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NASSAU COUNTY LEGISLATURE

FULL LEGISLATURE
2017 BUDGET HEARING

NORMA GONSALVES,
Presiding Officer

1550 Franklin Avenue
Mineola, New York

Monday, October 2, 2017
5:18 P.M.

1

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

3 NORMA GONSALVES, Presiding Officer

4 RICHARD NICOLELLO,
5 Deputy Presiding Officer6 HOWARD KOPEL,
7 Alternate Deputy Presiding Officer

8 STEVEN RHOADS

9 DENISE FORD

10 LAURA CURRAN

11 C. WILLIAM GAYLOR III

12 VINCENT MUSCARELLA

13 ELLEN BIRNBAUM

14 LAURA SCHAEFER

15 DONALD MACKENZIE

16 KEVAN ABRAHAMS,
17 Minority Leader

18 ROSE MARIE WALKER

19 ARNOLD DRUCKER

20 JAMES KENNEDY

21 DELIA DERIGGI-WHITTON

22 CARRIE SOLAGES

23 SIELA BYNOE

24 MICHAEL PULITZER,
25 Clerk of the Legislature

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LIST OF SPEAKERS

| | |
|---|-----|
| SCOTT TUSA, Chief Fire Marshal..... | 7 |
| JOHN PRIEST, Assistant Chief..... | 20 |
| PATRICK RYDER, Acting Police Commissioner..... | 22 |
| JAMIE WILSON, Inspector..... | 23 |
| MICHAEL SPOSATO, Sheriff..... | 132 |
| NARDA HALL..... | 165 |
| CHUCK ROBANDO..... | 156 |

1 Budget Hearing/10-2-17

2 CHAIRWOMAN GONSALVES: First we
3 welcome the gentlemen in blue, the people
4 from the fire marshall, from the correction
5 union, and every member of the public who
6 chose to stay, and to the Nassau County
7 Legislature's first hearing on the 2018
8 budget.

9 As we begin the review of the
10 proposed budget for 2018, as I just said,
11 there will be another two, there will be
12 three hearings in all. The first is tonight
13 and the second will be on the 20th of
14 October and then of course the final budget
15 hearing which will be on October 30th.

16 I want to first begin this
17 process by thanking police officers,
18 correction officers, and sheriffs as well as
19 the fire marshals, along with all the
20 support personnel and other first responders
21 in our county.

22 Nassau County is one of the
23 safest, large suburban counties in the
24 county and that is attributable to the men
25 and women in the various public safety

1 Budget Hearing/10-2-17

2 offices of our county.

3 Our process and review of the
4 budget is somewhat different this year in
5 that in an effort to accommodate the Office
6 of Management and Budget and the County
7 Comptroller, we will hear from them in our
8 second budget hearing.

9 In this meeting, we will
10 concentrate on the public safety component
11 of the budget.

12 The services comprise a large
13 part of the county's overall budget and
14 directly impact on the health, safety and
15 well being of all of our residents.
16 Preserving the safety of our residents is
17 not an inexpensive undertaking but it is the
18 first duty of this government to our
19 residents.

20 Over the past few years we have
21 concentrated on ensuring that our police
22 force has added members so that the
23 department has the necessary members to
24 operate at an optimum level.

25 In addition, by adding well over

1 Budget Hearing/10-2-17

2 500 new officers, we have attempted to
3 provide a police department with enough
4 sworn personnel to bring down the overtime
5 expense.

6 We look forward tonight to
7 hearing from our public safety departments
8 to assist in ensuring that the trends that
9 have taken place since we assumed the
10 majority on the Legislature a reduction of
11 crime of 27 percent continues.

12 We will also want to make sure
13 that each of our public safety departments
14 have the necessary resources to ensure the
15 safety of their employees, those that they
16 come in contact with, and the public at
17 large.

18 Without any further ado, I would
19 like to begin today's hearing with the Fire
20 Marshal's Office. I'm asking Chief Scott
21 Tusa to please come forward with the
22 Assistant Chief John Priest.

23 You can sit, Assistant Chief
24 Priest. You can begin by presenting your
25 budget for 2018 and then expressing if you

1 Budget Hearing/10-2-17

2 have concerns and/or needs that you would
3 like to be addressed by this body.

4 Then of course I will open it up
5 to questions from my colleagues. Okay,
6 Chief.

7 CHIEF TUSA: Thank you. The
8 proposed budget for 2018, OMB worked with us
9 quite a while to come up with what has been
10 proposed.

11 I will say it's a no-frills
12 budget, but staffed and funded as proposed
13 should be an adequate budget for us to
14 provide the necessary public safety.

15 CHAIRWOMAN GONSALVES: Would you,
16 Assistant Chief, like to add anything?

17 ASSISTANT CHIEF PRIEST: No,
18 ma'am.

19 CHAIRWOMAN GONSALVES: Then we
20 will have some of the legislators who would
21 like to ask a question. We will begin with
22 Legislator Denise Ford.

23 LEGISLATOR FORD: Thank you very
24 much for coming here and speaking with us in
25 regard to this and probably have to take

1 Budget Hearing/10-2-17

2 your comment away from you but you do a very
3 good job and help out with safety of the
4 residents here in Nassau County and helping
5 to facilitate for a lot of our businesses to
6 open up.

7 Just a question, I know we just
8 had an incentive that was offered to our
9 employees. I don't know whether or not it
10 was offered to the fire marshal or just
11 offered on the part of the CSEA members that
12 work under you.

13 Did any of your employees take
14 the incentive?

15 CHIEF TUSA: Yes, we had 11
16 employees take advantage of the separation.

17 LEGISLATOR FORD: Were they CSEA
18 or fire marshals?

19 CHIEF TUSA: Eight were fire
20 marshals, two were clerical in the Fire
21 Marshals Office and one was the
22 administrator of the fire police EMS
23 academy.

24 LEGISLATOR FORD: So looking at
25 this proposed budget for the fire

1 Budget Hearing/10-2-17

2 commission, where you say you have I guess
3 full-time workers, like you are proposing
4 96, and then 35 part time. So that doesn't
5 reflect the loss of employees that you have
6 currently, correct?

7 CHIEF TUSA: That's correct. As
8 I stated, if we were staffed as proposed, we
9 would be able to rehire and presently I have
10 submitted a backfill plan to replace those
11 who retired.

12 LEGISLATOR FORD: And I guess
13 tests were given so you have a list to work
14 off of?

15 CHIEF TUSA: I'm sorry, say that
16 again.

17 LEGISLATOR FORD: A test was
18 given so you have a list you can work off of
19 at this point?

20 CHIEF TUSA: Yes.

21 LEGISLATOR FORD: And from what I
22 gather, you might be eligible to be able to
23 bring back some of your employees on a
24 temporary basis?

25 CHIEF TUSA: One clerical will

1 Budget Hearing/10-2-17

2 return on a part time basis.

3 LEGISLATOR FORD: I'm only
4 asking, and I'm not trying to put you in the
5 hot spot, I do respect the work that you do,
6 and you've been a very good leader for
7 everybody. I'm just concerned then if we
8 have a loss of personnel, especially with
9 fire marshals, with the work that you do, we
10 need to make sure that these new
11 replacements are brought on board as soon as
12 possible.

13 So how long do you think it would
14 take before you would be able to fill these
15 positions?

16 CHIEF TUSA: Generally speaking,
17 once we get approved PRFs to go ahead and
18 hire, it's about a three to four month
19 process depending on the candidates
20 themselves.

21 We presently have four people
22 waiting to come on board. Some of them were
23 put on -- I will call it medical review by
24 civil service. They had to go see other
25 doctors. And so this particular case has

1 Budget Hearing/10-2-17

2 been a six month long period to get these
3 four individuals on. But normally it takes
4 three to four months from the time the PRF
5 is approved.

6 LEGISLATOR FORD: So hopefully
7 these four individuals will pass the medical
8 review from their other doctors and replace
9 for the eight that you lost, four can come
10 on, and you might only need to bring four
11 more or possibly even more, I mean, on,
12 because you were --

13 CHIEF TUSA: Can I just clarify?
14 The four that we are bringing on were
15 previously approved earlier this year. They
16 were replacements for other people that
17 left. We presently have two PRFs approved.
18 Two people approved on PRFs. I was waiting
19 to see what the backfill was going to bring.
20 I wanted to bring them all on as one group.
21 I was hoping for eight more fire marshals to
22 be approved in the backfill plan.

23 LEGISLATOR FORD: So even with
24 the candidates that are going through now
25 since they were approved, you still have to

1 Budget Hearing/10-2-17

2 then bring eight additional fire marshals
3 other than them, correct?

4 CHIEF TUSA: Correct.

5 LEGISLATOR FORD: And how long
6 will it take to get your clerical workers,
7 for the two you lost and then the
8 administrator?

9 CHIEF TUSA: The assistant
10 administrator has assumed the
11 administrator's position until we get the
12 PRF approved to promote him. Then we will
13 go through the process to hire an assistant
14 administrator.

15 The clerical, I'm not certain how
16 long that will take. It's a difficult title
17 to fill.

18 LEGISLATOR FORD: Does the person
19 have to come up through the ranks of the
20 fire department?

21 CHIEF TUSA: No. The clericals,
22 for what I gather, have a very low starting
23 salary. A lot of the people who come for
24 the interviews with the county choose to
25 wait it out until their school district or

1 Budget Hearing/10-2-17

2 water district or whoever is hiring off of
3 that list are ready to hire.

4 LEGISLATOR FORD: What is the
5 starting salary?

6 CHIEF TUSA: \$23,000.

7 LEGISLATOR FORD: I'm probably
8 going to ask a loaded question here, so
9 forgive me if I do. Primarily, is it women
10 who apply to be clerical workers or is it
11 men?

12 CHIEF TUSA: I have not
13 interviewed anybody from that list but from
14 what I gather, yes, it is predominantly
15 women.

16 LEGISLATOR FORD: Who basically
17 sets the starting salary?

18 CHIEF TUSA: I don't know.
19 County government somewhere. I don't know
20 whether it's the County Executive proposes
21 it and it's approved by the Legislature, or
22 civil service sets the pay scale. I'm not
23 certain.

24 LEGISLATOR FORD: I thank you
25 very much for your honesty.

1 Budget Hearing/10-2-17

2 CHAIRWOMAN GONSALVES: Legislator
3 Nicolello.

4 LEGISLATOR NICOLELLO: Just to
5 follow-up on Legislator Ford's questions, in
6 this interim period while you are trying to
7 backfill those positions, how are the fire
8 marshals going to manage their current work
9 loads?

10 CHIEF TUSA: I will have to say
11 we are a little bit stretched right now.
12 We've stopped doing certain programs like
13 accelerated plan review at this time. We
14 just don't have the resources to -- I
15 shouldn't say we stopped it. We changed the
16 way we accept it. It's now on a case by
17 case review. Hardship cases will be
18 approved for accelerated plans.

19 But so many of our contractors
20 have built in the expedited fee into their
21 bid that more than half of our plans were
22 coming in expedited and a lot of them just
23 don't need to be. So we are looking on a
24 case by case basis. Those that need to be
25 accelerated, we will get those resources.

1 Budget Hearing/10-2-17

2 We do have an increase in overtime to fill
3 some of the slots.

4 LEGISLATOR NICOLELLO: How long
5 do you think you can reasonably estimate you
6 will be back up to full staff and be back up
7 to reducing the work loads and the time
8 frames with these approvals?

9 CHIEF TUSA: One of the problems
10 with the Fire Marshal's Office is it does
11 take upwards of two years to get someone
12 fully trained and ready to work on their
13 own.

