
15 with the public. That's quite a number.
16 That amounts to roughly about 225 per
17 member for that 6-7 month period.

18 So how do we use Body Worn Cameras?
19 We use Body Worn Cameras in many ways.
20 First of all, use of force reports. I
21 think this year so far, we've reviewed
22 over 650 use of force reports. Like the
23 chief says, we go far beyond what the
24 state mandates. We go beyond in terms of
25 what we would actually call the use of

1
2 force, rather than what the State would
3 call the use of force. Each one of those
4 incidents is recorded on Body Worn
5 Camera. It's reviewed first at the local
6 level by the local supervisor, whether
7 that's a sergeant or lieutenant in charge
8 of that officer. The second level of
9 review on that Body Worn Camera goes to
10 the Precinct CO or the Deputy CO. Once
11 they review it and make their comments,
12 they'll make any type of corrective
13 action they feel necessary, if there is,
14 and then it gets passed along to my
15 office. Within the Chief of Patrols
16 Office, I actually have one chief that is
17 dedicated. That's all he does is review
18 Body Worn Camera video.

19 Beyond that, then once it passes
20 muster with that, the Body Worn Camera
21 video gets forwarded up along with the
22 Use of Force Report to the Chief of
23 Department's Office where it is reviewed
24 once again. I cannot honestly tell you
25 any other police department in this

1
2 nation that does that type of scrutiny
3 and review of Body Worn Camera videos in
4 relation to Use of Force Reports.

5 So if they say a good sample size is
6 roughly 10% of a population, whatever
7 that sample is that you're looking at, in
8 terms of the use of force, we review
9 100%. So there is no sample. It's
10 everything that we have use force, we
11 review.

12 In terms of the rest of the Body
13 Worn Cameras, the other interactions that
14 don't necessitate any type of use of
15 force or anything like that, the normal
16 confrontations, the normal interactions,
17 the normal things that we see out on the
18 street, like I said, in the first six
19 months of the year, 404,000 plus
20 interactions that we've had among our
21 1800 members in the Patrol Division, of
22 that, we review approximately 6.5% of
23 that population of that size sample. It's
24 not the 10%. But when you look at these
25 videos, these videos can range anywhere

1
2 from 30 seconds to 30 minutes, sometimes
3 more. So we do dedicate an awful lot of
4 time and energy by our supervisory staff
5 going back over and looking at Body Worn
6 Camera video.

7 So what do we do with it? It's a
8 training tool. It definitely is. We use
9 Body Worn Camera as a training tool. We
10 use it with our recruits. When our
11 recruits go out there, when they're
12 finally cut loose, they're out on their
13 own. Even their Field Training Officers
14 will review Body Worn Camera video with
15 them to see that what they're doing, how
16 they can do it a little bit better, how
17 they could do it correctly, if they're
18 doing it incorrectly. We use it for
19 investigations. We use it for crimes. We
20 use it for complaints.

21 The Body Worn Camera, when this
22 program took off, there was some, I
23 guess, skepticism on the part of the
24 officers; it has been widely accepted. We
25 find the Body Worn Camera now, the

1
2 compliance with the program, we don't
3 have to remind people to turn them on,
4 turn them off. The police officers out
5 there and the supervisors have readily
6 accepted that, you know what, this is a
7 great tool for the Police Department and
8 a great tool that we can use.

9 And we use it for the improvement of
10 services offered. We really do. We're
11 constantly looking at how we can make
12 this Department better, how we can make
13 our interactions with the public better.
14 And we do a lot of that through the
15 review of Body Worn Camera video.

16 So the process I explain to you how
17 it goes. It goes from -- especially when
18 we're talking about use of force -- it
19 goes through four layers of a process
20 until it finally gets to the Chief of
21 Department's Office. Other video is
22 reviewed by the Squad Supervisor.

23 So this is a normal action: We go
24 through and every six months we'll take a
25 look at all our supervisors in the

1
2 precinct. We'll look at how many times
3 they've reviewed Body Worn Camera video.
4 We kind of get on their cases a little if
5 they're not looking at the Body Worn
6 Camera video, as much as we feel is
7 necessary. But we make sure that even
8 though I might have one supervisor who
9 may be in charge of 16 people out on the
10 street, that they are able to look at
11 those people and see what they're doing
12 when they're not being watched, when
13 they're not being supervised directly.

14 So the Body Worn Camera Program has
15 been fantastic for this department. It's
16 been great for us, like I said, as a
17 learning tool and also as something to
18 help us in terms of our interactions.

19 Just to give you an idea of the
20 404,725 interactions that we've had, we
21 review 26,163. And like I said, that
22 roughly amounts to about 6.5%. It's not
23 that 10% that statistically we'd like to
24 get to, but just time constraints make it
25 very difficult. Of that, we've had 381

1
2 corrective actions taken.

3 Corrective action. Now that amounts
4 to about 1.4%, which is a pretty good,
5 statistically speaking, population
6 sample. That kind of disciplinary actions
7 that we're looking at, we'll call it
8 corrective actions, really, is anything
9 from just a verbal interaction between a
10 supervisor and the police officer saying,
11 hey, you could have done this a little
12 better, could have done that a little
13 better. It could be something as simple
14 as, you're wearing the wrong hat to work.
15 You shouldn't be wearing a Jets cap. You
16 should be wearing a regular police hat.
17 Anything as silly as that.

18 But the interactions that we've had,
19 the corrective actions that we've taken,
20 we've seen, especially in the last year,
21 really have dropped off in terms of the
22 seriousness of them. We find that the
23 Body Worn Camera has helped this
24 department tremendously.

25 Happy holidays.

1
2 COMMISSIONER RYDER: Thank you,
3 Chief.

4 And now we're going to have Chief
5 Stillman. Kind of puts the last two
6 speakers into context. Again, he's going
7 to speak about complaints in the
8 Department.

9 CHIEF STILLMAN: Good afternoon,
10 everyone. Happy holidays.

11 My name is Nicholas Stillman. I'm
12 the Commanding Officer of Professional
13 Standards Bureau. Part of my
14 responsibilities is I encompass internal
15 affairs investigations.

16 I'm going to start with basically
17 the complaint process, how a complaint is
18 taken. It can be taken in person, via
19 telephone, anonymously, through an
20 e-mail, through a third party; all those
21 complaints are taken by a supervisor.
22 When that complaint is taken, it's
23 submitted to Internal Affairs and it's
24 reviewed. The CO of Internal Affairs
25 will then determine whether or not it's

1
2 going to be sent back to the command for
3 something minor to be investigated or
4 sent to Internal Affairs to be
5 investigated. Internal affairs will
6 investigate criminal conduct, excessive
7 use of force cases in serious crimes.

8 There are multiple layers to sign
9 off on these complaints. You have the
10 Integrity Control Officer of the Precinct
11 who will actually investigate that. Then
12 it will be signed off by the Commanding
13 Officer of a Precinct, then a Deputy
14 Chief at That Division, then the Chief of
15 that Division, then the CO of Internal
16 Affairs, then the CO of Professional
17 Standards, and then finally the Chief of
18 Department. Those are the levels of sign
19 offs that are reviewed for this.

20 The more serious crimes, serious
21 allegations, under the Law Enforcement
22 Misconduct Office for the State of New
23 York, the Attorney General, we're
24 mandated under 75A and B to report any
25 serious misconduct, criminal conduct,

1
2 excessive use of force. Under 75B, we are
3 required, if an officer receives five
4 complaints from five separate people,
5 five different allegations over a two
6 year period, we send those complaints up
7 to the AG's office.

8 Going back to our in-house
9 investigations, it's something criminal
10 or excessive use of force, we have the
11 Public Corruption Bureau of the Nassau
12 County District Attorney's office review
13 those cases as well as the Attorney
14 General. Year to date, we are down a
15 little over 20% of total complaints. Last
16 year was 419, we are 334 this year. The
17 prior year was 491.

18 I believe that the Body Worn Cameras
19 have reduced our complaints overall and
20 reduced the types of allegations over the
21 last year. Our unfounded complaints have
22 gone down, simply because with the Body
23 Worn Camera, pretty much we can determine
24 whether or not it happened or it didn't.

25 We are trending down at this point.

1
2 And the gentleman, I'm going to speak to
3 you afterwards and we'll find out what
4 the issue was and where it occurred.

5 (Referencing gentleman
6 during public comment).

7 That's all I have.

8 COMMISSIONER RYDER: Thank you.
9 Chief.

10 Next, I'm going to have Detective
11 Sergeant Sabrina Gregg just quickly go
12 over language line and something that's
13 very sensitive right now, bias
14 complaints.

15 DETECTIVE SERGEANT GREGG: Good
16 morning. I'm Detective Sergeant Sabrina.
17 Gregg, how are you all today?

18 I believe I spoke before the
19 Legislature before, or at least some of
20 the members here about the hate crimes,
21 but I think it does, in light of what's
22 been going on, it bears repeating about
23 what qualifies as hate, bias, First
24 Amendment Rights, freedom of speech.

25 I think it's helpful, first of all,

1
2 to begin with defining what an offense
3 is. In lay terms, an offense is
4 essentially anything or any action or
5 behavior for which you can be held
6 accountable. That means jail, a summons,
7 or nothing at all. But you have to be
8 held accountable.

9 Bias incident is an offence against
10 a person or property which appear to be
11 motivated in whole or in substantial part
12 by the race, color, national origin,
13 ethnicity, gender, gender expression or
14 identity, religion, religious practice,
15 age, disability or sexual orientation of
16 the victim, or the perception of those
17 factors being present. Going forward,
18 I'll just call those the protected
19 classes.

20 So the distinction between hate
21 crimes and bias incidents is that the
22 bias motivated conduct or offense against
23 a personal property is not a designated
24 hate offense. That's the only stipulation
25 between a bias offense and a hate

1
2 offense. Is that, according to New York
3 state law, you have to have certain
4 specific crimes have to been committed in
5 order to be considered a hate offense.

6 Hate speech, however, is offensive
7 language, speech or rhetoric, such as
8 referring to someone in the before
9 mentioned protected classes, but there's
10 no behavior or action. I know all of us
11 probably remember the slew of littering
12 that occurred before. Littering is a
13 violation and, therefore, it's not an
14 offense. Yelling or screaming at someone
15 is neither a violation nor an offense. An
16 ugly offensive language absent of any
17 accompanying offense is also protected by
18 the First Amendment. But even though
19 something is not considered a bias,
20 offence or hate crime, our Commissioner
21 in this Department always encourages
22 people to report nonetheless, because
23 what it allows us to do is to create data
24 on behavior. And if something is not
25 necessarily an offense one day because

1
2 it's hate speech, that same person two
3 years or a month later could commit
4 something that's a hate offense. And that
5 that allows our department to maybe
6 change the charges based on that behavior
7 or even just establish a pattern.

8 And because of that, we've created a
9 flyer that at any chance I get, I talk
10 about it. It's a "Stop the Hate" flyer.
11 But what it allows people to text a
12 complaint. They can e-mail, they can send
13 video, pictures. And the number is
14 (516) 500-0657, (516) 500-0657. The e-mail
15 is combatbias@PDCN.org. Please remember
16 that. I'm sure your constituents need to
17 know the difference between the hate.
18 Sometimes people don't understand that
19 we're not able to go any further. There's
20 things that we can prosecute. They're
21 things that we can't. They're solvable
22 crimes. And but nonetheless, everything
23 is worth reporting so we can make that
24 distinction. And when that's done, our
25 asset monitors that and then goes to our

1
2 precinct detective squads. It's going to
3 the location of where the incident
4 occurred, and it'll be investigated by
5 that department. Even though it's going
6 into a centralized line, it's then
7 disseminated to the appropriate precinct
8 in which the crime occurred.

9 Year to date. We now have, 71 in
10 total bias and hate crimes, not just the
11 hate crimes, but bias as well.

12 Switching gears to language line.
13 Year to date, this year, we currently
14 have 4895 calls being used in a language
15 line as opposed to last year when there
16 were 2807 calls. I think that this is
17 about double the amount. It's because of
18 the push that we have for our members,
19 education, informing, our auditing that
20 we're doing. We're taking a number of
21 measures to make sure that we are better
22 and the things that we do well that we do
23 even better.