14 There's many classes that they
15 have to go through that we don't have any
16 control, we're at the mercy of other
17 agencies to do the training. We have to
18 wait, for example, our fire marshal to go
19 through the sheriff's academy. So when the
20 sheriff hires we have new fire marshals on
21 staff that go through the sheriff's academy.

22 We also have to depend on New
23 York State for their code training, the fire
24 service academy in Bethpage for certain
25 other training, our EMS academy for their

1 Budget Hearing/10-2-17

2 EMT training.

3 We are dependent upon other
4 agencies we can't just set up their training
5 period and say in six months they'll been
6 done. Their probationary period is two
7 years and it takes almost the whole two
8 years to train them.

9 LEGISLATOR NICOLELLO: Just to
10 switch to another topic. NIFA has suggested
11 that we do away with the funding for VEEB.
12 We know what the answer is, but can you tell
13 us what the impact of doing that would be?

14 CHIEF TUSA: Well, I think you
15 would have a reduction in the amount of
16 training for our fire fighters here in
17 Nassau County.

18 While there are some districts
19 that have -- I think the proposal was that
20 the districts pay for the training
21 themselves, some districts are -- I don't
22 want to use the term rich, but have the
23 funding that maybe they could do something
24 like that.

25 But I believe the vast majority

1 Budget Hearing/10-2-17
2 of our districts couldn't encumber that cost
3 for their training. You might see a reduced
4 amount of training from what they're
5 presently taking to what they can afford if
6 that were to occur.

7 LEGISLATOR NICOLELLO: Reduced
8 training would have an impact on the safety
9 by which these volunteer fire fighters go
10 about their duties, correct?

11 CHIEF TUSA: Correct.

12 LEGISLATOR NICOLELLO: I think
13 some of the village fire departments, their
14 budgets are limited, so I don't know where
15 NIFA believes they're going to come up with
16 this additional funding for it.

17 But, in your opinion, it would
18 have a major impact on the training that our
19 volunteer fire fighters receive, correct?

20 CHIEF TUSA: Absolutely.

21 CHAIRWOMAN GONSALVES: Any other?
22 Legislator Rhoads.

23 LEGISLATOR RHOADS: Scott, if you
24 could also expand upon Legislator
25 Nicolello's line of inquiry.

1 Budget Hearing/10-2-17

2 Not only would the reduction in
3 training have an impact with respect to fire
4 fighter safety, but it would also have an
5 impact with respect to how it is they do
6 their job in protecting the public and
7 intending to save lives, is that not true?

8 CHIEF TUSA: That's true. I
9 agree with that. If they don't have the
10 proper training they can't provide the
11 proper safety to the public.

12 LEGISLATOR RHOADS: If there's
13 one thing we shouldn't be skimping on it's
14 making sure that our public is protected and
15 making sure that our first responders are
16 protected.

17 CHIEF TUSA: Correct. I agree
18 with that.

19 CHAIRWOMAN GONSALVES: Any other
20 legislators? Legislator Walker.

21 LEGISLATOR WALKER: I would just
22 attest to what you just said because I have
23 been out to the fire academy several times
24 watching our firefighters train. What they
25 go through there is only a benefit to

1 Budget Hearing/10-2-17

2 themselves certainly, but a benefit to each
3 and everyone of us and the public for any
4 fire that they might have to respond to or
5 any emergency they may have to respond to.

6 So I would hate to see that ever
7 be in the thought process, which I don't
8 believe it's in the thought process to
9 people up here, to have to eliminate that
10 training.

11 CHIEF TUSA: Right. Fire
12 fighting today has become very complex.
13 It's not just taking a hose and putting
14 water on a fire.

15 Between the synthetic materials
16 that we have today that we manufacture in
17 your house, my house, the construction of
18 many of the buildings, while they may be
19 structurally sound, they don't last long
20 under a fire load. So training is essential
21 to our fire fighters.

22 CHAIRWOMAN GONSALVES: Legislator
23 Rhoads.

24 LEGISLATOR RHOADS: Sorry to
25 belabor the point. Chief, can you run

1 Budget Hearing/10-2-17
2 through some of the training that's offered
3 by the Fire Service Academy to the fire
4 fighters?

5 CHIEF TUSA: Would you mind if I
6 defer to my Assistant Chief? He actually
7 dabbles out of the fire academy as an
8 Assistant Chief instructor.

9 ASSISTANT CHIEF PRIEST: In the
10 essence of full disclosure, I am a part time
11 employee and I am an assistant chief
12 instructor out there.

13 The state laws require that
14 anyone to be qualified as a structural
15 interior fire fighter take a certain number
16 of classes. Those classes consist of the
17 essential of fire fighting which is a 13
18 week classroom session followed by primary
19 skills which is all hands on which runs
20 another 13 weeks.

21 So in those classes you will
22 actually operate fire extinguishers,
23 actually raise ladders, as opposed to
24 hearing the theory behind it.

25 Then there are further classes on

1 Budget Hearing/10-2-17

2 mass confidence which is to teach someone to
3 use the SCBA breathing equipment and then
4 you'll go up the line to officer's training,
5 introduction to fire officer, strategy and
6 tactics. Then the Fire Academy does, for
7 those who are already on and through VEEB,
8 the Fire Academy provides for those who are
9 already fire fighters they provide yearly
10 training on live fire evolutions in the burn
11 buildings.

12 LEGISLATOR RHOADS: The
13 department of operations?

14 ASSISTANT CHIEF PRIEST: Yes,
15 sir.

16 LEGISLATOR RHOADS: Then
17 obviously there's also training for
18 specialized teams like hazmat and a variety
19 of others?

20 ASSISTANT CHIEF PRIEST: That
21 goes above and beyond what anybody needs
22 just to qualify. As I said, the state
23 requires, before you can just join a fire
24 department and start fighting fires, you
25 have to have this minimum training.

1 Budget Hearing/10-2-17

2 CHAIRWOMAN GONSALVES: Any other
3 legislators?

4 (No verbal response.)

5 Is there any public comment?

6 (No verbal response.)

7 I was going to ask for your wish
8 list but I don't want to put you in trouble.

9 CHIEF TUSA: I do have a wish
10 list, but, you know, finance don't dictate
11 that.

12 CHAIRWOMAN GONSALVES: Now I'm
13 going to call upon Acting Commissioner
14 Patrick Ryder who will present for the
15 Nassau County Police Department.

16 ACTING COMMISSIONER RYDER: I
17 have Inspector Jamie Wilson with me too.

18 CHAIRWOMAN GONSALVES: I see we
19 have a Power Point Presentation.

20 ACTING COMMISSIONER RYDER: Yes,
21 we do.

22 CHAIRWOMAN GONSALVES: Introduce
23 yourselves for the record and then go on
24 with your presentation.

25 ACTING COMMISSIONER RYDER: I am

1 Budget Hearing/10-2-17

2 Acting Commissioner Patrick Ryder of the
3 Nassau County Police Department.

4 INSPECTOR WILSON: I'm Inspector
5 Jamie Wilson, commanding officer of the
6 personnel and accounting bureau.

7 ACTING COMMISSIONER RYDER: Good
8 evening, Majority Leader Norma Gonsalves and
9 Minority Leader Kevan Abrahams and the
10 entire Legislative body.

11 Before I get started, I would
12 like to take a moment to recognize the
13 people in Las Vegas here tonight. It's been
14 a tough day all around, started about 4:30
15 this morning. We recognize and understand
16 what they're going through and we sent out
17 some well-wishes and prayers to them, to
18 those victims families, and of course our
19 first responders.

20 I just finished a briefing with
21 the FBI, DHS, and Las Vegas Metropolitan
22 Police and of course ISIS and Antifa have
23 both tried to take claims, that is standard
24 operating procedures on their part because
25 they want to get that loan wolf out and try

1 Budget Hearing/10-2-17

2 to drag them over to the radicalized side.
3 But none of that has any credit at this
4 time. There are no credible threats here in
5 Nassau County.

6 We have increased our patrols as
7 we always do during these times. We are
8 already at a heightened alert due to the
9 high holy days.

10 Again, our prayers go out to them
11 and their families and well-wishes again to
12 the first responders that they do well.

13 I'm going to go through this as
14 my first proposed budget, hopefully it won't
15 be my last proposed budget, but we'll see
16 how that works out.

17 There is going to be no fluff in
18 it. I'm not going to play around with it.
19 I'm going to go right at it and give you
20 what you expect from here and should from
21 the police department.

22 Our first slide obviously is our
23 expenditures. You can see the numbers.
24 Last year the adopted budget was \$173
25 million. This year is \$893 million.

1 Budget Hearing/10-2-17

2 Our salaries are down 3.6
3 percent, but our fringe is up \$17 million.
4 As we hire our new officers, and there are
5 167 in the academy now, those officers
6 contractually contribute both to the pension
7 and so the fringe is up \$17 million.

8 So that number is up to 893.
9 That mostly is attributed to the fringe
10 benefit side and that is all contractual.

11 Next is our revenues. Our
12 proposed revenues match our expenditures at
13 \$893 million. Over 20 million of that
14 revenue is an increase related to the --
15 excuse me, \$35 million of those is fines and
16 forfeitures.

17 So our expenditures equal our
18 revenue if all goes through. Getting to
19 next is our head count. Our on board head
20 count for the sworn is 2470. Our proposed
21 head count for that 2018 is 2493. Our
22 civilian head count is 774. The proposed
23 number is 815. Giving us a total proposed
24 2018 head count of 3,308.

25 Again, out of those numbers

1 Budget Hearing/10-2-17

2 though, 167 are in the academy and will not
3 graduate until February. So they are not
4 being put to use yet for us in the police
5 department.

6 Right now, year to date as of
7 this morning, we have 164 members that have
8 retired from the police department.

9 Our projected total for this year
10 with another 75 to 100 leaving in December,
11 will be 225 to 250 retirements. That's a
12 lot of institutional knowledge walking out
13 the door in the next several months.

14 We project to do a class in
15 November of 80 because that is what is ready
16 and ready to go through our civil service
17 information that we were told today.

18 And three months later, when they
19 go out on their road trip and field training
20 and firearms training, we will do another 80
21 in three months giving us 160.

22 The CSEA, our civilian force, we
23 had 102 people take the incentive. 63 of
24 them were crossing guards and I heard most
25 of your concerns regarding them and calls

1 Budget Hearing/10-2-17

2 have not stopped. My chief of patrol has
3 been very innovative in trying to cover
4 those crossings by using our current recruit
5 class as part of their training out there
6 doing the crossings.

7 So out of the 63 that left, we
8 hired back 37 part time crossing guards and
9 we have 25 now in the process of getting
10 hired. The rest get backfilled with police
11 officers that are working that day.

12 Personal savings cost. One of my
13 objectives walking in was to see how we can
14 save money in hand without having to go
15 through contractual issues.

16 So you see the numbers in front
17 of you and the first thing we do is look at
18 our crimes against property squad. We did
19 not eliminate the unit. We restructured and
20 moved people into different areas. I took
21 two detectives that went in burglary pattern
22 team and they still do our vehicle
23 larcenies.

24 And on the other side, we took
25 two people that was in our are forgery squad

1 Budget Hearing/10-2-17

2 and we put them in with robbery. When I
3 show you, the later numbers have gone down
4 since we moved those people, you will see
5 how it's much more effective and efficient
6 to do that.

7 We also moved that lieutenant
8 that oversaw that unit and he backfilled the
9 retirement spot. So we eliminate that
10 position and the PSA or the clerical
11 staffing there, giving us a net gain of
12 319,000.

13 Right in the Commissioner's
14 Office, all of it starts right at home. We
15 eliminated supervisor's position and
16 clerical position, because we have to show
17 the rest of the team we are moving to save
18 money, and we are asking them all to do the
19 same. Those two positions netted us a gain
20 of \$293,000.

21 The duty inspectors that work
22 night, it's time for those bosses that are
23 working the nights, they don't need to have
24 somebody looking over their shoulder. They
25 need to do their job. And they are doing

1 Budget Hearing/10-2-17

2 their job and they're doing it better than
3 ever in the police department.

4 Our complaint numbers are down.
5 We have taken those two gentlemen off of
6 that and reassigned them two commands.
7 Saved us \$458,000.

8 Our inspections unit, all our
9 auditing is being done by our college kids,
10 as I call them. That's our Think Tank.
11 That's what they were hired to do. I don't
12 need inspectors and sergeants and
13 lieutenants to do those roles when they can
14 go back and do crime fighting positions.

15 We moved them out of that, closed
16 that office down. Moved those
17 responsibilities to other units. It saved
18 us almost a \$1,973,000; and then our night
19 platoon, four detectives, we worked with the
20 union to remove the night platoon
21 detectives, take them out and put them back
22 where they should be doing detective work,
23 not being the people that are calling out
24 the detectives. Again that saved us.

25 So we are just shuffling the deck

1 Budget Hearing/10-2-17

2 in the first couple of months and permanent
3 savings, this will be recurring every year,
4 \$2.7 million each year going forward.

5 Again, give me the keys to open
6 the doors and let's see what's in it and we
7 started moving the people around and it's
8 been very effective.

9 Again, I can't compliment the men
10 and women that sit behind me more and the
11 work that they're doing day in and day out
12 to organize and coordinate and it's just
13 managing our budget and managing our people
14 to get the most return.

15 I take you to our overtime. I'm
16 happy to say, in August, we were down
17 186,000 hours. That is a \$17 million
18 savings to the county.

19 As of today, we're more over
20 190,000 hours and hoping to climb that
21 number even higher.

22 We brought it down from 17
23 million, in 2016 we spent \$72 million.

24 In 2017, we're projecting to come
25 under the 50 million. We will come under

1 Budget Hearing/10-2-17

2 the \$50 million. Saving us again that \$22
3 million that we spent in '16.

4 The budget was for \$55 million
5 for this year. We not only stayed with our
6 budget, we came under our project. We had
7 come considerably under that number. That's
8 because of the hard work that sits behind me
9 day in and day out.

10 We are looking at our crime
11 numbers. You guys have all seen them. In
12 1975 we were almost 4,000 cops in this
13 county and we were the highest crime numbers
14 in the history of the police department.

15 We continue to move our numbers
16 down, and as we move them down our budget
17 and our costs and everything starts to go
18 down with it.

19 Our crime numbers today, at the
20 end of this year, down 28 percent; 2016 we
21 were down 8.71, and as of this morning,
22 we're still down another three percent in
23 major crime.

24 Again, as we cut staffing,
25 reorganize, intelligence lead policing,

1 Budget Hearing/10-2-17

2 using all of those tools you bought us, and
3 really putting them to work, not sitting on
4 a self, we're getting that return.

5 This is the crime numbers as of
6 this morning. You see that number, it's
7 2.8, one percent down, but I want you to
8 focus on two numbers here.

9 When I told you that we moved
10 those individuals out of the cap squad, when
11 I moved the two vehicle theft people and put
12 them with the burglary pattern team which we
13 created just before last year, we saw a 32
14 percent reduction, 32 percent reduction a d
15 that's after having five years of great
16 success, 32 percent reduction in our
17 residential burglaries this year. That's
18 phenomenal. We continue to drive it down.

19 Our commercial burglaries went
20 down another 12 percent. Our street
21 robberies are down 16 percent; and our
22 commercial robberies are down 30 percent.

23 When you look at the epidemic
24 that we're suffering right now between the
25 opiates and heroin, those numbers should be

1 Budget Hearing/10-2-17

2 going up. They're not. They're going down.
3 So we're doing it better. Our cops are more
4 engaged with what they're doing. Again,
5 using the tools you've given us.

6 That shows through 2009 we
7 continue to climb downward in all our major
8 crimes and our smaller type crimes.

9 This data came out of DCJS this
10 morning, sorry, as of 9-11. And if you look
11 at it, our shooting incidents involving
12 injuries are down 50 percent, 42 percent on
13 the five year average.

14 Our shooting victims, those that
15 are hit are down 48 percent and 33 percent
16 for the five year average. Again, showing
17 that we are doing it all in the right area
18 going downward.

19 Shot Spotter, over a million
20 dollar investment where this body has given
21 us more resources to increase that moving it
22 into Freeport, further down to Merrick Road,
23 moving it into the Elmont area, and put us
24 all on one platform as we should have been
25 years ago with Hempstead and all the other

1 Budget Hearing/10-2-17

2 villages. You see our shootings in the shot
3 spotter zone? We are down to 12 this year.
4 We did 337 in 2010 the year we released our
5 Shot Spotter. We backed our programs up.
6 We haven't turned on a key and walked away
7 from it.

8 When you put the right resources
9 into places given by that intelligence
10 driven programs, you get a result like that.
11 So we are sustaining that growth.

12 As your investment in the police
13 department to expand Shot Spotter, you are
14 going to get an even better return.

15 I know some people don't like it.
16 It gives them an argument that they say they
17 have higher crime in their area. This is
18 preventive.

19 When we put it into Roosevelt and
20 Uniondale, we spoke to those religious
21 leaders, we spoke to the schools and
22 business owners. Homes have improved on
23 their value because crime is down.

24 Schools have improved in there
25 because crime is down and kids are safer.

1 Budget Hearing/10-2-17

2 We are doing that and we're going to
3 continue to do that both in Elmont and push
4 it down again into the Freeport area.

5 Heroin overdose deaths. Last
6 year, in 2016, even though we had a decline,
7 195 overdose deaths in opiates is not
8 acceptable. We know that. I have met
9 several times over the last couple of months
10 with many different groups that we are
11 working towards. We are doing a lot of
12 awareness and outreach. We've invested two
13 more people into our community affairs
14 office that are going to help expand on that
15 message.

16 We fulfilled our agreement to
17 have all eight precincts if we look at the
18 old model, all have two pop officers in
19 there.

20 We kept our numbers up with our
21 narcotics, and our narcotics guys have been
22 doing a great job. But most importantly is
23 the outreach of schools that we get the Too
24 Good For Drugs Program into the schools
25 which we are in 56 school districts and

1 Budget Hearing/10-2-17

2 continue to preach that every single day.

3 I met with all the
4 superintendents five times; myself, Chief
5 Smith, Chief Palmer and Chief Canavan have
6 met with all of them and continue to push a
7 lot of our safety measures especially after
8 we what we saw today in Las Vegas.

9 You see our heroin numbers are
10 climbing downward so those numbers from '15
11 to '16 have come down. They're still way
12 too high and unacceptable and I know all of
13 you agree with me on that.

14 Narcan. Narcan year to date we
15 have 346 saves. Our cops and our firemen
16 and Scott Tusa and his team that just left
17 are doing a great job getting the Narcan out
18 there.

19 We are training more and more
20 people getting the substance out there and
21 we're saving more and more lives.

22 We are very conscious of the fact
23 that after you Narcan a kid and he goes to a
24 hospital, we lose control, we know that.
25 But we met with many of you here, and we've

1 Budget Hearing/10-2-17

2 met with many of our state officials and
3 said, we need to change the law. We need to
4 change the law. There is a mandatory hold
5 for recovery. You can't let a kid walk out
6 and just overdose saved by Narcan.

7 We had one individual who came
8 back two times and on the third time he died
9 in one weekend. So we know we need to do
10 more outside of that, working and doing our
11 outreach with the state politics and
12 hopefully we can change that where there is
13 a mandatory hold.

14 We're doing more education and
15 awareness programs and again that was part
16 of adding those to the community affairs
17 office.

18 We additionally added two members
19 back to our PAL office. It was over 50,000
20 kids that are in our PAL program and we kept
21 cutting that down. It's now up to one per
22 precinct and it's still not enough.

23 These kids are the foundation.
24 These are the programs that keep them away
25 from drugs and this is where we need your

1 Budget Hearing/10-2-17

2 support going forward. I'm sure we're going
3 to get it.

4 One of the things we're doing
5 right now and it's no cost to the taxpayers.
6 New York, New Jersey HYDA has proposed out
7 of the Baltimore office a program called OD
8 map. I have met with Scott Tusa's people
9 and the fire services, I've met with our
10 ambulance people. We don't get the data
11 fast enough. We don't get it hard enough.
12 We don't understand it until we get all of
13 it.

14 So the OD map now will put this
15 app on all of our fire services and all of
16 our ambulance services that respond to these
17 overdoses.

18 When a village picks up an
19 overdose, I may not get that data. When a
20 kid gets driven to a hospital, I may not get
21 that data.

22 When I find that if something
23 trends quickly in an area, such as it did in
24 Massapequa and Amityville and into Suffolk
25 County last year, when we had a bad batch of

1 Budget Hearing/10-2-17

2 heroin due to Fentanyl, we didn't get the
3 data until Monday morning. Unacceptable.
4 We needed it Friday so we could put the
5 media blitz out to say, let even the heroin
6 addicts know, hey, bad batch guys, put it
7 down, you are going to die from it.

8 This OD map allows those
9 individuals to hit the app, open it up, tell
10 the location, will not give any HIPAA
11 information but it will say, it geo fences
12 it, it puts the map on the map, instantly
13 mapping it to our communications bureau and
14 to email to myself and my chiefs will get
15 the email. We'll get it on a Saturday
16 morning knowing that six kids overdosed
17 overnight.

18 It will tell us what type of
19 administration was done, Narcan or Naloxone,
20 how many times it had to be administered, it
21 will tell us the sex, the race of the
22 individual so we know it's a male white, 16,
23 17 years of age, so we know what's trending
24 and we need to get the message out.

25 It's key. It's free. We're

1 Budget Hearing/10-2-17

2 almost there. And we will be pushing that
3 out within the next month or so.

4 Our moving summonses, our
5 activity. Our morale in the police
6 department has never been better. You can
7 ask all our unions, they'll say the same
8 thing. We are treating people with respect
9 but also asking them to do their job and
10 we're not handing them a bag of money to do
11 it. They know that.

12 It's come back around. Our
13 summons activities have grown. In 2017 we
14 are now up to 25,000, 116,000 moving
15 summonses compared to 105 at this time last
16 year. We are not writing summonses for
17 revenue. We're writing summonses to protect
18 the people on the road and take the bad
19 drivers off the road.

20 Our auto accidents show that
21 we're down 4.65 percent from 26,365 in '16
22 to 25,138 in '17. That means we're making a
23 ago difference. Taking back control of the
24 streets. We're not letting people drive
25 their cars that they shouldn't drive.

1 Budget Hearing/10-2-17

2 Our parking summonses are also up
3 from 50,000 in '16 to 56,000 in '17. Happy
4 to announce that we will be opening the
5 Fourth Precinct right after the high holy
6 days. Originally was going to be October
7 11th. We realized we we're in the middle of
8 Zutka at the time, so we will move it and it
9 will be on that Monday or Tuesday.

10 We will lock in the date now but
11 when we open up the Fourth Precinct, it's a
12 beautiful building, and I'll thank all of
13 you for that. That helps build morale.