24 That's it. Thank you.

25 COMMISSIONER RYDER: Okay, so two

1
2 things I want to just say: With that
3 lawsuit that was mentioned earlier. It is
4 there and it is being appealed by the
5 County. It was several years before
6 police reform and just finished recently.
7 So the information is correct.

8 The other stuff that we talked about
9 that's going on now is bias and our hate
10 crimes that are on the rise, and that's
11 why I had Sabrina here. We have had
12 numerous protests and marches and
13 gatherings already with no incidents, no
14 arrests, no problems, similar to the same
15 pattern that we did during the George
16 Floyd marches. We had kept everything
17 calm. No property damage, no arrests. And
18 again, that shows the professionalism of
19 this Department and how serious we take
20 reform and what we've done. All of the
21 numbers that you look at have always
22 improved. Every single month. We've
23 gotten better and better where we are. We
24 are not perfect, but we have the ultimate
25 respect for our communities and we will

1
2 continue to have that. If not, they will
3 be held accountable. And it's all I have.

4 CHAIRWOMAN FORD: Thank you very
5 much, Commissioner, and all the speakers.

6 None of us really are perfect. Would
7 like to say that we are, but we're not.
8 But I do appreciate the fact that even
9 right before Christmas, you're here with
10 your staff to meet with us in regard to
11 an update on the police reform for this
12 year, for 2023.

13 I read through the report, we got it
14 a little late, and I know that was not
15 because of you. You had sent a properly,
16 but it got glitched somewhere. And I
17 think, Chris, you're going to make sure
18 that -- and Michelle -- we're going to
19 make sure that the future committees will
20 get this in a timely fashion.

21 I'm probably going to jump around a
22 bit. And I know that I think some of the
23 other legislators probably will have some
24 questions as well.

25 In regard to the training, you know,

1
2 I know that in the contract, the officers
3 do have days that they utilize for
4 training, correct, that they can go back
5 to the academy for, for whatever type of
6 training is required or they just want to
7 have. Am I saying that correctly?

8 COMMISSIONER RYDER: No. They go to
9 training for mandated training by the
10 State of New York DCJS. And also
11 training that we in our reform guaranteed
12 that we would do going back year after
13 year after year.

14 CHAIRWOMAN FORD: And they are
15 required to do this. It's not like it's
16 not optional?

17 COMMISSIONER RYDER: There are no
18 exceptions.

19 CHAIRWOMAN FORD: Regardless, they
20 have to show it. And you do monitor to
21 make sure that every officer does comply
22 with the five days or whatever is
23 required of them for retraining.

24 CHAIRWOMAN FORD: There's an online
25 sign up sheet. In the beginning of the

1
2 year, we let the officers pick, and then
3 after the six month period, everybody
4 should be done. And then we start to
5 catch up on those that were out sick, on
6 line of duty. We can't send somebody to
7 the range that doesn't have a firearm. So
8 he doubles up on other training that we
9 send them through.

10 CHAIRWOMAN FORD: Okay. So these
11 five days. But if you have an officer
12 that for disciplinary reasons or for
13 whatever reason, are they then required
14 to do an additional retraining other than
15 the five days?

16 COMMISSIONER RYDER: All part of
17 corrective action always includes
18 training. Some will be dismissals.
19 They're not coming back. We don't want to
20 train them. We get rid of them. And
21 there are some that we get to the point
22 where we say, okay, let's bring them
23 back. They're immediately sent back
24 before they go back to patrol on the
25 street to do that corrective action

1
2 training.

3 CHAIRWOMAN FORD: Okay. I just want
4 to touch upon with wellness, because I
5 know that it was brought up. I've
6 commended you in the past, and I've
7 commended the officers that do this
8 particular training. Because I've been to
9 the Wellness Center and I did participate
10 in I think two of the programs that they
11 do have. And yes, I find that it is very
12 effective and it's something that I'd
13 love even all the police departments
14 across the United States, especially with
15 the, I think, "I Rest", and helping
16 officers because of the hours that
17 they're forced to work. The fact that a
18 lot of times, because they may be making
19 arrests, they have to stay over in
20 between their tours, and they may not
21 always get as much sleep as we would get
22 as normal citizens. So it is an effective
23 tool in helping them with breathing and
24 learning how to rest properly so that
25 they can approach their job with a clear

1
2 head. So I do commend you on that, and
3 I'd love that to keep continuing if even
4 if you can even expand it. And I
5 appreciate the fact that you do allow
6 even the civilians to attend these
7 programs as well. And I do speak about it
8 to a lot of people because I think it's
9 absolutely fantastic.

10 I might let one of the other --
11 while I'm gathering my thoughts. But, I
12 know that in the past, you've come up
13 before us because we've honored some of
14 the officers for extraordinary actions
15 during the course of their jobs. And I
16 know that we've spoken in the past, and I
17 know that we don't always have these
18 hearings, but you have been very
19 reachable for us, and I know in the past
20 if we've had any issues with anything
21 from any of our residents, you have been
22 readily available to discuss it with us
23 and to deal with whatever it is. And I
24 know that the important thing is in
25 regard to the mental health, and I know

1
2 that with the mental health community
3 team, Mobile Crisis Team -- how many
4 social workers are actually assigned to
5 -- do you know, offhand? That's not
6 under your control.

7 COMMISSIONER RYDER: That's not
8 under my control. Nor do I know. But I
9 know this, when we we call them, they
10 respond when they're available. And if
11 they can't, they try to do it on the
12 phone. But they have a large community
13 out there that they're dealing with, and
14 they do a darn good job on it, especially
15 with us.

16 CHAIRWOMAN FORD: And I know that
17 just even working within my community in
18 regards to mental health programs that we
19 know that we have a lack of professionals
20 and a lot of doctors that we just don't
21 have enough people. We need to augment
22 that. That's not your issue. That happens
23 to be something on that side, on the
24 civilian side. I'm sure that if we can
25 increase the number of social workers

1
2 and/or professionals, that it probably
3 would be less and less that your officers
4 would have to do this on their own.

5 But I found that even the response
6 of your officers have been more on the
7 positive side, even in regard to this. I
8 think you had indicated a while back or
9 in public safety that in many cases, you
10 actually bring the people to hospitals,
11 you'll bring them to an E.R. room.

12 COMMISSIONER RYDER: Most mental
13 health cases, it's better to leave that
14 person, when you can, home, and deal with
15 the professional. But we're not the
16 professionals in that area. So our
17 protocol is take them to the hospital
18 where the professional is. Again, Mobile
19 Crisis job is to try to keep that person
20 stable in that home, and they do a very
21 good job with what they have and are up
22 against. It's larger than we've ever
23 seen in our communities. So they're doing
24 a good job. But our job, our role, is to
25 remove that person from the environment

1
2 that he could either harm himself or
3 others, get him in front of that
4 professional. And that's what we do.

5 CHAIRWOMAN FORD: I just had
6 somebody that I know personally that had
7 an issue with their child and the child
8 had to be removed. And as sad as it was
9 for the family, it was better for
10 everyone involved that he was sent to
11 NUMC for observation and spent a couple
12 of days there. So thank you very much for
13 training your officers to be a little bit
14 more sensitive in regard to issues such
15 as that. Okay.

16 Legislator Mule.

17 LEGISLATGOR MULE: Thank you,
18 Chairwoman. We all have questions. I
19 raised my hand first.

20 So I want to thank everyone who's
21 here. The community advocates. I want to
22 thank our police commissioner. I want to
23 thank our police officers who are here.
24 We're all doing our job and I'm
25 appreciative that we are here. And also

1
2 to hear that there wasn't -- it's not
3 good that there was an issue with us
4 getting the report in a timely manner,
5 but that we're going to address that so
6 that we can have these meetings as we're
7 supposed to, which is twice a year. That
8 said, I'm going to move on to my
9 questions.

10 My first notes were in relation to
11 the public comments. I picked and chose
12 some certain things that were said. One
13 of the things that really struck me was
14 about benchmark requirements. Statistics
15 are only as good as how you use them, of
16 course.

17 So I'm curious, what are -- and I'm
18 not expecting you to, to have a
19 definitive answer on this,
20 Commissioner -- but what are the
21 benchmark requirements that would say,
22 hey, here's something that we need to, to
23 fix, to change, to look at in a different
24 way. I guess my question is, do we have
25 those benchmark requirements, say, for

1
2 instance, with racial disparities. There
3 was discussion about how perhaps in some
4 areas that the racial disparities don't
5 reflect what the actual racial
6 composition of the County is. And at what
7 point does the Department say, okay, so
8 this is something that we need to look
9 at; is it's 5%, is it 6%? I don't know
10 what that is. And so my question is do
11 you know what that is?

12 COMMISSIONER RYDER: So the
13 benchmarks are improvement. The numbers
14 year over date going back comparisons
15 standing here in front of you getting the
16 questions going back, and these numbers
17 are the benchmarks. Do we improve? And
18 the answer is yes. Can we do better? The
19 answer is yes. How do we get there? We
20 go back and we discuss this. Twice a
21 week we have a staff meeting and we
22 discuss our overall issues in the
23 department. And when we look at all of
24 our data -- and that's why these COs and
25 DCOs are sitting here, they're

1
2 responsible by precinct of that arrest
3 data that car stop data, that field
4 interview. And we hold them accountable
5 to see what they're doing for
6 improvement.

7 Do we over police communities? The
8 answer is no. Look at the numbers that we
9 put out. It's the same in every precinct
10 except the larger precincts in size. Do
11 we go where the problem is? That's
12 intelligence led policing, yes. Do we go
13 because that 73% of the community asked
14 me to go there? Yes. And you know, these
15 are we don't just wake up and just say,
16 let's drive around into a community. We
17 get driven every day by the data. Every
18 one of these COs and DCOs gets a daily
19 crime report every day, and it's a 12
20 page document that goes to them. And they
21 look at it, and then they move their
22 pieces on the board that work to improve
23 the problem in the community. But the
24 biggest thing that we've done in this in
25 the department over the last several

1
2 years is increase community affairs,
3 increase our POP officers, increase our
4 outreach to communities and town board
5 meetings. All the things that you all
6 benefit from. You see us there.

7 I get it. I have a lot of respect
8 for both Mr. Brewington and Susan, and we
9 have conversations. It's not us against
10 them. It's not. It's us doing our job
11 better. Yes. Do we know how to do it?
12 Yes. Can we get there? We try every day
13 and every day those numbers get better.
14 And we have those hard meetings with our
15 teams to say, you gotta do better. I get
16 it. I can argue for you all day long.
17 It's based on probable cause. That person
18 had that VTL, the reason we stopped. But
19 everything is transparent because it's on
20 a body camera now. Every car stop is on a
21 body camera, by our police officers. I
22 don't know what the villagers do, but as
23 police officers have a body camera, our
24 supervisors have a body camera. That's
25 why our complaints are down 20%. The

1
2 people who are making complaints, there
3 are some very legit victims out there
4 that need services from us and corrective
5 action. We know that. And Nick Stillman's
6 team, along with the District Attorney's
7 team, along with the Attorney General's
8 team and then the US Attorney's and the
9 civil rights. All of those come together
10 to oversee and manage those complaints as
11 they come through. We're not trying to
12 push anything aside. We address it. We
13 sit here every six months. I gave that
14 report on time as required. It went up on
15 the site and the site blew up. It happens
16 in technology. It was up there and then
17 it blew up. And now we got to go get it
18 fixed. And we got to fix. And the County
19 Exec's Office put it right back up. But
20 we're not hiding. If somebody wanted it,
21 it was sent to those that can get it to
22 everybody here. So we're not hiding
23 nothing. We know we have shortfalls and
24 we try to correct it every single day. We
25 try to make ourselves better. But I will

1
2 tell you this, there's not a county in
3 this country that serves the community as
4 well as we do, not a county. And we don't
5 fight things. We don't pick sides. I'm
6 not a Republican. I'm not a Democrat. You
7 ask, we go after the problem and all of
8 you have the same complaints across the
9 board. And that's what we do. And this is
10 what they're here today to see and
11 understand what goes through it. These
12 meetings, when we come here. I'm fighting
13 their data. They're the ones that gotta
14 work to make the data better.