14 The Eighth Precinct, as the
15 Second Precinct Community Center and the
16 major case bureau, on the old plot of the
17 old Eighth Precinct, it's also going to open
18 up in the month of December; the public
19 safety side will open up first. We need to
20 put that back into our community, that's
21 what they recognize with.

22 The major case bureau will be
23 moving out of the Old Highway Building and
24 into this new facility which again will help
25 us better go after a lot of these crimes

1 Budget Hearing/10-2-17

2 such as our heroin epidemic.

3 So, our focus on crime, we
4 continue to drive it in the right direction,
5 we will continue to drive it in the right
6 direction.

7 It gets harder and harder. We
8 got to come up with new ideas and we're
9 doing that.

10 The stuff that you allow us to
11 purchase like license plate readers and
12 cameras and new vehicles and stuff for our
13 electronics guys, that's what's helping us
14 get ahead of this curve and continue to
15 drive it down.

16 We will still have more outreach
17 programs regarding our Heroin and opiates.

18 Managing our overtime. You saw
19 the numbers. Again, I got to give all the
20 credit to the men and women that sit behind
21 me. Every single day we sit down in our
22 staff meeting and they're looking for a way
23 to move the pieces on the board to save us
24 money and get it in the right direction.

25 Staffing/reorganization, you just

1 Budget Hearing/10-2-17

2 saw what I've done. We've only had a couple
3 of months at that. We're not done. We've
4 done a lot with our buildings. You'll
5 notice that the lawn got cut, the bushes got
6 trimmed. It's our image.

7 When you walk in our building,
8 the halls are now shined and waxed, people
9 picking up the garbage and cleaning up the
10 place. It's our image. If we have a lousy
11 image to the public then they're going to
12 have a lousy respect for us. And I don't
13 blame them.

14 Our cars are getting cleaned.
15 We're getting the newer vehicles out there.
16 We're reorganizing our staff and putting the
17 right people out there to build that and,
18 again, improve on that for our staffing and
19 our image.

20 We're also improving on the
21 efficiency. We have finally, and I know
22 it's 2017, but we have made our paperless
23 bucking system. We made a paperless IAU
24 reporting system. No more paper allowed in
25 the meetings. I don't allow them to come

1 Budget Hearing/10-2-17

2 and throw stacks of paper. No more.
3 Everybody knows it and they laugh behind it
4 because if they walk in with a copy they
5 start to yell at the guy sitting next to
6 them, you can't bring that in here. No more
7 paper. Paper is ink. Ink is machines and
8 they break down and they cost us money.

9 Our morale, I can tell you, I've
10 made several dozens of calls. I've been out
11 with the cops at night, one night. I use
12 this story in the First Precinct; foot
13 pursuit, a gentleman jumps out of the car,
14 they chase him down. We arrest him, recover
15 the bag. He's got a loaded gun in the bag,
16 but as I spoke to my supervisors behind me,
17 I know they're older than 21, but they look
18 like they're 17 year old kids out there.
19 They're all sitting with this enjoyment that
20 we caught the bad guy. We took a gun off
21 the street and they're dying for
22 supervision. They're dying for better
23 supervision.

24 That message is getting pushed
25 every single day from Chief Palmer, Chief

1 Budget Hearing/10-2-17

2 Smith, and Chief Canavan. Down to that
3 level, that they're getting it, and they're
4 seeing that improvement. That's why
5 everything starts to turn around. It's
6 managing people with both respect and
7 discipline, but it's not just discipline,
8 it's respect too.

9 Our field arrest program. Again,
10 our patrol division came out with two new
11 programs in how we handle shoplifters and
12 how we handle minor marijuana offenses,
13 where we don't have to drag the 16 year old
14 kid all the way into the stationhouse for
15 smoking a joint on the street.

16 We can issue the summons. It's
17 an appearance ticket. He will come in. We
18 process it. The District Attorney is on
19 board. We are not spending five hours
20 processing an arrest only to give an
21 appearance ticket at the desk level. We're
22 doing it on the street.

23 We're giving that kid back a
24 little bit of respect and dignity, a chance
25 for him to recover himself and also saving

1 Budget Hearing/10-2-17

2 us in the overtime.

3 We did the same thing with our
4 shoplifter arrest. Again, Canavan and Chief
5 Berry and Chief Lack have all dug in to make
6 this happen and have done a great job and
7 saved us money.

8 The last thing that I'm pushing
9 for and I spoke very confident with our
10 unions is that we need to put a training
11 officer in every precinct.

12 We pay in the long run legal
13 issues because they come back and say we did
14 not train them. Not always incorrect in
15 that statement. We're not training enough.
16 We're not training about culture diversity
17 in the neighborhood. We're not training
18 about what is happening during this time of
19 the year in this religious community.

20 We're not training them about the
21 new arrest policies and how we can get them
22 more educated about that society that
23 they're working in so they understand the
24 group. We need to put a training officer in
25 every precinct. We are going to do it no

1 Budget Hearing/10-2-17

2 matter what happens, but I'm working very
3 closely with the union to give me the time
4 to pull those officers off the street and
5 train them.

6 I will give credit to both the
7 PBA president and the DAI presidents and the
8 SOA that have agreed and are in that to sit
9 down and discuss that because they realize
10 the same thing. If you don't have a trained
11 cop, if you don't have an educated cop, he
12 cannot police that environment correctly.
13 So we're moving in that direction. That's
14 it.

15 CHAIRWOMAN GONSALVES: Legislator
16 Kopel.

17 LEGISLATOR KOPEL: Thank you,
18 Presiding Officer. Commissioner, I have a
19 few questions but, before I get there, I
20 just want to compliment you. It's a
21 wonderful presentation.

22 The police department has always
23 been great, but since you've taken over, the
24 responsiveness has been at least in my
25 experience has been just wonderful.

1 Budget Hearing/10-2-17

2 I think your appointment is one
3 the best this administration has made so
4 far.

5 ACTING COMMISSIONER RYDER: Thank
6 you.

7 LEGISLATOR KOPEL: So now it's
8 time to give you a hard time. Just a couple
9 of questions.

10 Could you explain please the
11 relationship between overtime and head count
12 and where you think we can do better in that
13 regard.

14 ACTING COMMISSIONER RYDER: I
15 think the biggest problem we have seen in
16 the last couple of years is when we went
17 into our freeze and did not hire.

18 When you hire a young energetic
19 cop who wants to go to work right away, he
20 goes through seven months of training and he
21 comes out and we put him out there and he
22 does a great job.

23 But his salary is a lot cheaper
24 than it is to pay a veteran police officer.
25 Not that the veteran police officer does not

1 Budget Hearing/10-2-17

2 deserve his salary. As I said, that
3 institutional knowledge and experience, but
4 it's cheaper. And, contractually, they pay
5 into both into their pension and to their
6 health care. So that number that went up
7 \$17 million, it brings it down.

8 We fell behind in hiring for many
9 reasons. If we can stay the course, as I
10 gave that number, we're looking at 225 to
11 250.

12 I have 167 coming out this year.
13 That's not going to equal that. But if I
14 put the 80 and then follow by another 80, by
15 next summer, when we get around to it, we
16 will be able to cut that overtime again and
17 bring it down with the budget.

18 LEGISLATOR KOPEL: So you feel
19 you are on a good track and have the good
20 plan to reduce the overtime by increasing
21 head count to some extent. Good.

22 Shifting over to crossing guards.
23 There are some places that I personally
24 noticed that I see crossing guards,
25 sometimes police officers have nothing do,

1 Budget Hearing/10-2-17

2 literally nothing to do.

3 Are you aware of some places that
4 that --

5 ACTING COMMISSIONER RYDER: So
6 every crossing --

7 LEGISLATOR KOPEL: I mean, I see
8 that there's a car there and sometimes they
9 don't even have to get out of the car the
10 entire time.

11 ACTING COMMISSIONER RYDER: So
12 every crossing is evaluated. We do
13 reevaluate and we do every year and we just
14 did again.

15 I guess the hardest part right
16 now is that when we got hit with the 67
17 retirements that walked out the door with
18 only a two or three week notice, we had to
19 think on our feet and restructure it.

20 So now we are evaluating all the
21 crossings again. There are many -- at least
22 once or twice a week I'll get a request from
23 a school district or from a private school
24 saying we would like to get a crossing here.

25 Everybody would like to have a

1 Budget Hearing/10-2-17

2 crossing and I do think it would keep our
3 children safer, some of them need to be
4 reevaluated and maybe changed up, or changed
5 to a different crossing location.

6 LEGISLATOR KOPEL: My
7 understanding is that you had budgets for it
8 but you can't even get the people.

9 ACTING COMMISSIONER RYDER: So
10 the difficulty is, when you hire full time
11 crossing guards, they receive benefits; when
12 you hire part time they don't.

13 Now they are coming in working
14 for \$18 an hour and not getting the benefit.

15 LEGISLATOR KOPEL: So you can get
16 more of them?

17 ACTING COMMISSIONER RYDER: Well,
18 the idea is get more but without the
19 benefits they don't want to come. We have
20 been on a campaign to bring in as many as we
21 can and we can't get them.

22 LEGISLATOR KOPEL: So the answer
23 is, you do have enough budget?

24 ACTING COMMISSIONER RYDER: We
25 have it in our budget, we are going to

1 Budget Hearing/10-2-17
2 continue to make it grow. We put out a list
3 -- a request of the 80 people that had
4 applied for the job, 80 on the day they
5 showed up, 47 showed up of the 80. It's no
6 longer the full time job it's the part-time
7 job. Out of the 47 we're down to 25. And
8 we haven't even gotten them hired yet.

9 LEGISLATOR KOPEL: I hear you.
10 Auxiliaries. I guess there is some tension
11 between what the union contracts allow and
12 what they do.

13 My sense is that they can do
14 more. That they have insufficient
15 equipment, insufficient training to some
16 extent, and maybe they can do more in terms
17 of -- well, I don't know what they're
18 allowed to do and what their not allowed to
19 do and what ought to be in that case.

20 For instance, parking summonses,
21 certain kinds of summonses that I believe
22 they're not allowed to do that. But could
23 they not take more of a burden off their
24 volunteers, they're free? And I know they
25 don't have a sufficient level of equipment.

1 Budget Hearing/10-2-17

2 ACTING COMMISSIONER RYDER: I
3 have met with them and immediately we
4 corrected some of our vehicle situations
5 with them and got them a few more vehicles.
6 They need radios. We got them radios. This
7 is all in the last 60 days.

8 They gave us 56,000 hours of free
9 labor last year. They're true volunteers.
10 Of course we would like to get more. And I
11 think they would give us more.

12 But they wanted to get a little
13 respect back again for themselves. I know I
14 met with some of the legislators here and
15 got them vehicles.

16 One man told me he did the
17 marathon and he drove his personal car
18 there. That's not acceptable. So we work
19 to get them the vehicles. We got them the
20 radios.

21 We offered up some training and
22 we just put forward to the state to amend
23 the law to give them back night sticks.
24 Suffolk has them, NYPD has them, and for
25 some reason Nassau County doesn't have them

1 Budget Hearing/10-2-17

2 anymore. The law had to be amended. That's
3 in the process right now.

4 LEGISLATOR KOPEL: That's great.
5 Finally, Fourth Precinct, beautiful new
6 building. Do you plan to have any kind of
7 public opening ceremony or anything like
8 that?

9 ACTING COMMISSIONER RYDER: The
10 public opening -- we're hoping to be around
11 the 17th or 18th of November. The date is
12 still not locked in yet.

13 LEGISLATOR KOPEL: Do you plan to
14 have some sort of ceremonial opening or
15 anything like that where the community might
16 be invited?

17 ACTING COMMISSIONER RYDER: Yes.
18 You will all be invited. We will send out
19 an invite to everybody here on the body and
20 also to all the local residents.

21 LEGISLATOR KOPEL: That will be
22 great. Thank you, commissioner.

23 CHAIRWOMAN GONSALVES: Legislator
24 Schaefer.

25 LEGISLATOR SCHAEFER: Good

1 Budget Hearing/10-2-17

2 evening, Acting Commissioner.

3 I agree you did a great
4 presentation as well. Thank you for all the
5 information you give us.

6 Forgive me if you answered this
7 question earlier. How long do you
8 anticipate it will take to backfill the
9 crossing guards with the part timers?

10 ACTING COMMISSIONER RYDER: We
11 put the -- every single person that was here
12 as a full timer and left as a part timer is
13 back in employment right now as part timers.

14 LEGISLATOR SCHAEFER: You have
15 spots to fill those still?

16 ACTING COMMISSIONER RYDER: There
17 are 25 that we are currently working on. I
18 believe we will get them in.

19 INSPECTOR WILSON: We have 39
20 total candidates gross. Eight are complete.
21 31 additional. There is a high for -- for
22 lack of a better term wash out in that.

23 But they are going into Phase Two
24 as per applicant investigation. So it's
25 dependent upon the medicals at civil

1 Budget Hearing/10-2-17

2 service. We are asking a lot of civil
3 service so it's difficult to keep asking
4 them to expedite. We cause a lot of
5 problems for civil service.

6 But hopefully they are -- the
7 applicant is expediting them as best they
8 can so we're hoping that within a matter of
9 weeks we've plugged all the remaining holes
10 and with any luck have extra.

11 LEGISLATOR SCHAEFER: Great. You
12 mentioned also you want to have a training
13 officer in each precinct. So what exactly
14 is the training regularly that you need
15 someone there for?

16 ACTING COMMISSIONER RYDER: So
17 our laws change constantly; our community
18 changes constantly.

19 Some of the training, whether it
20 be from the diversity side, whether it be
21 from EEO complaints, or workplace violence
22 stuff, stuff that if we get out ahead of it
23 and we train them better, will minimize
24 bigger loss numbers in the future.

25 We have to think ahead; we can't

1 Budget Hearing/10-2-17

2 just worry about tomorrow. We are starting
3 to look down the road until we can hopefully
4 bring that number back down.

5 LEGISLATOR SCHAEFER: I think
6 that's good. That's all.

7 CHAIRWOMAN GONSALVES: Legislator
8 Ford.

9 LEGISLATOR FORD: Thank you very
10 much for the presentation. I'm just going
11 to continue. I'm not going to keep harping
12 on this, this goes back to the school
13 crossing guards. How many of the crossing
14 guards are still considered full time?

15 ACTING COMMISSIONER RYDER: About
16 205.

17 LEGISLATOR FORD: Then the rest
18 would be part time?

19 ACTING COMMISSIONER RYDER:
20 That's correct.

21 LEGISLATOR FORD: Out of those
22 that took the early incentive, were they all
23 full time people?

24 ACTING COMMISSIONER RYDER: Yes.

25 LEGISLATOR FORD: So are you

1 Budget Hearing/10-2-17

2 replacing them as full time or replacing
3 them as part time?

4 ACTING COMMISSIONER RYDER: We
5 are not bringing back any full time, they're
6 all part time coming back.

7 LEGISLATOR FORD: That is a
8 problem. They make \$18 an hour. How many
9 hours do they work a week? What's the
10 average?

11 ACTING COMMISSIONER RYDER: The
12 number is 17 that they're supposed to by
13 contract maximum.

14 LEGISLATOR FORD: Wow. Are we
15 going to at least then look at, I know we
16 had a discussion in regard to this that
17 we're just not getting them.

18 When you have 87 that you thought
19 you were going to get, and 37 show up. That
20 clearly indicates -- it's not your policy.
21 I know this is something that you're
22 following. But I'm hoping that we can start
23 changing this trend and taking a look at
24 them and look at the jobs they're doing.

25 Hopefully we can try to bring

1 Budget Hearing/10-2-17

2 them back. As you can tell, I'm not going
3 to speak for all of you, but I think I can,
4 in saying that we do realize that we need
5 school crossing guards. We need them to
6 come back, make sure they get a decent
7 salary, and hopefully get their benefits
8 back.

9 This working with the 17 hours a
10 week is not -- and to utilize the officers,
11 you do, you had to take recruits out to
12 backfill. There's a lot of issues there.

13 I'm hoping that we'll get this
14 headache away from you and work with you to
15 try to bring even if we have to change the
16 job titles or work with CSEA so that they
17 can perform other duties here in the county
18 for the benefit of all of us.

19 I want to then go to the license
20 plate readers. I know we are looking at
21 placing them in various locations throughout
22 Nassau County.

23 I know they are in some areas but
24 I know that one thing we were talking about
25 is the exit ramps off of some the parkways

1 Budget Hearing/10-2-17

2 and highways, coming from the city or
3 Suffolk County into where cars exit into our
4 neighborhoods.

5 I was looking at it like over at
6 the Atlantic Beach Bridge. Do you know
7 where we are with that program?

8 ACTING COMMISSIONER RYDER: I
9 believe the bonding for that was about \$5
10 million. That was not put forward. So
11 that's where we are at.

12 We have done a very intelligent
13 look and of the numbers and where we should
14 put them. We agree with you that they
15 should be on our bridges and also should be
16 at our exit and entrance ramps.

17 LEGISLATOR FORD: All right. I
18 thought it was passed. My mistake. My last
19 thing, and I like the idea of the training
20 officer in each precinct.

21 I know that you inherited this,
22 but it has always been an issue with the 911
23 bureau with regard to the training of the
24 911 operators over there.

25 Will you then look at maybe

1 Budget Hearing/10-2-17

2 enhancing the training for those people who
3 work there? I know when the hostage --
4 we're still waiting for that documentation
5 for a while.

6 But I know that that's something
7 that many of the employees there, they feel
8 that sometimes they have been short changed
9 on their training and the type of training
10 they get.

11 I'm just asking you, not making
12 any judgement at this point, but I'm asking
13 if you could take a look at that as well?

14 ACTING COMMISSIONER RYDER:

15 Absolutely. We have sat both with Gary
16 Volpe is their local president and Jerry
17 Laricchiuta and we're working towards
18 increasing that training and better
19 enhancing the training.

20 This year we have done two very
21 good trainings. We brought in a
22 professional from the state of New York and
23 they came in and did a 3D training for them.
24 So we are working very closely with them to
25 improve that. They need to have that

1 Budget Hearing/10-2-17

2 training.

3 LEGISLATOR FORD: Thank you very
4 much and keep up the good work, all of you.
5 Thanks.

6 CHAIRWOMAN GONSALVES: Legislator
7 Nicolello.

8 LEGISLATOR NICOLELLO: Thank you.
9 I just wanted to go back to the overtime
10 issue. What was the budgeted amount for
11 2017?

12 ACTING COMMISSIONER RYDER:

13 LEGISLATOR FORD: \$55 million.

14 LEGISLATOR NICOLELLO: I think
15 that you indicated that we're considerably
16 below the budget amount. I think the
17 projection is \$4.5 million, something like
18 that?

19 ACTING COMMISSIONER RYDER: The
20 number is 55, we will come under 50.

21 LEGISLATOR NICOLELLO: That's
22 terrific. You mentioned in response to
23 Legislator Kopel's questions, head count is
24 important to keeping that number in line?

25 ACTING COMMISSIONER RYDER:

1 Budget Hearing/10-2-17

2 Absolutely. If you look at the numbers that
3 have left already, in theory, your overtime
4 should have went up. If you lose 160
5 something officers, your overtime should go
6 up, but it's not because we are reorganizing
7 and shuffling the deck. Again, the men and
8 women behind me are doing that.

9 We are moving the pieces to fill
10 the holes so we can not create that overtime
11 and those two new programs that I spoke to
12 you about earlier.

13 LEGISLATOR NICOLELLO: So with
14 those programs, with the better management,
15 with the incoming classes, do you think that
16 you can continue to see similar results in
17 terms of controlling overtime expense?

18 ACTING COMMISSIONER RYDER:
19 Absolutely.

20 LEGISLATOR NICOLELLO: Can you do
21 better; is it possible?

22 ACTING COMMISSIONER RYDER: That's
23 a challenge, I always like a challenge. We
24 will do better.

25 CHAIRWOMAN GONSALVES: Legislator

1 Budget Hearing/10-2-17

2 MacKenzie.

3 LEGISLATOR MACKENZIE:

4 Commissioner, I would like to compliment you
5 as well. I think it's been universally
6 noticed the difference in your
7 responsiveness to all of us and your
8 affirmative and aggressive nature is seen as
9 well.

10 I appreciate one of the things
11 you did beyond going through the budget
12 items is also to give us a focus on what the
13 department will be working on in the future.

14 Of course all of us want to
15 support the police department. It's been
16 one of the great successes in the last
17 several years is the improvement in crime
18 statistics.

19 The big challenge for our society
20 is of course the heroin and the opioids.

21 You mentioned some of the
22 initiatives including the mapping, the 72
23 hour hold, Narcan among others. Do you see
24 other initiatives or changes that can be
25 made to help combat the problem?

1 Budget Hearing/10-2-17

2 ACTING COMMISSIONER RYDER: I
3 think we need to get more into our schools.
4 That's where it's happening.

5 Our schools have been working
6 very closely with us but we need to do more
7 in the schools. We need to educate these
8 kids. We need to get parents head out of
9 the air, but the point is, they say not my
10 child, not my child. Your child. It's
11 anybody's child. Could be my child. It
12 scares me to death that I have children at
13 that age that worries me.

14 LEGISLATOR MACKENZIE: I agree.
15 And I think all of us who have seen these
16 Narcan trainings, it's not just stories out
17 from the yonder. There's always someone
18 there whose had a personal experience with
19 it. It's tragic every time you hear one of
20 these stories and we appreciate the work
21 you're doing. Thank you.

22 CHAIRWOMAN GONSALVES: Legislator
23 Walker.

24 LEGISLATOR WALKER: As far as the
25 programs go in the schools, what level do

1 Budget Hearing/10-2-17

2 you start at? I know you spoke to each and
3 every one of the superintendents.

4 ACTING COMMISSIONER RYDER: I
5 believe we start at it's fifth grade.

6 LEGISLATOR WALKER: I would think
7 we have to get it back into the elementary
8 schools. It's very sad when you see the
9 elementary school, I just look back when we
10 have the day programs in school and not --
11 they were great programs and great that we
12 get the parents involved, kids involved, and
13 you're right, parents do have to open their
14 eyes and see what is happening out there,
15 and it's only for the betterment of their
16 child and the rest of the children around
17 them. Thank you very much.

18 CHAIRWOMAN GONSALVES: Legislator
19 Schaefer.

20 LEGISLATOR SCHAEFER: Just one
21 more question. You mentioned the 72 hour
22 hold. That's something that some of us have
23 been discussing here in the Legislature. My
24 question just is, is it your understanding
25 or to whatever extent you've researched it

1 Budget Hearing/10-2-17

2 or had somebody look into it, is it your
3 understanding that it has to be effectuated
4 on a state level?

5 ACTING COMMISSIONER RYDER: Yes.
6 The law has to be changed.

7 LEGISLATOR SCHAEFER: Okay.
8 That's just all I wanted to hear from you.

9 CHAIRWOMAN GONSALVES: Legislator
10 Gaylor.

11 LEGISLATOR GAYLOR: Yes. Again,
12 to all the men in blue, a great job that you
13 do every day to keep us safe.

14 Commissioner, question. You
15 indicated that the class size academy is 80
16 officers. I guess the next two classes.
17 Why 80? Why not 100? 110? 120?