15 LEGISLATGOR MULE: Right. And we are
16 eternally grateful to you for that.
17 Certainly.

18 Okay. If I understood you, what you
19 maybe cryptically said, in terms of the
20 letters, that there have been no response
21 to that Mr. Brewington talked about, that
22 that's not something that needs to be
23 addressed with you. That if I'm
24 understanding correctly, that needs to be
25 addressed with the Administration, is

1
2 that?

3 COMMISSIONER RYDER: I know when I
4 receive a letter directly to me, I'll
5 answer the letter. But when does nine
6 people cc'd on the letter? It's not my
7 place to answer the letter for the people
8 that are above my name, if that makes
9 sense.

10 LEGISLATGOR MULE: It does. Yeah, I
11 understand it. Okay.

12 Mr. Brewington, you'll get us those
13 letters and we can hopefully take care of
14 them.

15 Mobile crisis unit and I know that
16 you can't really talk about that because
17 it's not under your jurisdiction, but I'm
18 making a request, Chairwoman, that at our
19 next meeting or wherever it might be
20 appropriate that we have the Mobile
21 Crisis Unit here directly so that they
22 can answer our questions. We need to
23 know, is the department large enough? Are
24 they able to most effectively do the work
25 that they do? Do they have the resources

1
2 that they need?

3 One thing that I didn't hear about
4 was catalytic converters. We had heard
5 about that an awful lot over the last
6 maybe a year ago. I'm wondering where
7 that falls in your report. I know that
8 you had made great strides to address
9 that and that the numbers went way down,
10 if I'm remembering correctly. But I would
11 like to hear that.

12 COMMISSIONER RYDER: So when it
13 comes to catalytic converters, as you
14 know, we made the big arrest of the two
15 brothers that were involved. We've made
16 several others and there is an ongoing
17 investigation now as we speak.

18 Our overall grand larcenies are down
19 7.57%. So in there is all of those that
20 fit the category of a grand larceny, a
21 theft of property over \$1,000.

22 LEGISLATOR MULE: So a catalytic
23 converter is considered grand larceny?

24 COMMISSIONER RYDER: Depending on
25 the value of the catalytic converter.

1
2 Yes.

3 LEGISLATGOR MULE: Okay.

4 So it does get confusing the Nassau
5 County Police versus village police
6 because we don't have the data on the
7 village police, even though that's part
8 of Nassau County. And of course, I'm not
9 expecting you to provide that. But I'm
10 since that's part of Nassau County, or we
11 probably can't --

12 COMMISSIONER RYDER: All of your
13 major crime data, they did their own
14 plans. But all the major crime that
15 you're talking about is in the data. It's
16 it's all one. If there's a homicide or a
17 robbery, we take that number.

18 LEGISLATGOR MULE: Okay. That's good
19 to know. Thank you.

20 Detective Gregg, could we have a PDF
21 of that flyer, that "Stop the Hate"
22 flyer? That would be great.

23 And you said that there were 71 bias
24 in hate crimes this year. I'll ask
25 Commissioner and then if you need to pass

1
2 it on, is that where does that stand in
3 terms of last year? The year before?

4 DETECTIVE SERGEANT GREGG: Last year
5 there were year to date total of 2022, 59
6 hate crimes. It has gone up.

7 LEGISLATGOR MULE: And do you have
8 the numbers from the year before that?

9 DETECTIVE SERGEANT GREGG: Year
10 before just Hate Crimes was 54.

11 LEGISLATGOR MULE: Okay. But this
12 number, this 71 --

13 DETECTIVE SERGEANT GREGG: Is hate
14 and bias. So all the offenses.

15 LEGISLATGOR MULE: Okay.

16 COMMISSIONER RYDER: And I have to
17 emphasize, and, Sabrina, correct me if
18 I'm wrong, but I believe there was zero
19 violence in any of those cases.

20 DETECTIVE SERGEANT GREGG: Correct.

21 COMMISSIONER RYDER: Thank you.

22 LEGISLATGOR MULE: Okay.

23 I've asked my questions. Thank you,
24 Chairwoman.

25 CHAIRWOMAN FORD: Legislator Bynoe.

1
2 LEGISLATOR BYNOE: Thank you, Madam
3 Chair. Hi, Commissioner.

4 COMMISSIONER RYDER: Good afternoon.

5 LEGISLATOR BYNOE: I want to start
6 out by thanking you on two accounts. But
7 I'll start with this first.

8 I would say that you are the most
9 approachable, accessible, and responsive
10 police commissioner or even department
11 head here in Nassau County. So what I'm
12 going to say further past that comment or
13 compliment to you is that I think this
14 administration is doing you a huge
15 disservice. And I'm going to speak to
16 Chris Leimone in this moment to say that
17 if in any way we are restricting our
18 police commissioner's ability to be
19 responsive to his public, shame on us,
20 shame on the Administration, it's wrong.
21 They're actually pitting him against the
22 community when they do that. He has to be
23 able to communicate what he's doing in
24 his role to safeguard this community. He
25 must be able to provide them with the

1
2 data that they ask, and he needs to be
3 able to be responsive in real time when
4 these requests come in, because otherwise
5 it makes it appear as though he is not
6 being transparent. It's not right. And
7 every time that we do that, we further
8 erode the trust between the community and
9 our police department. We need to fix
10 that. We need to fix that. I know it's
11 not you, Chris, and I'm hoping someone
12 upstairs is listening. But I'm asking
13 that you deliver that message to them.
14 Because it's flat out wrong.

15 I also want to say that I do think
16 that this administration is also doing us
17 a disservice because instead of using the
18 funds that we have been awarded by way of
19 the opioid settlements and by way of
20 Covid funds for the purpose of helping us
21 recover from all of the traumatic effects
22 of both of those pandemics, epidemic,
23 however you want to phrase it for the
24 opioid. But, we're using this money in so
25 many ways that I think is wrong. I know

1
2 we want to attract tourist dollars here
3 so we can help our economy. And I
4 understand it and it's in the paper
5 today, and I have the same strong
6 feelings as my colleagues who were quoted
7 in that article regarding how we're using
8 that funds or that amount of funds to,
9 have some level of celebration here for I
10 think it's 125 years. Listen, I'm all in
11 favor of celebrating that, but not to the
12 tune of \$10 million.

13 I think we can do good when we're
14 doing well. And it's very clear that we
15 are not doing well in this county. The
16 people are suffering from mental health
17 issues. People are homeless. There's so
18 many things that are wrong here. And we
19 instead would come down here and bring an
20 item asking us for \$10 million to do
21 that, but we haven't figured out how to
22 use \$10 million to create a one stop
23 shop, someplace where our police officers
24 can take people to get the services they
25 need, someplace they can go 24 hours a

1
2 day. CNG guidance is struggling to pull
3 off that that type of service for our
4 community struggling to do that. But
5 instead of giving them \$10 million to
6 pull that off, we want to have a 125th
7 anniversary. I've spoken so strongly on
8 this issue, and each time it really
9 infuriates me. I get madder and madder
10 each time that I have to be here talking,
11 speaking to these issues and trying to
12 redirect our energy. It's wrong. It's
13 wrong. That money needs to go to entities
14 that can provide an opportunity for
15 situations that are playing out in
16 households across this county. Get them
17 the help they need.

18 The Commissioner knows because I've
19 had to call him when I've been contacted
20 by residents who are struggling with
21 young people living in their house, who
22 are acting erratic, and where the parents
23 are even afraid to go to sleep at night.
24 But they have nowhere else to take these
25 kids. They have nowhere else to take

1
2 these people. So we got to do better
3 than that.

4 So the complaint is we're taking
5 them to the hospital. And I hear that I
6 hear you because that's not probably the
7 best place we can serve them, especially
8 when we don't have a public benefit
9 hospital that has the ability to be
10 stabilized to the extent that they can
11 expand their services and maybe even help
12 those people in a different way in that
13 space. Again, another failure. So I think
14 we have to address those things.

15 And I'm going to I'm going to turn
16 my questions now to you, Commissioner
17 Ryder. So we have a recruitment class
18 that's going to graduate. Tomorrow, I
19 believe it is; am I correct?

20 COMMISSIONER RYDER: Yes. Correct.

21 LEGISLATOR BYNOE: Okay. What are
22 we looking at in terms of diversity of
23 those individuals that are graduating?

24 COMMISSIONER RYDER: I honestly
25 don't know that number. I can get it to

1
2 you. I apologize that wasn't prepared for
3 that. Tomorrow if you asked me, I would
4 know it. The class is graduating
5 tomorrow. We have a new class that is in
6 there right now, which is a very high
7 diversity number. More than we've had in
8 a long time. We have another class
9 scheduled for May. The test is out and
10 it's going to take place, I believe,
11 January 5th. The County Exec, after we
12 spoke about the recruitment, we had
13 recruited over 40,000 kids to take the
14 test. When it came to the actual signing
15 up for the test, we were down to 9000
16 kids. So what we did was, the County Exec
17 had it extended an extra two weeks with
18 Civil Service approval, and we went out
19 again after those kids in the minority
20 communities to make sure we're getting
21 them signed up. And so the number went
22 back up to about 12,000. But that is
23 still down from last test. Last test,
24 12,000 actually showed up for the test,
25 but I think it was more like 19 to 20

1
2 that signed up. So this number is 12,000.
3 So now the job is getting them there. And
4 that's the difficult part to make sure
5 that these kids show up. There are
6 several dates that they give them. So we
7 want to make sure that all the kids can
8 get there and take this test. And we we
9 we're offering mentoring programs. They
10 have outreach to the fraternal
11 organizations where they're able to turn
12 around and, if they have a problem or a
13 need, we're trying to help them out.

14 LEGISLATOR BYNOE: Thank you. And I
15 want to also thank you on the record for
16 expanding services to those individuals
17 who and opportunities, more importantly,
18 to those individuals who have signed up
19 for the test test where you had the
20 seminars at the Police Academy. You held
21 them, I guess, in October just so that we
22 can keep them engaged, which I think is
23 really great. I'm happy that you
24 implemented that. And I hope that it
25 really proves to, to bolster.

1
2 COMMISSIONER RYDER: It was a good
3 suggestion.

4 LEGISLATOR BYNOE: Thank you, thank
5 you, thank you, thank you for doing it.
6 I hope it bolsters the number of
7 individuals who will follow through on
8 the test.

9 COMMISSIONER RYDER: So do we all.

10 LEGISLATOR BYNOE: Okay, good.

11 I think it was Inspector Stellar
12 (sic), but, the complaints that come in.
13 Five times a complaint comes in on one
14 officer it goes up to the AG; is that
15 correct?

16 COMMISSIONER RYDER: That is
17 correct.

18 LEGISLATOR BYNOE: So how are we
19 tracking that. Because you know, I'm a
20 proponent for the EIS software. I think
21 that we should be using that software
22 because it allows for us to identify
23 challenges in our officers even before
24 that fifth complaint. It's tied to a
25 pattern of performance, and it allows for

1
2 us to get them into peer mentoring,
3 maybe into the EAP program. If there's a
4 problem, it doesn't wait for the fifth
5 complaint to trigger. And I know that you
6 might be sending people off for EAP
7 involuntarily, they have to go; it's
8 mandated. But are we using any type of
9 tracking? Did we buy into the EIS.

10 COMMISSIONER RYDER: Chief Stillman
11 will explain the a program that we use.
12 But what we've also done, every complaint
13 that occurs comes in against a police
14 officer is brought to my attention,
15 brought to the Chief's attention. And
16 when the investigation is being done, we
17 don't know because we don't want to
18 interfere or be part of any
19 investigation. So when it's done, then
20 the findings go through the process that
21 was explained earlier. So when there was
22 someone that -- we had a police officer
23 down in the Fourth Precinct, we were
24 concerned on his tactics. Not that he did
25 anything wrong, but he got a complaint.