18 ACTING COMMISSIONER RYDER: It
19 all depends on what is prepared and ready to
20 go. The applicant is more involved and
21 civil service, it's not just police
22 department, it's correction officers,
23 sheriff officers, school employees and
24 stuff. So they're doing a lot of different
25 background checks.

1 Budget Hearing/10-2-17

2 The background checks take time,
3 the medicals take time. There's 80 ready to
4 go and if I wait four more months I miss
5 summer. If I miss next summer, I fall into
6 the overtime problem again.

7 LEGISLATOR GAYLOR: Okay. Good
8 question. As kind of a follow on, what are
9 we doing to poach from the NYPD or other
10 municipalities, officers that have been
11 trained, I know some of the villages seem to
12 be hiring directly out of the NYPD?

13 ACTING COMMISSIONER RYDER: So we
14 hire out of the NYPD but it's the practice
15 of the Nassau County Police Department, we
16 retrain them.

17 LEGISLATOR GAYLOR: Is that an
18 abbreviated type of training since they've
19 already been through an academy?

20 ACTING COMMISSIONER RYDER: No,
21 sir, same seven months as everybody else.

22 LEGISLATOR GAYLOR: Thank you.

23 CHAIRWOMAN GONSALVES: Are you
24 satisfied? Now it's my turn. It's over
25 here, Commissioner.

1 Budget Hearing/10-2-17

2 I have three things and I think
3 the education as far as the schools are
4 concerned, I have to say that they're not
5 starting early enough.

6 I believe when we had the
7 anti-smoking education many years ago we
8 went down to the third grade.

9 Now we're not doing that with the
10 drug situation. I think this is something
11 that we need to encourage our school
12 district to do.

13 There are programs Too Good For
14 Drugs something that we brought into the
15 school districts a few years ago.

16 That can, the curriculum Too Good
17 For Drugs can be adhered to in the lower
18 grades as well. I think this is something
19 we need to encourage.

20 Then there's another circular, I
21 think you have a pamphlet that tells parents
22 what to look for, what to be aware of, and
23 there are supposedly to be distributed
24 through the schools; is that so?

25 ACTING COMMISSIONER RYDER: That's

1 Budget Hearing/10-2-17

2 correct.

3 CHAIRWOMAN GONSALVES: Because
4 every school district should be able to send
5 those pamphlets home.

6 ACTING COMMISSIONER RYDER: We
7 handed out, the explorers handed out this
8 weekend 4,700 pamphlets regarding tips
9 regarding heroin.

10 CHAIRWOMAN GONSALVES: Excellent,
11 excellent brochures. Two other things, the
12 auxiliary police, I know they're a help to
13 the police department but some of the things
14 I get, and some of the things my colleagues
15 get is that they keep looking for vehicles.
16 They're not looking for new ones. They're
17 looking for refurbished vehicles so they can
18 use.

19 In my district alone, there are
20 at least two that they are asking for. If
21 there is any way we can get those vehicles
22 out to the auxiliary police. They are an
23 asset to the police department and I think
24 we should try as hard as we can to get those
25 vehicles to the auxiliary police.

1 Budget Hearing/10-2-17

2 The other thing is, how many are
3 going to graduate from the beginning of next
4 year from the academy.

5 ACTING COMMISSIONER RYDER: I
6 hope all 167.

7 CHAIRWOMAN GONSALVES: Then we're
8 going to have another 80, right?

9 ACTING COMMISSIONER RYDER:
10 That's correct.

11 CHAIRWOMAN GONSALVES: By the end
12 of next year we're going to have
13 approximately over almost 300? I'm trying
14 to add.

15 ACTING COMMISSIONER RYDER: 327.

16 CHAIRWOMAN GONSALVES: You know
17 where I'm going, and this is not just coming
18 from me, I honestly think that we have two
19 POP cops in every precinct. Not enough.

20 ACTING COMMISSIONER RYDER: We
21 have seen a need for many OF our units to
22 increase. If we continue to hire they will.
23 Our community affairs was crucial
24 to get people into. Our PAL was also
25 crucial. These programs that we talk about

1 Budget Hearing/10-2-17

2 for our youth is done by those two groups.
3 And that's where we put bodies right now.

4 We will probably increase on our
5 POP cops. But as soon as we get those hires
6 and those classes out, it gives us breathing
7 room. I don't want to throw too much on
8 Chief Canavan's hands.

9 CHAIRWOMAN GONSALVES: He knows
10 where we're coming from. You were formally
11 the inspector of the Third Precinct. We
12 didn't let you go on this one. I think
13 Inspector Flanigan was the same one we went
14 after. We needed the additional POP cops.

15 We feel that they are more
16 community oriented. I'm not just speaking
17 for myself. I'm talking from the standpoint
18 of the community organizations within my
19 district and I think in everybody else's
20 district that the POP cops are an asset. If
21 we can increase them, we should.

22 If we are going to add that many
23 police officers to the department, then
24 there should be an opportunity to do that.

25 ACTING COMMISSIONER RYDER: We

1 Budget Hearing/10-2-17

2 agree.

3 CHAIRWOMAN GONSALVES: Before I
4 turn it over to Minority Leader, I have to
5 say thank you for a very comprehensive
6 presentation. It was very informative. I
7 wish you had a booklet so you can give it to
8 us.

9 ACTING COMMISSIONER RYDER: No
10 paper. No paper.

11 CHAIRWOMAN GONSALVES: If you
12 email it to us, we have to produce it in
13 paper. I don't know if I like that idea.

14 ACTING COMMISSIONER RYDER: Your
15 paper is not my paper.

16 CHAIRWOMAN GONSALVES: And I
17 don't like paper either. Thank you for job
18 that you're doing and thank you to the
19 members of the department for doing the
20 great job and I know a lot of you over the
21 years. Good people. Thank you so much.

22 ACTING COMMISSIONER RYDER: Thank
23 you.

24 CHAIRWOMAN GONSALVES: Minority
25 Leader.

1 Budget Hearing/10-2-17

2 LEGISLATOR ABRAHAMS: Thank you,
3 Madam Presiding Officer. I guess we'll keep
4 going right down the way afterwards.

5 First I want to thank you
6 commissioner, I think you did a very good
7 job in your presentation. First, more of
8 many to come.

9 I do have some easier questions
10 before I get into some of the more difficult
11 ones. Just an update on the crime lab.

12 ACTING COMMISSIONER RYDER: So
13 the crime lab is starting to take over
14 fingerprints now and some of our drugs cases
15 are moving in there now.

16 I will defer back, Deputy County
17 Executive Chuck Romano is actually
18 overseeing that process.

19 LEGISLATOR ABRAHAMS: This is a
20 piggyback question on Presiding Officer
21 Gonsalves' question about the pop units
22 which we all feel are very vital and
23 important to our communities.

24 Can you give me the breakdown by
25 precinct of each of the POP cops?

1 Budget Hearing/10-2-17

2 ACTING COMMISSIONER RYDER: So
3 each precinct has two, and our super
4 commands, as we call them, the Third and
5 Eighth both have four.

6 So the Third is the Third North,
7 so that has two. And there's two in the
8 Third. And the eighth is the Eighth, North
9 and South, two in the south and two in the
10 north.

11 LEGISLATOR ABRAHAMS: The Third
12 North formally being known as the Sixth
13 Precinct?

14 ACTING COMMISSIONER RYDER: That
15 is correct.

16 LEGISLATOR ABRAHAMS: I will let
17 Legislator Birnbaum talk to you about that.
18 The public safety fee, which is being
19 included in your budget for this year; am I
20 correct?

21 ACTING COMMISSIONER RYDER: That
22 is correct.

23 LEGISLATOR ABRAHAMS: From what
24 we can understand, the public safety fee is
25 being increased 150 to \$200?

1 Budget Hearing/10-2-17

2 ACTING COMMISSIONER RYDER: That
3 is correct.

4 LEGISLATOR ABRAHAMS: And you are
5 aware of that increase of course?

6 ACTING COMMISSIONER RYDER: Yes,
7 I am, sir.

8 LEGISLATOR ABRAHAMS: Can you
9 tell us, if any, I mean obviously with the
10 challenges of making sure we have are more
11 POP cops, dealing with the opiate crisis,
12 and countless other things, making sure
13 Nassau County residents are safe.

14 Is there any of that revenue that
15 the department can show is directly being
16 utilized to enhance services in public
17 safety for the Nassau County Police
18 Department?

19 ACTING COMMISSIONER RYDER: So we
20 are the law and order people, right? And we
21 go out and enforce the VTL and make sure
22 that we keep our roads safe.

23 The number on that item comes
24 from OMB. I don't know where that money
25 goes directly. I'm not responsible for

1 Budget Hearing/10-2-17

2 that. I just know I'm responsible to make
3 sure that we keep the roads safe.

4 LEGISLATOR ABRAHAMS: Our
5 understanding is that basically the public
6 safety fee is collected by the department.
7 In this case it would be the traffic light?

8 ACTING COMMISSIONER RYDER:
9 Correct.

10 LEGISLATOR ABRAHAMS: It's
11 collected by the department but from our
12 understanding and, now hearing from you,
13 there's no benefit to public safety, per se?

14 ACTING COMMISSIONER RYDER: No.
15 Bills have got to get paid so we have the
16 cops out to there to make sure they do the
17 job.

18 LEGISLATOR ABRAHAMS: I'm talking
19 strictly to the red light camera thing. Not
20 the VTLs. Just the red light cameras right
21 now.

22 ACTING COMMISSIONER RYDER: That
23 all comes back into the operating fund of
24 the police department. That's correct.

25 LEGISLATOR ABRAHAMS: No, no.

1 Budget Hearing/10-2-17

2 That part I understand. But do you know of,
3 is there any direct correlation between
4 enhanced public safety? That's a big amount
5 of money that you guys are getting an
6 increase in.

7 ACTING COMMISSIONER RYDER: So
8 last year we increased the number also and
9 we saw that we had a decrease in auto
10 accidents on the road. And we saw our
11 summons activity go up.

12 So we are enforcing the VTL, when
13 you enforce the VTL and there is a penalty
14 to be paid, it is a deterrent to most people
15 to not do and break that law and drive their
16 cars correctly.

17 LEGISLATOR ABRAHAMS: I get that.
18 I'm not trying to give you a hard time. I'm
19 just trying to make sure I understand this
20 correctly.

21 We raise this public safety fee
22 \$50 per motorist per infraction as they go
23 through a red light camera. Which, if go
24 through a red light camera in this county,
25 you should pay a fee. I'm not too sure I

1 Budget Hearing/10-2-17

2 agree it should be \$200 but there should be
3 a fee.

4 That being said, just the name of
5 public safety fee, to me, gives residents a
6 feeling or sense that it's going towards
7 public safety; maybe additional cops, police
8 officers. Maybe the purchase of additional
9 equipment. Something to that effect that
10 makes your jobs a little bit easier to make
11 sure the public is safe.

12 But I get the impression and we
13 are going to continue to discuss this, I get
14 the impression, and I hate to say it this
15 way and this is what the complaint that I
16 hear from motorist and taxpayers, is that
17 it's a money grab. Not particularly by you,
18 I mean you said before it's the Office of
19 Management and Budget, but you guys are
20 being forced to collect it, or you guys are
21 forced to have it in your revenue, which I
22 think gives the impression that it's a money
23 grab.

24 I think that's very unfortunate
25 because I think the men and women that

1 Budget Hearing/10-2-17

2 protect us on a daily basis for their public
3 safety should not feel the brunt of that
4 collection of revenue because it doesn't
5 seem like it benefits them, from what I can
6 see, it doesn't benefit them one bit.

7 So you said before that this was
8 conducted by the Office of Management and
9 Budget. So the numbers and how they
10 calculated it, the amount of infractions,
11 that was all done by them?

12 ACTING COMMISSIONER RYDER: That's
13 correct.

14 LEGISLATOR ABRAHAMS: So
15 basically they just said, This is the
16 number, make sure you get them to go with
17 it. Okay.

18 Give me one second. It was
19 brought to my attention in OMB's Appendix D
20 page 392, I doubt you have that in front of
21 you so I'll enter it into the record.

22 It talks a little bit on how the
23 increase for the public safety fee was
24 generated, and if you just indulge me for
25 two seconds I'll just give you the synopsis.

1 Budget Hearing/10-2-17

2 The sources of revenue required
3 to support increase employee costs and
4 enhance police protection are limited to
5 find these costs in the multiyear plan
6 includes an increase to the public safety
7 fee.

8 The required amount of the public
9 safety fee is equivalent to the amount that
10 was reduced by the County Legislature during
11 the 2017 budget process.

12 The funding mechanisms required
13 to preserve a quality level of police
14 protection and public safety within Nassau
15 County.

16 If the Legislature does not adopt
17 the required fee level and does not develop
18 another revenue source, the expenditure
19 reduction such as the initiative outlined by
20 NIFA's consultants may be required.

21 Now, it sounds like to me, if
22 they didn't consult you, how did they come
23 to this conclusion?

24 ACTING COMMISSIONER RYDER: After
25 their review and looking at the numbers to

1 Budget Hearing/10-2-17

2 make the budget work for the police
3 department, they came to me and said they
4 were going to increase the fine as one of
5 the many ways of generating revenue.

6 LEGISLATOR ABRAHAMS: They're
7 also saying that it's a funding mechanism
8 required to preserve quality of life and
9 police protection and public safety within
10 Nassau County.

11 So if this fee wasn't collected,
12 obviously would it make your job more
13 difficult to manage in the police
14 department?

15 ACTING COMMISSIONER RYDER: Yes,
16 we're \$35 million less than if that money is
17 not in there. So then we have to find ways
18 to make up that difference, which, again, as
19 we expanded the things like POP cops and
20 everything else, those things get harder to
21 do because then we remove a cop from patrol
22 which creates more over time.

23 LEGISLATOR ABRAHAMS: I see. I
24 applaud the fact that you were able to have
25 overtime decrease while your salaries went

1 Budget Hearing/10-2-17

2 down as well, I just wanted to mention that
3 to you as well, I think that was
4 commendable.

5 But it seems to me, or it appears
6 to me that the police department is not
7 seeing \$35 million in benefit in one year.

8 ACTING COMMISSIONER RYDER: My
9 understanding is that depends on when the
10 ticket is written and when it's paid.

11 LEGISLATOR ABRAHAMS: No. I'm
12 saying they're increasing your revenue by
13 \$35 million, if I understood you correctly,
14 \$35 million by this fee, just this one year.

15 So, say for example that there's
16 something on the expenditure side that
17 either grew by that level because it can't
18 be the 80 some odd officers that are coming
19 into the force next year.

20 ACTING COMMISSIONER RYDER: No,
21 no. If you look at the fringe number, that
22 went up \$17 million alone. Fringe went up,
23 contractual salaries and the agreements went
24 up.

25 LEGISLATOR ABRAHAMS: Contractual

1 Budget Hearing/10-2-17

2 salaries, that's the DE line?

3 ACTING COMMISSIONER RYDER: Yes.

4 LEGISLATOR ABRAHAMS: Went up by
5 how much?

6 ACTING COMMISSIONER RYDER: About
7 \$3 million I believe it is.

8 LEGISLATOR ABRAHAMS: All right.
9 That gets me 20.

10 ACTING COMMISSIONER RYDER: Then
11 we have equipment went from .856 to one
12 million.

13 LEGISLATOR ABRAHAMS: Okay.
14 That's about five hundred grand.

15 ACTING COMMISSIONER RYDER: Debt
16 services, charge-backs, went up from 22 to
17 24.

18 LEGISLATOR ABRAHAMS: What
19 exactly is that?

20 ACTING COMMISSIONER RYDER: It's
21 the debt service on the bonds.

22 LEGISLATOR ABRAHAMS: Which
23 bonds, when we paid for the retirements?

24 ACTING COMMISSIONER RYDER: Our
25 interdepartmental charges went from 43 to

1 Budget Hearing/10-2-17

2 \$47 million.

3 LEGISLATOR ABRAHAMS: I guess I
4 will wrap up and hand it over to the
5 Legislator DeRiggi-Whitton.

6 As I said before, you did a very
7 good presentation and I hope this is the
8 first of many.

9 I just want to make sure as we
10 move forward that you're able to have this
11 obviously with the Legislature and you're
12 able to I guess the future OMB of how much
13 you need and, based on that number, how you
14 will be able to serve the public.

15 I guess I get a little concerned
16 when I hear that OMB says this is the
17 number, plug it in, and then there's board
18 transfers throughout the year to shift it
19 around away from you and away from police
20 officers.

21 So, like I said before, I look
22 forward to the first of many, but I just
23 wanted to bring that to your concern.

24 ACTING COMMISSIONER RYDER: Thank
25 you, sir.

1 Budget Hearing/10-2-17

2 CHAIRWOMAN GONSALVES: Legislator
3 DeRiggi Whitton.

4 LEGISLATOR DERIGGI-WHITTON:
5 Thank you. Minority Leader asked a number
6 of my questions. But going back to like
7 your page one, what is the interdepartment
8 charges, \$42 million?

9 ACTING COMMISSIONER RYDER:
10 That's mostly utilities, fuel, stuff like
11 that, rent, back charges.

12 LEGISLATOR DERIGGI-WHITTON: It
13 seems like it's a lot.

14 ACTING COMMISSIONER RYDER: Those
15 numbers come directly from the OMB, not from
16 the police department during the budget.

17 LEGISLATOR DERIGGI-WHITTON: But
18 there on your -- again, that was also my
19 question with the debt service charge back
20 and that's when we take out bonds and things
21 like that.

22 Just one quick question I had.
23 When you have the Shot Spotter, what
24 happens, as soon as that goes off you get
25 the location?

1 Budget Hearing/10-2-17

2 ACTING COMMISSIONER RYDER: So if
3 I took Roosevelt Uniondale, there's 56
4 acoustic microphones that hang at high
5 points throughout the community.

6 When a shot rings out it's
7 triangulated, it's pinpointed, and then it
8 maps it in the cars, geofences it, and maps
9 it in the car, and sends it right to the
10 police, says seven shots this day, this
11 time, this location and it's about 99
12 percent accuracy on its location.

13 LEGISLATOR DERIGGI-WHITTON: At
14 that at that point, the cars are all sent to
15 that location?

16 ACTING COMMISSIONER RYDER:
17 Right. And many times in areas where there
18 are shootings, the community is in fear to
19 call, they're afraid of retaliation.

20 LEGISLATOR DERIGGI-WHITTON: I
21 understand. How often once you get there do
22 you find the weapon? Do you know the
23 percentage?

24 ACTING COMMISSIONER RYDER: I
25 know we've had numerous success stories

1 Budget Hearing/10-2-17

2 recovering victims and also making arrests.
3 We've had one time where the individual was
4 driving out of the dead end street and the
5 cops cut him off and recovered the gun.

6 LEGISLATOR DERIGGI-WHITTON:

7 That's interesting. Again, I'm not going to
8 say anything because, again, my colleague,
9 Ellen Birnbaum is going to mention it, but I
10 totally agree with her plea.

11 LEGISLATOR SOLAGES: Good
12 evening, Commissioner. How are you doing
13 tonight? Thank you for your very animated
14 presentation and also explaining the human
15 impact of these policies and how they
16 benefit our community and increase public
17 safety. And thank you for your department
18 for the great work they do.

19 Recently there was a report by
20 NIFA that suggested there should be some
21 cuts to the Marine Bureau. My district
22 includes Inwood which is on the south shore,
23 which I do not see adequate patrols on the
24 waters compared to the North Shore.

25 Can you please describe the

1 Budget Hearing/10-2-17

2 impact of that report, and its suggestions?

3 ACTING COMMISSIONER RYDER: It
4 would be a huge impact to the police
5 department and the people of this county if
6 you cut out Marine Bureau.

7 We live on an island. We do more
8 rescues and patrols out there. Coast Guard
9 is not here anymore. They're not in Nassau
10 County. They don't sit where they used to.
11 So our Marine bureau is out there, 24 hours
12 out there protecting and doing many rescues.
13 You saw one just two weeks. You recognized
14 two officers were doing that rescue.

15 We, as a police department, need
16 our Marine Bureau. We as a police
17 department met with that consulting company
18 and we told them that that you don't run a
19 police department without a Marine Bureau
20 when you live on an island. Kind of silly.

21 LEGISLATOR SOLAGES: Understood.
22 Legislator Kevan Abrahams asked you about
23 the public safety fee.

24 Just to be clear, there is going
25 to be -- the budget calls for an increase in

1 Budget Hearing/10-2-17

2 the public safety fee, but just to be very
3 clear, does that increase provide an
4 increase in services by your department?

5 ACTING COMMISSIONER RYDER: Well,
6 if the funding is there and it fits within
7 the budget. Obviously our services, meaning
8 we can add an extra POP cop. We can add, I
9 think to minority Abrahams' question is that
10 I don't know directly where that money goes.
11 It goes directly into the budget and we use
12 it, again, supports the budget that we have.
13 It doesn't put the constraints on it if we
14 don't have it.

15 LEGISLATOR SOLAGES: Understood,
16 but let's just say that there is a huge
17 increase in people passing red light cameras
18 and getting tickets, will that mean there is
19 an increase in POP cops in the precincts?

20 ACTING COMMISSIONER RYDER: I can
21 tell you, if our graduation class at 167
22 does get out and we do hire the 80, we will
23 increase our POP cops in the precincts.

24 LEGISLATOR SOLAGES: My next
25 question, if overtime isn't reduced, let's

1 Budget Hearing/10-2-17

2 say there's an unfortunate incidents in the
3 county in the next couple of months, and
4 there's an increase in overtime, will we
5 have enough funding for a new police academy
6 with an adequate size?

7 ACTING COMMISSIONER RYDER: So
8 the new police academy comes funded from
9 three sources. The first is asset
10 forfeiture. So the hard work of the police
11 department and the money that we seize is
12 putting up the majority of the money for
13 that new building.

14 I believe \$10 million comes from
15 capital projects which I believe was
16 approved here by the leg. The last part
17 comes from the foundations done an
18 outstanding job supporting our law
19 enforcement.

20 LEGISLATOR SOLAGES: So if I
21 congratulate you by reducing overtime lower
22 than \$55 million, that's an amazing
23 accomplishment, but if you are not able to
24 do so, will that affect the size of the
25 police academy for next year?

1 Budget Hearing/10-2-17

2 ACTING COMMISSIONER RYDER: As
3 far as the size of the building or the size
4 of the hiring?

5 LEGISLATOR SOLAGES: The hiring.

6 ACTING COMMISSIONER RYDER: No.
7 It should not. If we lose more people, we
8 need to hire more. It has no effect on the
9 other side of it.