1
2 But when we looked at the body camera, it
3 showed the complaint was not valid. But
4 we did see a tactic on his part that was
5 not good. We pulled him off the street
6 immediately. We placed him into the
7 academy. He went through both
8 understanding the Fourth Amendment and
9 his constitutional right of that driver
10 of that vehicle, and then also
11 understanding search and seizure, and
12 also making sure that you understand
13 about the safety of yourself and others,
14 because it was a safety issue that really
15 came into play. So we are looking at that
16 and we do send in the early intervention.
17 But I'll let Chief Stillman explain.

18 CHIEF STILLMAN: Prior to anything
19 being sent up to the AG's office under
20 75B, which is the five complaints over 24
21 months, we have an internal trigger of
22 three complaints within a 12 month
23 period. If that occurs to one of our
24 officers, they are now brought to their
25 commanding officer and interviewed about

1
2 the complaints and anything else that
3 might be going on, whether it might be an
4 issue at home or some outside issue. If
5 we find a pattern of complaints like the
6 commission has said, and it might be
7 something with a mental health issue or
8 it might be struggling with some other
9 issues, then they'll be mandated to go to
10 Employee Assistance.

11 LEGISLATOR BYNOE: So the EIS is a
12 specific software that's used by police
13 departments across the United States and
14 it's helpful in being able to actually
15 track and the pattern of performance of
16 officers. I've asked this several times
17 that we actually invest in it and use it.
18 Have we done that?

19 COMMISSIONER RYDER: We built our
20 own program internally. It's called the
21 Blue Team. Because everybody has a need
22 that's different. You buy something off
23 the shelf, you're going to have to adapt
24 it to what's being done in your
25 department. So what we've done, we had

1
2 our own in-house people create --

3 CHIEF STILLMAN: The actual program
4 for the complaints is called Blue Team.
5 We've developed that over a number of
6 years to customize it specifically for
7 us. Like I said, three complaints within
8 a 12 month period will trigger an alert
9 for us that we know that that officer has
10 received those three complaints.

11 LEGISLATOR BYNOE: And so this EIS
12 thing, because you know, I'm like a dog
13 with a bone when I get something. So I
14 actually invested some time to meet
15 directly with the folks that are, I
16 guess, the licenses of that software and
17 that approach. So I met with them in
18 person. I've met with them over the phone
19 and just call them from time to time to
20 get information. It's more than just the
21 complaint that's built into that EIS
22 system. It's tracking whether they're
23 having car accidents. It's tracking
24 whether they're not coming to work in
25 their uniform properly. It's tracking

1
2 whether they come to work late. It's
3 beyond that. Because all of those are
4 indicators that someone might need help.
5 And if we wait for the complaints to come
6 in, praise God if it only takes five
7 times for someone to escalate to
8 physically harming someone. But we know
9 that's not the case. They can harm
10 someone on the first complaint. So it's
11 tracking their pattern just to make sure.
12 Like the person who came -- and it may
13 have just been an example -- but someone
14 coming to work with the Jets hat. Well,
15 they know that they're not supposed to be
16 coming to work with the hat. So are they
17 defying in some way because there's
18 something else going on in their life.

19 So we know good people do bad
20 things. We know people under stress do
21 bad things and may not perform properly.
22 So this goes way beyond just complaints.
23 It looks at all of their patterns of
24 behavior. And it was actually, back in
25 2015, I think it was when I first got

1
2 here and it was a use of force in the
3 community that left us with more
4 questions than answers. And this Body in
5 response to that, commissioned the PERF
6 report and to commission PERF to come out
7 and do this type of analysis of our
8 police policies. And it was through that
9 process did a lot of the use of force
10 policies were changed. That's why some of
11 the use of force stuff that other police
12 departments had to address during the
13 police reform process through New York
14 State, some of that stuff we had already
15 done. And that was because of the PERF
16 report. In that PERF report, it clearly
17 states EIS or something very similar is
18 what we should be using. It's not just
19 based on complaints. And I've said this,
20 this has got to probably be the seventh
21 or eighth time. I said it so many times
22 during the police reform hearings. This
23 is the direction that I think this
24 department, given its size, needs to go
25 because we're too large to be trying to

1
2 manage that utilizing supervisors and the
3 like at all times where data is not just
4 being collected in one space. And our
5 officers don't even do roll call. That's
6 something from the past. They're a lot of
7 times changing shifts in fire departments
8 and things of that nature. So to be able
9 to know whether they're showing up on
10 time and, and having all that data
11 collected will let you be able to see the
12 officer, because they're no longer being
13 able to be physically seen in a roll
14 call. So I'm not going to stop bringing
15 this up as an issue.

16 COMMISSIONER RYDER: I will bring it
17 to Chief Stillman and we'll meet with the
18 chief of department, we'll bring the
19 program in, we'll take a look at it, and
20 we'll evaluate.

21 LEGISLATOR BYNOE: Please.

22 COMMISSIONER RYDER: I will.

23 LEGISLATOR BYNOE: Thank you.

24 I want to go back to the mental
25 aided situation. So we talked about them

1
2 not being able to go somewhere else
3 because this county hasn't invested in a
4 real way to make sure that they have
5 somewhere else to go. But my colleague,
6 Legislator Mule, spoke to the number of
7 individuals that are out there working in
8 the field and where our issues might lie
9 in terms of being able to have proper
10 responses and have some real consistency
11 in being able to do that. I think it's
12 Human Services that actually -- because
13 when we set up the study we had you
14 co-chair along with Human Services. Do
15 you meet with them to go over your
16 statistics on what's happening with --

17 COMMISSIONER RYDER: So through the
18 Chief of Patrols Office we do discuss the
19 data with Mobile Crisis Team. Our
20 Communications Bureau, which has been
21 trained on response with Mobile Crisis to
22 work with them. They've been trained on
23 it. And they also discuss the data.

24 Calls answered by Mobile Crisis, 177
25 where they've handled it, and then 457

1
2 times they've been on scene with us and
3 notified 911 and scheduled appointments.
4 We're doing the omens work when it comes
5 to it, but it's complicated, as you know,
6 um, because of the large amount that's
7 six months and it's 2300 calls from
8 mental health. But from the Police
9 Department side, I'm always happy to say
10 that we have used no force. No injuries
11 have occurred during this process. Our
12 guys and gals go through very strict
13 training when it comes to that response.
14 Their patience is impeccable and what
15 they wait for, and they work with them
16 until we get them where we need to get
17 them. That's when we pass it on.

18 LEGISLATOR BYNOE: I've been on
19 scene with them. They, along with the
20 engagement with the Mobile Crisis Team
21 just handled perfectly. I guess it's
22 perfect as it can be, because we don't
23 have the alternative location to bring
24 them so that they can get the help. But
25 my concern is being able to do that more

1
2 consistently across our communities,
3 similar to to Debra. So I'd ask, in
4 advance of Human Services or anyone else
5 coming to speak to us regarding their
6 staffing levels that we look at when
7 we're finding there's gaps in their
8 services, if we can identify it like
9 it's, you know, 9 to 12, maybe we can ask
10 them from 9 p.m. to 12 if we need to ramp
11 up more staffing if we're you know, I
12 think that we need to look at it
13 methodically so that we can provide some
14 real pragmatic solutions to what the
15 issues might be in their gaps of service.

16 I don't want to go on a rant again
17 because I felt my blood pressure go up.
18 But I do think that this is another
19 perfectly good use for that ARPA money
20 and for that Covid money. Because we are
21 in a health crisis regarding these
22 issues.

23 And so I wanted to piggyback off of
24 some of the questions that were asked on
25 public session. I'm going just want you

1
2 to help me a little bit with this. The
3 comments that were made about Operation
4 Natalie and aftercare and the police
5 making the visit. Could you explain to me
6 what that looks like?

7 COMMISSIONER RYDER: Many overdoses
8 end up in the hospital before we even get
9 involved. So what we do is we make sure
10 that we visit the family after. We go the
11 next day, knock on the door, see the
12 family got what they needed. We hand out
13 the pamphlet that we have. We give them
14 access to the app, explained them the app
15 that's on that you can put on your phone
16 for services. We then also continue the
17 investigation of the overdose: About
18 what happened and how we can assist them
19 in that. Because that individual, when
20 that gets out of that hospital, is going
21 to come home, and the first thing he's
22 going to do is call the dealer again and
23 get delivered more drugs. Happens every
24 single time.

25 LEGISLATOR BYNOE: What is the

1
2 intention behind the the home visit?

3 COMMISSIONER RYDER: One, to make
4 sure the services are provided. They're
5 getting everything they need, the
6 wellness of that person.

7 And then also to go after and
8 continue the investigation.

9 LEGISLATOR BYNOE: So who's coming
10 to the house? Is it uniformed police
11 detectives?

12 COMMISSIONER RYDER: It's two
13 detectives. They are assigned just to the
14 day tour. And because usually it's the
15 next day and it's a male and a female
16 that go to the residence and then they
17 speak to that family.

18 LEGISLATOR BYNOE: So it's in the
19 process of an investigation where
20 technically, I guess --

21 COMMISSIONER RYDER: It's our duty
22 to do an investigation, but we add that
23 into it as the services. We're not going
24 in and just saying, hey, give me the
25 phone, give me the numbers and see you

1
2 later. We're going in, we're attempting
3 to investigate, but at the same time
4 we're handing them the pamphlet. We
5 handed them the app and explain to them
6 did you get what you're looking for last
7 night? And almost all of them turn back
8 and say, listen, I need to stop the guy
9 who's supplying the drugs to my son.

10 LEGISLATOR BYNOE: It almost makes
11 sense. And. You probably already know
12 where I was going is to have the mental
13 health crisis team be embedded in those
14 kind of responses.

15 COMMISSIONER RYDER: Many times we
16 do call them and have outreach to them
17 and let them know. But this is the
18 police investigation at this point.

19 We're giving them the service and
20 the direction to get there. We're not
21 doing the service of that Mobile Crisis
22 or somebody of that nature.

23 LEGISLATOR BYNOE: I understand. I'm
24 just wondering, and I'm asking the
25 question whether you would deem it

1
2 appropriate, and whether you might see
3 the value in having Mobile Crisis
4 accompany those detectives to that home
5 so that they can help.

6 You're doing an investigation, and I
7 hear you. You need to do that. But in
8 the same breath, they need some level of
9 mental -- because nine times out of ten,
10 they've gone to the hospital and just had
11 the physical care, but not any real
12 approach to the mental health care at the
13 hospital.

14 COMMISSIONER RYDER: Nine out of ten
15 times. They walk out of the hospital
16 within three hours with no care at all.

17 LEGISLATOR BYNOE: That's why I'm
18 saying maybe some dual response.

19 COMMISSIONER RYDER: Again, we look
20 at it from the police perspective.
21 Again, if there are services, we make
22 sure they are getting or directed towards
23 those services, we take it one step
24 further than it's ever been done before.

25 LEGISLATOR BYNOE: I understand. I

1
2 can't compartmentalize and only look at
3 the police response. I got to look at the
4 other half of the response too. I'm just
5 trying to find a way where we can get
6 care to them and do the investigation at
7 the same time and have the care come from
8 professionals.

9 And then you kind of talked a little
10 bit to this non-resident/resident
11 demographic piece in terms of the folks
12 that are are being arrested. I'm not sure
13 that I fully understand why we weren't
14 doing the demographic piece for the
15 non-resident.

16 COMMISSIONER RYDER: We give you the
17 demographics from Nassau County. I say I
18 arrest somebody as a resident of Nassau
19 County that is compared to the
20 demographics of Nassau County. I
21 explained that 30% of those that are
22 being arrested come from New York City.
23 If I'm going to use that data, am I going
24 to use then the 8 million people that
25 live in the city of New York?

1
2 LEGISLATOR BYNOE: Now, I
3 understand. Thank you. I was having a
4 hard time.

5 COMMISSIONER RYDER: And I'm not
6 trying to fool anybody. I will get the
7 data. I'm just explaining. It's 30% --

8 LEGISLATOR BYNOE: I understand your
9 rationale. Don't know how we control for
10 that. I have to think about it, but I
11 understand now. I don't know that I
12 understood it before.

13 Thank you.

14 Forfeiture. There's been some other
15 data that's been floating around
16 regarding the amount that we are seizing
17 here versus the level of crime. Could
18 you tell me? Because I don't know that I
19 fully understand. I think there's
20 different pools of money that come down
21 from forfeiture.

22 COMMISSIONER RYDER: There are the
23 Federal side, which is Justice and
24 Treasury, and there's the State side,
25 13A. All the money that is seized during

1
2 that criminal activity of it's prosecuted
3 in the state of New York, if it's a DA's
4 case, that forfeiture then is again
5 divided by the State of New York. There's
6 a there's a mathematical equation written
7 by law that says the PD gets this
8 percentage, the DA gets this percentage,
9 and the State gets this percentage.

10 On the Federal side, it's set by
11 this the standards of the Attorney
12 General's Office. That guide says these
13 monies that are either Treasury or
14 Justice, whichever agency falls under
15 that umbrella. And that money then goes
16 into that pot when it's seized, you
17 submit what's called a DAG, your time,
18 your hours and resources that are in it.
19 And when the case is settled, usually 3
20 to 4 years after the arrest is done, the
21 money gets handed down and a check
22 appears for that case.

23 LEGISLATOR BYNOE: So in many times
24 these are cases that have joint
25 operations.

1
2 COMMISSIONER RYDER: That is
3 correct.

4 LEGISLATOR BYNOE: Okay.

5 I may have some more questions about
6 that, but we'll e-mail you directly for
7 that.

8 Thank you very much, Commissioner.

9 COMMISSIONER RYDER: Thank you.

10 CHAIRWOMAN FORD: Legislator
11 DeRiggi-Whitton.

12 LEGISLATOR DERIGGI-WHITTON: Thank
13 you. I want to just give my colleague
14 Legislator Ford kudos because I've served
15 with you on this Committee, I think, for
16 almost ten years, and you've always
17 handled it very professionally, and your
18 heart is always in the right place. And
19 it's been an honor to serve with you.

20 My colleagues have touched on many
21 of the items, but I want to reinforce a
22 couple of things.

23 One, I was I had a request from the
24 mayor of the Village of Flower Hill to
25 attend a meeting, and they requested you

1
2 and I said I would try. Unfortunately,
3 there is a process which seems to be in
4 place with this Administration, which
5 wasn't there before. Not only with you,
6 but any commissioner. They want us to go
7 through the Administration. Well, that's
8 fine, but I did, e-mail Deputy County
9 Executive Walsh last Wednesday, and I
10 have yet to hear anything. This is a
11 mayor who doesn't ask for too much, and
12 they have seen a slight uptick, in their
13 opinion anyway. They're right near 25 A,
14 which is right across from them is the
15 Miracle Mile. And there have been some
16 concerns with the high end stores that
17 we've seen some crimes that haven't been
18 seen before. Anyway, I haven't yet to
19 receive a response. And I really think
20 that having them determine whether or not
21 either I'll get a response, the
22 administration, meaning them, or if it'll
23 be approved, it takes away from what I
24 see as the Police Department, which is
25 really a separate branch. You're part of

1
2 almost the judicial branch in a sense.
3 It's it's the public safety branch of
4 government and to have an executive
5 branch determine whether or not the
6 legislative branch has their requests
7 even acknowledged, I think it's a very
8 it's a poor example of governing. I think
9 something has to come up that's better if
10 we don't get a response at all. So that's
11 not you. I'm just saying. It's just the
12 experience I'm having with the
13 administration, which I'm finding very
14 frustrating because I'm not responding to
15 this mayor and it's making me look bad.

16 So just going further, obviously my
17 my district has a very small percentage,
18 which is covered by Nassau County police.
19 So getting statistics, I understand for
20 any type of major crime the County's
21 called in. I understand that. Are the
22 arrests in general calculated in your
23 statistics from places like Sands Point,
24 Port Washington, Glen Cove.

25 COMMISSIONER RYDER: Arrest data

1
2 belongs to the village that makes the
3 arrest. Unless it's a major crime. If
4 it's a major crime, it will come to us.
5 We handle basically all major felonies
6 that occur. Most villages handle all
7 misdemeanors. And some go a little
8 further, like the City of Glen Cove. And
9 they are great cops, great detectives
10 doing great work up there.

11 COMMISSIONER RYDER: I'm not in any
12 way criticizing.

13 COMMISSIONER RYDER: No, no, I know.

14 LEGISLATOR DERIGGI-WHITTON: Just
15 trying to get the statistics clear. I
16 have to be careful about that.

17 Do you know what percentage of
18 Nassau County is covered only by the
19 village police for such things as tickets
20 or being people being pulled over?

21 COMMISSIONER RYDER: All summonses
22 issued by the village, that police
23 department, they belong to that village.
24 They're not in my equation.

25 LEGISLATOR DERIGGI-WHITTON: But do

1
2 you know what percentage?

3 COMMISSIONER RYDER: I do not.

4 LEGISLATOR DERIGGI-WHITTON: I think
5 it's pretty significant. I was just
6 trying to make a list of Freeport,
7 Hempstead, you know, Nassau County. We
8 might only, I don't know, maybe it's
9 closer to 50%, you think, coverage of
10 Nassau County?

11 COMMISSIONER RYDER: I think we have
12 more of that coverage, but I'm not 100%
13 sure.

14 LEGISLATOR DERIGGI-WHITTON: You
15 think it's more. Do you know what it is?
16 I would just like to know because. I like
17 numbers because they give us a good
18 description. But only having Nassau
19 County numbers and not incorporating the
20 village statistics all over. I mean, even
21 even if it's 40%, it's still a good
22 amount. It's enough to skew the numbers
23 as far as the statistics. I'm not saying
24 good or bad or right or wrong. It's just
25 not really an accurate description if all

1
2 we have is Nassau County numbers.

3 COMMISSIONER RYDER: The numbers you
4 have in Nassau County, we're talking
5 about the Nassau County Police
6 Department. If you bring in the
7 Hempstead Police Department, Freeport
8 Police Department, they answer to a
9 different branch and they answer to a
10 different mayor. And their statistics can
11 be totally skewed because they are more
12 precise in their communities about the
13 demographics.

14 LEGISLATOR DERIGGI-WHITTON: I
15 understand. I'm just saying, I respect
16 the profession of the police, I do. But
17 I also understand and seeing those young
18 people that just left and I'm sorry they
19 left already, but I understand the
20 concerns of our residents as well. I
21 understand both sides. And honestly, I
22 think both sides are both really striving
23 for the good. Unfortunately, sometimes
24 there is a bit of a clash. But I think
25 deep down inside we both have the same

1
2 goal, which is to protect our community,
3 number one, but also make sure that every
4 resident feels safe. And also number
5 three, which is very important, is to
6 make sure that our professionals who have
7 a very difficult job or getting the
8 mental health and other support that they
9 need. So I don't think our objectives are
10 that different. But, I feel that there is
11 a little divisiveness sometimes, but I
12 think if we had a really good accounting
13 of villages and county police together,
14 all of Nassau County, really, it would
15 just give us a better idea as to what the
16 numbers actually are. So I don't know if
17 it's possible, and I know it's not
18 mandated by the State nor this report, I
19 get it.

20 COMMISSIONER RYDER: Well, the
21 State did mandate each village to do
22 their own reform. And to be honest with
23 you, you can't compare us with the
24 villages.

25 LEGISLATOR DERIGGI-WHITTON: I'm not

1
2 trying to compare.

3 COMMISSIONER RYDER: No, no, I don't
4 mean policing. I mean the numbers, the
5 data. Because it would go with totally
6 opposite direction. Hempstead is 60-70%
7 Latino right now. So obviously that
8 number is going to be a lot higher. So
9 that wouldn't work in response for where
10 I police.

11 LEGISLATOR DERIGGI-WHITTON: But
12 you're comparing it to the residents of
13 Nassau County.

14 COMMISSIONER RYDER: Because the
15 resident of Nassau County drive all the
16 roads in Nassau County.

17 LEGISLATOR DERIGGI-WHITTON: But
18 your database in a sense, which you're
19 comparing it to, is all of Nassau County,
20 yet it's only about 60%.

21 COMMISSIONER RYDER: If you took out
22 Hempstead and Freeport out of my
23 equation, I guarantee you my numbers work
24 a lot better.

25 LEGISLATOR DERIGGI-WHITTON: I get

1
2 it. I'm just saying again, I'm not even
3 saying in your seat, but as an objective
4 person, it would sort of be interesting
5 just to see what all of Nassau County
6 numbers were for the county, not just
7 where we police, but just to have it
8 correlated somehow so that we really had
9 a better idea. I don't know, it just to
10 me, we're getting a window, which is a
11 good one. The County is doing, in my
12 opinion, a good job of reporting. It's
13 just that I feel that it's not an
14 accurate, total description of all of
15 Nassau County if it's only incorporating
16 the portions that we're policing. And I
17 understand why that is. But I think it
18 would be interesting just to see a study
19 to see what all the villages statistics
20 or city statistics with the County
21 statistics show.

22 COMMISSIONER RYDER: It kind of
23 makes my argument regarding the
24 percentage that come from New York City,
25 same discussion then could be had.

1
2 LEGISLATOR DERIGGI-WHITTON: Except
3 for the fact that it's the County. And
4 again, the base number that you're
5 comparing it to is what the
6 representation of each of these groups is
7 for the entire county, but we're only
8 using probably 60% of the policing. It's
9 just an observation from a legislator.
10 So I don't know if that can happen, but
11 if it could, it would just be interesting
12 to correlate all of the statistics
13 together.

14 Detective Sergeant Gregg, who's
15 excellent, has that flyer been
16 distributed -- I think it should be
17 distributed anyway to all places of
18 worship. I used it my newsletter.

19 COMMISSIONER RYDER: It is going out
20 in our infrastructure database to every
21 single synagogue, every church and every
22 mosque in the county that are on our
23 system.

24 LEGISLATOR DERIGGI-WHITTON: I know
25 we have some money for advertising, I

1
2 know tourism, but maybe we could use it
3 for distributing this flyer as well.
4 Maybe even -- sometimes you see the
5 commercials on TV. I think it's really
6 worth getting out there.

7 Are you still under the same
8 impression that we don't need a specific
9 force for --

10 COMMISSIONER RYDER: Nassau County
11 runs different than most places, right?
12 We have individual responsibility to an
13 area. And that Detective Squad does that.
14 As you know, we struggle with hiring
15 detectives, right? Because there is a
16 great responsibility that comes with it.
17 And and they do a great job. But every
18 time you you start siphoning off and
19 making it another special group, special
20 group, you lose the integrity of the
21 investigations, you lose the
22 responsibility. You also start to lose
23 the power behind a group instead of a
24 singular.

25 What we did though was narrow it to

1
2 one place. It goes to the Intel Division.
3 I know the name of the Intel is Asset
4 Forfeiture and Intel, as you guys all
5 know, but when Sabrina said it before as
6 Asset, it's the Intel that is a phone
7 that is dedicated to that number and only
8 to that number. And when the report comes
9 in, if somebody wants to say something,
10 it is manned from 7:00 in the morning to
11 1:30 in the morning and then the
12 overnight, the messages are taken the
13 next morning. And obviously we don't tell
14 anybody to call a hotline number if it's
15 a 911 type scenario. And then you could
16 send us a photo, you could send us a
17 text, all of the above. And then from
18 there, an immediate workup gets done by
19 the Intel detective. And then he sends it
20 to the group. On that group is myself,
21 the Chief Palmer, Chief of Detectives,
22 Chief of Patrol, Commissioner Smith. We
23 all get it. So we make sure there's
24 responsibility being taken for the case.
25 And then someone says, Chief Canavan will

1
2 say, that is a patrol, it's a report, we
3 will take it, we're responding, will get
4 the information and it comes back up. Or
5 that already a reports been taken. Chief
6 Farrell says we're taking it in the
7 Detective Division, and then all of that
8 is followed through through those layers
9 that it ends up on Chief Bartscherer's
10 desk as the number three in the DD or it
11 ends up and Chief Palmer gets to overlook
12 it again, as well as the Patrol Division.

13 We have so many eyes on top of a
14 hate crime or a bias crime, and we take
15 them all very serious. It's mandated by
16 the County Exec to make sure that we are
17 all over this.

18 LEGISLATOR DERIGGI-WHITTON: I
19 totally get it, and I think you've been
20 doing an incredible job and I appreciate
21 it. You really seem to take it very
22 serious. I haven't heard any complaints.
23 I think you're really addressing all the
24 concerns. And as someone who has the
25 Holocaust Museum in my district, I really

1
2 appreciate your attention to that as
3 well.

4 Just two more quick things. And I'm
5 sorry. I guess Mr. Brewington had to
6 leave, but, how would a police officer
7 who maybe felt stressed out, how would
8 they approach getting help? Because, as
9 Mr. Brewington said, requiring it every
10 three years, I don't --

11 COMMISSIONER RYDER: So you can't
12 require someone to report their mental
13 health issues, right. But what you can do
14 is offer the resources and train the
15 members around that person. What we've
16 done under Commissioner Smith, who runs
17 the Wellness Program, you have both
18 wellness you, which is part of your mind,
19 body and soul. You have our Office of
20 Employee Assistance that goes out there.
21 And you also have the Peer Support Group.
22 By doing the training -- and by the way,
23 we do it several times a year. It's sold
24 out. Not sold out, there's no charge. But
25 it's sold out. It's packed and everybody

1
2 comes out of it and says wow, that was
3 great. That was great.

4 We've now opened it up to
5 legislators. We've opened it up to other
6 agencies that they're training. We're
7 training the trainers on what we do. So
8 so if an officer is struggling, if we're
9 not identified some way or he hasn't come
10 forward to us, we many times rely --
11 every single time there's a suicide or
12 I'm going to just change it every time
13 there's an active shooter, somebody knew
14 something and didn't say something. And
15 we, we we had a recent officer two years
16 ago where when the person came to me and
17 says, oh yeah, we knew that he had a
18 problem. You knew he had a problem and
19 you didn't tell us? Now we're fixing
20 that problem.

21 So the program that Commissioner
22 Smith has put in place, along with
23 Inspector Moles, is outstanding. And the
24 training to the point they want these
25 rescue dogs in the station house, which

1
2 I'm not going for because they got fleas.
3 It's really done an outstanding job for
4 identifying. And it's been several years
5 (knocking on table) since we've had a
6 suicide in this department. And so again,
7 kudos to the group and the work that
8 they're doing.

9 LEGISLATOR DERIGGI-WHITTON: I'm
10 happy to hear that. And again, I don't
11 think anytime you mandate anyone,
12 especially something like that, but like
13 you could see it with kids even, you
14 can't mandate it. But if they want help,
15 it's good to be able to provide it.

16 And just probably the last question
17 or statement. I understand with
18 Natalie's law -- and again, I stand with
19 my colleagues in the fact that out of
20 what I think we had was over 70 million
21 in the opioid funding lawsuits. So far,
22 only 2 million has been sent out. When
23 you're arrested for or when you have an
24 overdose and then you're sent home, they
25 have studies that show it really takes a

1
2 receptor, like almost three months to go
3 back to normal. So, you know, whoever is
4 coming out, the receptor for the opioid
5 is still very much enlarged, and they're
6 going to be craving more drugs. And the
7 fact that we haven't addressed giving out
8 this money and the fact that it's being
9 used for interest in the budget is, is
10 just driving all of us really crazy.
11 Because I actually live with in a in
12 proximity to a family that is dealing
13 with this. And I've spoken to you about
14 it. Having someone come there and, um,
15 see if they can get the information,
16 especially on the drug dealer, especially
17 with fentanyl right now, because these
18 drug dealers, a lot of them are aware
19 that there's fentanyl in things, and
20 they're not telling the people that
21 they're selling it to. Their advertising.
22 It as a great high. And I have a friend
23 whose granddaughter, 19, overdosed, and
24 the drug dealer basically said that. And
25 they were able to get the information on

1
2 the drug dealer by going to the home
3 after after it was too late.

4 So, in my opinion, yes, we want to
5 be sensitive to people that are facing
6 opioid addiction. I'm 100% with you.
7 However, this is a fight for our kids
8 lives. And when I hear when you meet
9 families where it's too late, where we've
10 lost the battle, and even if it's one of
11 the first couple times of the child
12 trying it, you know it's too late. We
13 have one opportunity when we know someone
14 overdosed. If they have a drug dealer,
15 most likely they know where these drugs
16 came from or someone -- before before
17 that drug dealer does it again, or if we
18 have more information, I'm all for it. I
19 think we are in a crisis mode. And yes,
20 we want to be sensitive. Yes, if we can
21 have social workers, if we can have
22 support. Honestly, like my colleague, I
23 picture us taking some of that \$70
24 million and putting it either into CNG,
25 who has not gotten their first initial

1
2 round of funding. But we also have this
3 hospital sitting here with empty floors.
4 I could see us making that such an
5 incredible rehab center. It would solve
6 two problems at once. It would help us
7 have a place for people to get real
8 treatment for more than 28 days, which is
9 what insurance pays for. And it would
10 help the hospital, which is in a very
11 financially terrible state.

12 Anyway, my point is, again, here we
13 are in two good intended sides, one being
14 sensitive to the person who overdosed,
15 and I'm 100% for that. But the other is
16 in this fight, especially with fentanyl.
17 We have to get as much information as
18 possible, and I hope it's done in a
19 sensitive way, as I'm sure it is with the
20 professional way. And I'm glad you're
21 distributing the app and other
22 information. But this fentanyl has
23 changed the rules. And I'm glad that
24 you're doing your best to investigate
25 these drug dealers, because they're the

1
2 ones who are selling it to a lot of
3 unsuspecting customers when.

4 COMMISSIONER RYDER: When it comes
5 to Operation Natalie, we weren't asked by
6 anybody to do more than what we do,
7 right? Enforcement. That's our job.
8 That's what we do. But we took it upon
9 ourselves to give education awareness.
10 The enforcement part is always important
11 to it, the diversion part of it, and the
12 aftercare. This is fact. What's
13 happened is because of the bail reform,
14 you arrest somebody as a drug dealer and
15 a drug seller at the same time, the buyer
16 is going to get an appearance ticket at
17 the station house, and the dealer is
18 going to go over to the court and be
19 dismissed with no bail. I'm up against
20 it. And then what happens is where's the
21 buyer going the next day? Right back to
22 the dealer.

23 And so we could talk about a lot of
24 ways to do it. But I know this, is that
25 when it comes to Operation Natalie, this

1
2 Police Department has done far more than
3 it required to do. And that's what they
4 do in a lot of things. And, you know, the
5 thought process that goes when the men
6 and women that sit behind me is that
7 we're going to serve as best as we can.
8 What can we do? Well, we don't ever say,
9 that's not our job. That's not my job.
10 The aftercare is not my job. But it is
11 there that we get the services to them.
12 We get them the CARES app, we get them a
13 pamphlet, and we go after the drug dealer
14 so that drug dealer stops going back to
15 that child and selling him the same
16 drugs.

17 LEGISLATOR DERIGGI-WHITTON: Well, I
18 agree. I'm sorry, but again to be
19 sensitive and to try to get that person
20 listen, if that person's alive, thank
21 God, you know, and they do need services.

22 COMMISSIONER RYDER: He's walking,
23 out. We gotta lock them up.

24 LEGISLATOR DERIGGI-WHITTON: But if
25 they have any information as to who gave

1
2 them these drugs, especially fentanyl, is
3 involved. I'm all for getting as much
4 information as we can.

5 Again, you sit with these families
6 who have lost 19 year olds to fentanyl,
7 you understand the urgency of it. And we
8 need to do the best we can to find these
9 drug dealers and show them that it's
10 real.

11 And I will go on the record and I've
12 done it before, that I do think that some
13 of bail reform, although very well
14 intended, some of it should be adjusted.
15 And I have said that many, many times.

16 COMMISSIONER RYDER: I think we all
17 agree on that.

18 LEGISLATOR DERIGGI-WHITTON: I feel
19 that I would really like to see that
20 happen.

21 Thank you.

22 CHAIRWOMAN FORD: Legislator
23 McKevitt.

24 LEGISLATOR MCKEVITT: Commissioner,
25 just to go back to what the purpose of

1
2 the Mobile Crisis Team is, it's my
3 understanding that the Mobile Crisis Team
4 is there to assist in those situations
5 where the person has some sort of mental
6 health disorder or mental health
7 situation, but it's not there to deal
8 with a substance abuse situation.

9 Substance abuse is handled a different
10 way; am I correct in that assessment?

11 COMMISSIONER RYDER: That's correct.
12 Substance and mental health. But many
13 times they do mix up, as we know.

14 LEGISLATOR MCKEVITT: Co-occurring
15 disorder is something the state's been
16 struggling for decades how to handle.
17 Many times they are, but sometimes they
18 aren't.

19 COMMISSIONER RYDER: That's correct.

20 LEGISLATOR MCKEVITT: Just to go on
21 what was described -- a question
22 beforehand regarding the Premier One
23 Platform, can you describe exactly how is
24 that platform work and how it deals with
25 processing cases and how it's all

1
2 administered?

3 COMMISSIONER RYDER: Everything goes
4 into one database that when we process
5 arrest, we take a case report, we do an
6 aided, we do an auto accident. It all
7 goes into Premiere One. There's one
8 search place that we go to find the data
9 to link everything together. So Premiere
10 One is a software that we bought and
11 implemented. We used to have Swift and
12 whatever the other one was, but the idea
13 of it is that there's a one stop shop
14 where everything goes into it eventually.
15 And for the new discovery rules, which
16 are overwhelming to us, it's in there for
17 us. So basically, we take everything
18 that's in Premiere One, we push the
19 button and we send it to the DA's office.

20 LEGISLATOR MCKEVITT: And is the
21 purpose then Premier One, to go and take
22 all that evidence and package it up so
23 the DA can then work on it, because
24 obviously when bail form came in, the DA
25 would need tons of people just to

1
2 photocopy records. So it's all in
3 electronic system rather paper systems.
4 Is that part of the purpose of that
5 system?

6 COMMISSIONER RYDER: Right. So
7 Premier's got that paperwork side of the
8 world. Then there's video, there's body
9 camera, there's evidence. So a program
10 that we bought called NICE. NICE actually
11 pulls it all together and reaches down
12 and pulls everything related to whatever
13 the case number is, brings it to one
14 place, we review it as discovery
15 expedites, and then we send it to the
16 District Attorney.

17 LEGISLATOR MCKEVITT: So from the
18 Premier One standard, is really the
19 purpose of that system, just to really
20 collate all the data and the evidence or
21 do you go and you track what happens
22 cases afterwards as it goes through the
23 criminal justice process?

24 COMMISSIONER RYDER: We're able to
25 track and search with Premier One, but we

1
2 send everything and gather everything
3 through the NICE program. That's that's
4 our gateway out to the District
5 Attorney's Office that coordinates all
6 that evidence together.

7 LEGISLATOR MCKEVITT: Okay. Thank
8 you.

9 COMMISSIONER RYDER: Thank you.

10 CHAIRWOMAN FORD: Legislator Pilip.

11 LEGISLATOR PILIP: Commissioner,
12 thank you so much. I would like to thank
13 you, the entire team for a great job you
14 are doing. Also, I would like to thank
15 the Community Advocate Group. It's
16 amazing to see, we all want the same
17 things. We want to save community. We
18 want to help each other. At the end of
19 the day is all about how we can work
20 together to improve and create a safe
21 environment for all our residents.

22 I have a couple of questions. The
23 first one I would like to know, you
24 mentioned, 12,000 people registered to
25 take the test, you said?

1
2 COMMISSIONER RYDER: Yes. Correct.

3 LEGISLATOR PILIP: Okay.

4 And I would like to know which kind
5 of preparation or resources your
6 department providing for them in order
7 for them to succeed on the test.

8 COMMISSIONER RYDER: To actually
9 show up for the test. Civil service
10 designs and does the test with our
11 influence on it. Not as far as the actual
12 test, but overseeing what the company --
13 there's a private company that designs
14 the test. Then a date is picked and then
15 the date is January 5th, six, seven.
16 There's a couple of dates out there
17 because people can't make it, and there's
18 exceptions for military if they're
19 excused or away.

20 Once that date is picked, we through
21 our mentoring program, when a young man
22 or woman signs up for the test, they know
23 what the mentoring programs is, so if you
24 want to go through through the, um,
25 Hispanic society, you want to go to the

1
2 Guardians, whatever program, the Holy
3 Name Society, Emerald Society, you have
4 mentors that you could reach out to and
5 say, listen, I got an opportunity to take
6 this test. I paid and everything, but I
7 can't get there, can you help me get
8 there? Or I don't have \$150 to pay for
9 it. And we we help them prepare waivers
10 with civil service to get them exempt
11 from paying the \$150.

12 Actually, on the day of the test, we
13 don't provide services on the day of the
14 test. It's not provided by the Police
15 Department. Obviously, it's at the
16 Coliseum, so public transportation is
17 accessible to that location. For those
18 who can't get there by their own personal
19 vehicle, public transportation is
20 available.

21 LEGISLATOR PILIP: That's wonderful.
22 But I would like to know, in terms of the
23 materials, what are you giving them so
24 they have the chance to go over the test
25 of preparation before they come in to the

1
2 test.

3 COMMISSIONER RYDER: John Berry is
4 legal counsel, he's also involved in the
5 preparation for the test.

6 MR. BERRY: Good afternoon. So the
7 vendor, Talogy, that is writing the test
8 for the Police Department exam, they
9 provide a study guide for them that is
10 pushed out through Civil Service. I don't
11 know the specifics of it, but they give
12 them things to look at, to study for.

13 LEGISLATOR PILIP: I see, but there
14 is not any preparation in terms of like
15 the Police Department doesn't have the
16 some courses just to go over the
17 material? Like anything else in life
18 before test, you have to get some
19 material. You need somebody to help you
20 to go through the process. Because the
21 goal is for them to be successful, am I
22 right?

23 COMMISSIONER RYDER: But the problem
24 becomes, is there a bias that we're only
25 selecting certain people or it's just

1
2 this kid or that why didn't this kid
3 didn't know about it or the opportunity?
4 We're not in the test taking business.

5 We are in the recruitment business
6 and we did very, very well in the
7 recruitment side of things. But the
8 actual test, we have to be careful
9 because again, it is a test given by a
10 private company through Civil Service.
11 That's why, as John just said, we don't
12 look at the material I don't know.
13 Question one is a question five is
14 because obviously there'd be that hint of
15 impropriety.

16 MR. BERRY: They prepared the test
17 so they would know how best to study for
18 it.

19 LEGISLATOR PILIP: I got you.

20 I think going forward again, you
21 know, I did my degrees and everybody went
22 through testing. It would be nice, I'm
23 not saying to give them exact questions,
24 but some kind of guidelines like what's
25 your expectation, what they should learn.

1
2 I think if we're going to provide
3 something like this, we're going to
4 increase the chances to have more diverse
5 policing in our county. That's my advice.

6 COMMISSIONER RYDER: That's exactly,
7 exactly why we formed the mentoring
8 groups. They're independent of the police
9 department. They're fraternal. They're
10 not being paid by me to do something. So
11 if somebody takes advantage of that, just
12 like you take advantage of reading the
13 study guide, some people won't read that
14 guide. Some people never reach out to a
15 mentor. And some people won't prepare
16 that day and then forget to show up.
17 We've given them options. If they use the
18 mentoring program, there is an advantage
19 to them.

20 LEGISLATOR PILIP: I got you. Thank
21 you, Commissioner.

22 I would like to go back to the
23 incident hate crimes report you have
24 here.

25 Reported incident, I think for 2023

1
2 so far, anti Jews is 12. And then there
3 is incidents found to be criminal is 12
4 and arrest zero. I'm trying to understand
5 the number here. Incident found to be
6 criminal. Can you give me an example of
7 those incidents, what they look like?

8 COMMISSIONER RYDER: Most likely on
9 the Jewish side of it, it's a swastika
10 painted on a wall. It happens at a
11 playground. It happens in school in a
12 bathroom. It happens on a desktop. The
13 report comes in, we take it. It is
14 criminal, just the nature of it. But
15 finding that person becomes very
16 difficult because sometimes they've been
17 around for weeks, months, and sometimes
18 they were just done and there's nobody
19 that saw it.

20 LEGISLATOR PILIP: I see.

21 And my last question, regarding bail
22 reform. With all the good intention,
23 really, they passed this bill. I would
24 like to understand a little bit, in your
25 opinion, how much cashless bail cost for

1
2 our county in terms of policing and
3 manpower? And also, I would like to know
4 with repeat offenders, what is your
5 experience with your department in terms
6 of arrests and danger to the community?
7 And then how many of those who are going
8 without bail coming to the court date?

9 COMMISSIONER RYDER: Obviously, I
10 can't guess on numbers, right? But I will
11 tell you this. When it comes to bail
12 reform, there is the purpose of bail is
13 to ensure that somebody comes back to
14 court. And there was requirements to
15 that: Who you are, where you live, if
16 you have proper ID. And then if not,
17 sometimes they hold you to bail and that,
18 that amount of money, hopefully that will
19 help you or remind you to come back and
20 answer your court case.

21 No one has a problem with cashless
22 bail, when it comes to a rich kid over a
23 poor kid, it shouldn't be that way
24 because I got money, I can get bailed out
25 and you don't, you shouldn't. So and we

1
2 we all agree with that, right. It's about
3 the fairness process. But the problem
4 with cashless bail -- and we just use the
5 analogy of the drug dealer and the drug
6 buyer -- they're both walking out. So we
7 did nothing. Years ago there was
8 diversion for both of them. They'd walk
9 in front of a diversion judge. Son, go
10 down the hall, see the diversion judge.
11 You see the diversion judge and he would
12 say, if you want to go get help and you
13 sign up and you follow our program and
14 stay out of trouble for a year, we'll
15 wipe your record clean. That's what you
16 should do for a drug user, right? You
17 should get them help. And the drug
18 dealer, he should go to jail, right? He
19 doesn't have a substance abuse problem.
20 And I don't want him to use the system,
21 but nobody ends up in front of diversion
22 court for two months down the road now.
23 So what's happened for that drug user in
24 that two month period? He gets sick,
25 overdoses again and again, and then

1
2 sometimes dies. And then when you look at
3 shoplifting, shoplifting goes out. People
4 walk in, they steal, we go out. And
5 sometimes we even do a filed arrest.
6 We'll issue the appearance ticket in the
7 street. We will hand it to that person.
8 They will literally get arrested two
9 hours later. Three hours later. Happens
10 at Roosevelt Field quite often. And
11 unfortunately, when you see commercial
12 burglaries and you see robberies going
13 up. Because if I'm walking out with that
14 dress shirt underneath my jacket and the
15 security guard confronts me and I push
16 him, that's the use of force overtaking
17 that property that just went from a
18 larceny, which could have been a
19 misdemeanor lawsuit, it could have been a
20 \$50 shirt, to a felony, a robbery. Right.
21 Because force is used in the overtaking
22 the property. Same happens for a repeat
23 offender. You come back and you continue
24 to steal in my store. You've been
25 arrested before. I signed paperwork that

1
2 says, if he comes back in my store and
3 steals, I want him arrested. He's no
4 longer permitted in my store. And that
5 raises that now with a trespass and a
6 larceny and makes it the burglary. So now
7 it becomes a burglary charge. So when you
8 look at commercial burglaries and you
9 look at robberies, they're higher than
10 they should be because of those two
11 factors.

12 So take the repeat offender that
13 keeps going out. Arrested a gentleman
14 last night, his last name is Christmas.
15 No kidding. His last name was Christmas.
16 We arrested him last night. He did I
17 think it was up to nine different
18 7-Elevens that he's been hit before. And
19 he just walked in, walk behind a counter,
20 load the bag up and walk out. And when
21 you speak to the people in the store, I'm
22 not confronting him because I don't want
23 to have a problem. I don't want to get
24 hurt over cigarettes. But he's walking
25 out with, you know, sometimes a couple of

1
2 thousand dollars worth of cigarettes. We
3 arrested him last night sleeping in a
4 hallway in Hempstead, the Fifth Squad.
5 But he's been out already from doing
6 these same type of crimes.

7 So unfortunately, sometimes you're
8 going to get repeat offenders and
9 sometimes you're not. They got caught.
10 They're going to do whatever has to
11 happen, pay the fine down the road. And
12 that's usually what happened. Nobody goes
13 to jail for shoplifting. But that repeat
14 offender who does not want to stop doing
15 it because there is no penalty, there's a
16 cost to you and me because I got to spend
17 the resources there. And when my
18 resources are processing the guy for the
19 third time in a week and then somebody
20 has a heart attack down the block, I
21 can't get there. I can't get there. And
22 there's a robbery in the mall, I can't
23 get there.

24 The County Executive has given us
25 lots of resources, no holds barred when

1
2 it comes to doing what we need to do to
3 protect people. But you just can't
4 produce cops. You can't just say, hey,
5 put more cops there. That doesn't fix
6 your problem, right? Bad guys will find a
7 way around it.

8 The system with the bail reform has
9 hurt us in the fact that there's no
10 penalty. And again, there's a lot of good
11 in bail reform. I'm never going to say it
12 either way, but I think that in the
13 overall process, there is a cost factor
14 to us as the residents here in Nassau
15 County. There's a cost factor to me is
16 the Police Department, because I'm out
17 processing. I average 40 arrests a day in
18 this county, 40. The majority of the
19 money the drugs or shoplifting. Those are
20 the two biggest things. Misdemeanor
21 drugs. Not drug dealers with a half
22 ounce of cocaine, guys getting caught
23 with a couple of bags of coke or some
24 crack on them. And the same goes with
25 shoplifting.

1
2 My guys, we have ten extra officers
3 assigned to the mall. They're out of
4 service several times a day processing
5 arrests. And then we got to give them an
6 appearance ticket and they go back into
7 the system. They go back into the same
8 mall. That's a problem for us.

9 LEGISLATOR PILIP: Thank you,
10 Commissioner.

11 COMMISSIONER RYDER: Thank you.

12 CHAIRWOMAN FORD: God bless you
13 doing this. I mean, that would drive me
14 crazy, to be quite honest with you. Thank
15 God I'm not a police officer.

16 But just to piggyback on Legislator
17 Pilip, I know that with the training and
18 trying maybe to help a lot of the
19 candidates better understand how to take
20 the civil service test to be a police
21 officer. I know that just from my
22 experience with my sons who took civil
23 service exams in New York City, for the
24 police department, they had classes that
25 the candidates could go to. I don't know

1
2 who gave them. It wasn't the City. And
3 maybe they hired another company. But
4 maybe it's something we can look into.
5 Like they could work with the independent
6 mentors. Maybe they could find out and
7 maybe come up with a plan so that the
8 candidates have a better understanding of
9 what's expected on the test.

10 COMMISSIONER RYDER: 100%. I
11 apologize. We did do it. I'm sorry. We
12 did. We did it at the Academy. We had 150
13 people show up. That was it. And then we
14 did it again in a house of worship down
15 in Uniondale and then we did it another
16 time at the academy.

17 CHAIRWOMAN FORD: You can't make
18 them. You have to talk to their mothers
19 and then then you'll get all the kids.
20 They'll drive them and drag them so that
21 they could get a job.

22 Just just a quick question, just to
23 go back. I know that when we talk about
24 the reporting, and thankfully we don't
25 have a lot of complaints about the police

1
2 using excessive force, which is good, but
3 if somebody gets, like you said, you
4 handcuff somebody, they arrest somebody
5 and the person says, I feel dizzy, I feel
6 nauseous.

7 COMMISSIONER RYDER: Right to the
8 hospital. No hesitation.

9 CHAIRWOMAN FORD: Okay. So actually
10 that is something that is reported that
11 you have a record of that complaint or --

12 COMMISSIONER RYDER: I apologize for
13 not having that number because it's a
14 great number to show you. I will tell
15 you this, probably 50% of my arrests go
16 to the hospital because they all say, "I
17 have something wrong with me", and maybe
18 they do. I don't know, I'm not the
19 doctor, I'm not the medical expert, nor
20 is my cop. So take them to the hospital
21 every single time. Ask NUMC, we're loaded
22 up in the emergency room.

23 CHAIRWOMAN FORD: They probably love
24 you for that.

25 I was just thinking about that

1
2 because I know if you have an interaction
3 with them, but sometimes, somebody does
4 something and then all of a sudden they
5 don't feel well. I didn't know whether
6 or not you report that. I'm glad to hear
7 that you actually take that step and
8 bringing them to seek some sort of
9 medical attention.

10 Part of the police reform plan
11 actually was also with the 911 Bureau
12 that they are the initial call and the
13 records for the calls coming in that's
14 included in this report as well.

15 COMMISSIONER RYDER: Yes.

16 CHAIRWOMAN FORD: And we have enough
17 911 operators? I know that with working
18 with the diversion and with the mental
19 health component.

20 COMMISSIONER RYDER: 911 operators
21 like our medics or we're always chasing
22 because of retirements. It's a tough spot
23 for the 911 operators. They do a great
24 job. It's a tough job. Many times we're
25 asking those after almost being here 15

1
2 months, you're not going to work out. You
3 got to go. So it just happens that way.

4 We just hired a bunch more medics,
5 and we just hired a bunch of CB
6 operators. But we have numbers that are
7 outstanding. And when certain things are
8 going on, we can't mandate them in we
9 can't order them in, but we can put up
10 that overtime for them to come in and do
11 it.

12 CHAIRWOMAN FORD: All right. I
13 think to a certain degree, I have to
14 agree with my legislators to my left,
15 actually, in regard, to trying to get
16 access. It's not your fault. Because I
17 tried to make a visit to the 911 Bureau,
18 but was never given permission, which is
19 odd, being the chairwoman of the Public
20 Safety Committee. But I know that had I
21 been able to ask you directly, I know
22 that I wouldn't have had any issue with
23 that. But even so, you know, we've had
24 some pushback even from previous
25 administrations in trying to make visits.

1
2 So it's not just something that's
3 inherent with the current administration.

4 But I have to say that I do
5 appreciate the work that you have been
6 doing. I do agree with my fellow
7 legislators. For us, data is important.
8 We need to be able to have benchmarks to
9 be able to see where everything -- if
10 we're working on something, how are
11 Police Department's working, any
12 department. We need to know to make sure
13 that everybody is doing the right thing.
14 And then, of course, our Police
15 Department is a very key critical
16 component of life here in Nassau County.

17 I do appreciate the numbers in the
18 reports that you've given us that we.
19 Take a look at to see what is happening.
20 Who's being stopped? Why are they being
21 stopped? What happens after that fact?
22 What do you do with the mental health?
23 That you do work with the MCTs and that
24 you do bring them to the hospitals. And I
25 appreciate also that we're able to now

1
2 see a better outcome in regard to the
3 body cameras. It makes it easier for you
4 to look at how a police officer handles a
5 call. How in real time you can actually
6 see how they are responding to somebody,
7 whether or not somebody's kind or
8 somebody's belligerent, what is their
9 response to that? And I think it's very,
10 very important.

11 And while we do look at these
12 reports, for me, I think that my
13 benchmark a lot of times comes from my
14 public, from my constituents. How do they
15 feel about the police department? I
16 think that this is the reality when we
17 look at numbers, that is the actual
18 factual reality. But then there's also a
19 balance of a perception. Many of my
20 residents would not even think about
21 asking for the reports or the arrests or
22 anything. They just want to know is there
23 an officer close by. And I have to say
24 that even at the last minute when I ask
25 to see if an officer can come to a last

1
2 minute civic meeting. All of a sudden,
3 yes, that officer was there. Being able
4 to deal with the public, even if
5 sometimes the public isn't always very
6 happy. They may be angry.

7 So I think that that is something
8 very key. And I think that the officers
9 are well trained in that respect. People
10 do shout things at them. They don't mean
11 to, but they get so angry. And I spoke to
12 you about the one officer with the long
13 Italian name. I'm not going to hazard
14 that name again. He showed up to show
15 support and the next thing you know, he
16 was bombarded with questions and never
17 lost his cool. And actually, was very,
18 quite kind to so many of the residents.
19 And they really appreciated the way that
20 he conducted himself. And I think that
21 that is a testament as to how the
22 training is and to the Administration of
23 you and all of your staff that sits
24 there. When you oversee a lot of these
25 young people, and we have so many young

1
2 people that are on the police force right
3 now.

4 So, I think that as long as we can
5 keep getting this. And we know from 2020
6 to 2021, 2022, and now the end of 2023,
7 that there has been an improvement. You
8 you go out, you meet with the community
9 leaders, you meet with the church
10 leaders, you meet with the religious
11 leaders, you meet with anybody that
12 requests a meeting so that you have a
13 better understanding of what the
14 neighborhood needs and what a certain
15 community needs. And with the changing
16 demographics here in Nassau County, like
17 going from one type of ethnic group and
18 we have so many, you have such a variety
19 of different ethnicities. And I think
20 that that's very, very important as you
21 try to balance that and even trying to
22 incorporate the officers in.

23 For me, I do want to thank you. It's
24 been a pleasure working with you and with
25 all of you in regard to this. And I think

1
2 that I have to say, from my committee, I
3 think we did a pretty good job working
4 with you and with everyone else in regard
5 to establishing a police reform plan that
6 was sent to the State Attorney General
7 and was accepted by her, without any
8 changes, without any negative comments.
9 And even so, we take a look at this and
10 maybe we're not getting the outcomes that
11 some people would like. But I think
12 overall, I think that we are a very, very
13 sincere group. And I think that moving
14 forward that the new Public Safety
15 Committee probably will continue, I
16 think, the fine work that all of us have
17 done in regard to this committee. And I
18 think they all will all look forward to
19 working with you in the future.

20 Thank you very much, Commissioner.

21 COMMISSIONER RYDER: Thank you, all.

22 CHAIRWOMAN FORD: Although public
23 comment is over we just have one more
24 slip if it's all right, and then we'll
25 end the committee. We'll end this

1
2 hearing. So I'm asking Cheryl Keshner.

3 MS. KESHNER Good afternoon. My name
4 is Cheryl Keshner. I'm a Nassau County
5 resident, and I work for the Empire
6 Justice Center. And I'm here speaking on
7 behalf of the Long Island Language
8 Advocates Coalition, which I coordinate.

9 Thank you for the presentation on
10 police reform, Commissioner Ryder, and
11 thank you to the Legislature for holding
12 this hearing.

13 I wanted to express concern about
14 the continuing disproportionate numbers
15 of arrests, traffic stops, searches and
16 use of force against black and Latino
17 drivers and pedestrians. This is
18 incredibly important to address and to
19 ensure that a continuing bias does not
20 occur within the Department and then
21 there that there can be greater trust
22 established with communities of color.

23 Within the issue of bias, language
24 access is a major piece. We know that
25 there are a large number of newly arrived

1
2 immigrants, as well as immigrants who
3 have been here for many years, and 22.8%,
4 according to the most recent census, are
5 foreign born in Nassau County. And so the
6 Department needs to be prepared to be
7 able to address that.

8 Over the years, LILAC has brought to
9 the attention of the Department many of
10 the concerns that we've had. We've done
11 continued testing and have heard many
12 complaints from the community regarding
13 concerns that they've had when they've
14 been unable to get assistance in their
15 language, which has had a huge impact on
16 their ability to file complaints, to get
17 the appropriate response from the police
18 and to emerge from very traumatic
19 situations without experiencing greater
20 trauma.

21 I am deeply disturbed by the report
22 by Detective Sergeant Gregg today, which
23 only referred to language line usage as
24 well as definitions of hate crimes. Hate
25 crimes, yes, is a very major issue which

1
2 needs to be addressed. The Hate Crimes
3 pamphlet, which is available on the
4 Department website, is only available in
5 English that needs to be available in
6 multiple languages. The number of hate
7 crimes that are reported are extremely
8 low, particularly in the Latino, Hispanic
9 and Asian communities. And I think that
10 speaks to the lack of language access as
11 well as a lack of trust established with
12 those communities.

13 The Department's language access
14 plan needs to be available on the
15 website, which it is not at the current
16 time, and it needs to be expanded as well
17 as summarized in various languages, so
18 that people understand what their rights
19 are and what to expect from the
20 Department.

21 There needs to be greater training.
22 And officers should not be allowed to
23 assess their own proficiency, which is
24 something that has been continuing
25 problem over the years.

1
2 In addition, children should never
3 be used as interpreters. I know it does
4 state in the plan that they should not be
5 used in highly stressful situations, but
6 this puts children in a very difficult
7 and traumatic situations, often
8 inappropriate type of situations where
9 they're being used to interpret in
10 domestic violence incidents and other
11 situations which they should not be in
12 the middle of, and they often do not
13 possess the appropriate language skills.

14 At present, there was recently filed
15 a federal lawsuit against the Department
16 because of their language access
17 shortcomings. And so we know this has
18 been going on for years. I'm glad that
19 the Department is increasing its number
20 of audits, but it's unfortunately too
21 little, too late (buzzer).

22 We look forward to seeing greater
23 improvements within the Department in
24 terms of addressing language access as
25 well as bias overall.

1
2 Thank you so much.

3 CHAIRWOMAN FORD: Thank you very
4 much. I appreciate everybody coming here.

5 COMMISSIONER RYDER: Should I have
6 the right to respond?

7 CHAIRWOMAN FORD: Okay.

8 COMMISSIONER RYDER: Thank you.

9 First of all, we go round and round,
10 Cheryl and I, and I get it. And she's
11 passionate about what she does and I
12 respect that.

13 Detective Sergeant Sabrina Gregg is
14 the best that Nassau County has to offer.
15 I am telling you, the work and the
16 passion behind what she does. Every
17 single day. She does audits off and on.
18 Constantly. Every couple of weeks,
19 there's a new audit that comes down and
20 when somebody is found wrong, we address
21 it ASAP. Not like when I asked, Cheryl,
22 that if you find somebody doing it wrong,
23 let me know. Here's my cell phone. Call
24 me so I can address it then. And that's
25 what I want to do.

1
2 And when we talk about transparency,
3 we are transparent. We give it all. They
4 did a report which they filed the
5 lawsuit, but they won't give us the
6 report. So I can't fix the wrongs that
7 are out there.

8 Again, the policy is on the County
9 website, it is up there for the world to
10 see. So that's my answer.

11 Thank you.

12 DETECTIVE SERGEANT GREGG: Very
13 quickly. The PDC.org. That website has
14 multiple languages. There's Google
15 Translate. Maybe that was where there
16 was some confusion. That has 251
17 languages that you're able to change the
18 language to.

19 And as far as the bias flyer, we
20 just got translation in six top non
21 English spoken languages in the bias
22 flyer that will be attached to the
23 website as well.

24 CHAIRWOMAN FORD: Thank you. And
25 that's the "Stop the Hate"? We'll work

1
2 together with you on that as well.

3 Thank you very much, everybody. I
4 really appreciate you coming out.

5 Thank you, Commissioner. And
6 everybody have a very good holiday and a
7 happy New Year. Take care. Bye.

8
9 (Whereupon, the Public
10 Safety Committee is adjourned,
11 1:58 p.m.)
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EXHIBITS

E-MAIL KAREN HERRMANN-FISHELSON FILE ATTACHED

E-MAIL DIANE HANEY FILE ATTACHED

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 11th day of December, 2023.

Karen Lorenzo

Karen Lorenzo

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