10 We get -- when we talk about if
11 my budget is what my budget is, we will
12 re-shuffle the deck and make it work.
13 That's what we do.

14 We've turned it around so far
15 with what we've had to deal with and I've
16 had little if any turnover time for myself.
17 So we've done a pretty good job so far
18 making this happen.

19 When we really start digging into
20 the weeds, we're never going to affect
21 public safety. That's the priority. We're
22 not going to cut back. If we need to spend,
23 if there's a major disaster or major event
24 occurs, we'll spend those resources.

25 But there are other times when

1 Budget Hearing/10-2-17

2 you can cut back and say, hey, we really
3 don't need this right now.

4 LEGISLATOR SOLAGES: You began
5 your presentation with reference to the
6 unfortunate and tragic and devastating
7 events that occurred in Las Vegas, and I too
8 also share your concern.

9 Although there is no credibility
10 to the claims of ISIS and other terrorist
11 groups, you still recognize it as terrorism,
12 correct?

13 ACTING COMMISSIONER RYDER: That
14 is what we consider domestic terrorism.
15 Yes, sir.

16 LEGISLATOR SOLAGES: God forbid
17 something like that would occur here in
18 Nassau County, do you believe we have a
19 sufficient number of ambulances to deal with
20 that issue?

21 ACTING COMMISSIONER RYDER: Well,
22 between the fire services -- I was there
23 when Avianca went down and I saw the amount
24 of ambulances that showed up and were able
25 to handle that situation.

1 Budget Hearing/10-2-17

2 You always want more. You always
3 want to be better prepared. You can learn
4 from your last event, or other's events.

5 So if I had more ambulances,
6 sure, so we would love to have more
7 ambulances.

8 LEGISLATOR SOLAGES: So you do
9 not have an adequate number of ambulances?

10 ACTING COMMISSIONER RYDER: No I
11 didn't say that. Right now we have an
12 adequate number of ambulances.

13 The volunteers in this county are
14 phenomenal. When that bell rings they come
15 pouring out. We get an overwhelming amount
16 of support from our ambulance service from
17 the volunteers.

18 LEGISLATOR SOLAGES: I do believe
19 we have like 17 ambulances on the way?

20 ACTING COMMISSIONER RYDER: All
21 of our new ambulances have -- I think
22 there's one left that has not been turned
23 out yet. We put them all out on the street
24 in the last couple of months.

25 LEGISLATOR SOLAGES: Which means

1 Budget Hearing/10-2-17

2 less overtime for those ambulance drivers?

3 ACTING COMMISSIONER RYDER:

4 That's correct.

5 LEGISLATOR SOLAGES: When I see
6 an ambulance, when I see an accident scene,
7 I always notice that upon the ambulance
8 leaving the scene, there's always a police
9 car following that ambulance.

10 If you can please describe the
11 procedure or policy behind that, why is that
12 necessary to have a police car following the
13 ambulance.

14 ACTING COMMISSIONER RYDER: So
15 our police medics that drive to the scene,
16 they take over the aided and get in the back
17 with the aided. When someone then has to
18 drive, the first officer drives and the
19 second officer will follow. This way when
20 the officer gets to the hospital, he'll pick
21 up that other officer when no longer needed
22 and return him back to post so they don't
23 wait with the ambulance while he's out of
24 service restocking his ambulance.

25 LEGISLATOR SOLAGES: For the

1 Budget Hearing/10-2-17

2 person involved in that accident, God
3 forbid, what is the fee for that ambulance
4 service?

5 ACTING COMMISSIONER RYDER: I
6 don't know. I can get you that.

7 LEGISLATOR SOLAGES: I was
8 talking with --

9 ACTING COMMISSIONER RYDER: I can
10 tell you that the cost of running the
11 ambulance bureau is around 18, \$19 million
12 not including the vehicles a year. I
13 believe they take in about 21, \$22 million a
14 year in revenue on average.

15 LEGISLATOR SOLAGES: Can't you
16 have a self fulfilling or self funding
17 system based on the revenue alone?

18 ACTING COMMISSIONER RYDER: Well,
19 I didn't include the cost of ambulances and
20 the --

21 LEGISLATOR SOLAGES: Excluding
22 the cost of ambulances. Can you have a
23 self-funding system based on that fee alone,
24 that fee of course going to administration
25 or who knows where it's going?

1 Budget Hearing/10-2-17

2 ACTING COMMISSIONER RYDER: I
3 don't think we look at it that way because,
4 again, we are not in the service of selling.
5 We are there to protect and bring these
6 people to the hospital. But we do go back
7 and go after those charges from the
8 insurance companies.

9 LEGISLATOR SOLAGES: Understood.

10 ACTING COMMISSIONER RYDER: If I
11 may, there's a bill on the governor's desk,
12 we don't recoup about another \$7 million a
13 year because sometimes the checks go
14 directly to the people and when the people
15 get that check, they don't always give it to
16 us. There's a bill on the governor's desk,
17 if it's signed those monies will come
18 directly to us.

19 LEGISLATOR SOLAGES: That's
20 great. I guess my last question, license
21 plate readers, my district is on the border
22 of New York City. They have three major
23 highways; the Cross Island, Belt Parkway and
24 Southern State Parkway, we would love to
25 have LPRs on our exit and entrance.

1 Budget Hearing/10-2-17

2 And also at the Atlantic Bridge
3 as well, represent Inwood, so, please, if we
4 can push a bill or push bonding for that I
5 would gladly appreciate it.

6 ACTING COMMISSIONER RYDER: Yes,
7 sir. And Elmont is crucial in that most --a
8 lot of them are going into the Elmont area.

9 LEGISLATOR SOLAGES: Thank you
10 very much for your presentation.

11 CHAIRWOMAN GONSALVES: Legislator
12 Curran.

13 LEGISLATOR CURRAN: Thank you
14 very much. So, after three years of sitting
15 through public safety budget hearings, your
16 brevity was refreshing, so thank you.

17 I have a few nit-picky questions.
18 First is, I know that our police academy
19 trains our police officers but also the
20 police officers that are going off to the
21 villages. So it's good that we are hiring a
22 lot of new officers to replace all of the
23 ones that are leaving.

24 Are we concerned that some will
25 be picked off by the villages and that we'll

1 Budget Hearing/10-2-17

2 have to get more?

3 ACTING COMMISSIONER RYDER: No.

4 It's chosen ahead of time.

5 INSPECTOR WILSON: It's on the
6 civil service list and through the
7 application process that somebody decides
8 that they're going in fact to join a village
9 police department.

10 They come off of the one test but
11 they can commit to a village.

12 ACTING COMMISSIONER RYDER: And
13 they can pass on that village and wait for
14 the county to hire.

15 INSPECTOR WILSON: Those that
16 commit to the PD are PD members. They do
17 not --

18 LEGISLATOR CURRAN: That's it.
19 Once they're in for PD they're in for PD.
20 That's good.

21 I also notice that contractual
22 services is increasing about 28 percent.
23 I'm wondering what kinds of contracts those
24 are.

25 ACTING COMMISSIONER RYDER: Most

1 Budget Hearing/10-2-17

2 of this is contractual with Motorola, the
3 new 911 system that we're taking on. That's
4 an expense that we are absorbing now.

5 LEGISLATOR CURRAN: I also notice
6 that legal contracts are increasing about
7 half a million. How many attorneys do we
8 have on PD staff?

9 ACTING COMMISSIONER RYDER: Four.

10 LEGISLATOR CURRAN: So I'm just
11 wondering perhaps going forward, when
12 looking for more savings we can bring some
13 of those in-house if it's appropriate
14 instead of contracting it out and spending
15 even more money on outside contracts.

16 ACTING COMMISSIONER RYDER: We
17 had, PERF is one of our contracts that we
18 had, they're no longer with us.

19 So that was one of the first
20 things that expired, we can police our own
21 and do our own and get ourselves where we
22 have to be, we didn't need direction.

23 LEGISLATOR CURRAN: Got it.
24 Because there's a lot of expenses outside of
25 our control such as the state is not

1 Budget Hearing/10-2-17

2 allowing us to borrow for pension costs as
3 they used to. I imagine that will continue
4 to whittle. So any time we find
5 efficiencies I think will be very helpful.

6 I have a question on longevity
7 payments. Is that reflected in the budget
8 in salaries, in the salary line?

9 ACTING COMMISSIONER RYDER: So
10 the current contractual longevity that, when
11 they froze, they did not pick up the old,
12 but those who had it are in this budget who
13 have had it before. Any new going forward
14 is not in there.

15 LEGISLATOR CURRAN: But,
16 normally, just forget what happened with the
17 wage freeze and all that, normally is that
18 reflected in the salary line; is that where
19 it is?

20 ACTING COMMISSIONER RYDER: Yes,
21 it's a separate line on both sides.

22 LEGISLATOR CURRAN: Does this
23 budget include funds for the increased
24 longevity payments that are reflected in the
25 MOAs that were recently in the news?

1 Budget Hearing/10-2-17

2 ACTING COMMISSIONER RYDER: No,
3 it does not.

4 LEGISLATOR CURRAN: Have you
5 gotten any information about the status of
6 those?

7 ACTING COMMISSIONER RYDER: I
8 have not seen the MOU.

9 LEGISLATOR CURRAN: Do you know
10 if it would be retroactive if it is to go
11 through, if the bills were to be
12 retroactive?

13 ACTING COMMISSIONER RYDER: I
14 haven't seen it so I don't want to comment
15 on it. My understanding, from the room of
16 mill, no, it's not retroactive. That's the
17 best I can do.

18 LEGISLATOR CURRAN: That's
19 something to work on. One second and then
20 I'll be almost done.

21 Do you have an idea of what the
22 ideal size for the police department would
23 be?

24 ACTING COMMISSIONER RYDER: Right
25 now our number is 2,500. I would like to be

1 Budget Hearing/10-2-17

2 at a 2,600 number. It gives us more
3 movement in POP cops in community policing.
4 We do have to cut because of work rules and
5 union contracts and minimum manning
6 staffing, we have to fill those car seats.

7 So when we fight overtime battles
8 like we're doing now and trying to get them
9 down, if we don't have those cops to fill
10 those we have to make the overtime, so we
11 pull back from other resources.

12 But a comfortable number would be
13 much more would be the 2,600 number than the
14 2,500 number we're living with.

15 LEGISLATOR CURRAN: I imagine it
16 would be helpful to keep that consistent
17 that number so when retirees go we have
18 enough backfilling so that there is
19 consistency in all of it.

20 I also came across something that
21 was curious to me, an item for police union
22 legal fees; do you know what that's for?

23 ACTING COMMISSIONER RYDER: Can
24 you answer that?

25 INSPECTOR WILSON: It's

1 Budget Hearing/10-2-17

2 contractual for the PBA.

3 ACTING COMMISSIONER RYDER: It's
4 contractual that goes back both to the
5 unions for their attorney expenses that's
6 agreed upon in some contracts some time
7 back.

8 LEGISLATOR CURRAN: All right.
9 Then just back to those MOAs, you have not
10 gotten any kind of official word whether
11 it's happening?

12 ACTING COMMISSIONER RYDER: No, I
13 have not. Not seen it, not commented on it,
14 not conferred about it. Nothing.

15 LEGISLATOR CURRAN: Thank you.

16 LEGISLATOR BYNOE: Good evening.
17 How are you?

18 ACTING COMMISSIONER RYDER: Very
19 well. Thank you so far.

20 LEGISLATOR BYNOE: I share her
21 sentiments as well but I will also leave
22 that topic as well to discuss with you.

23 Thank you for a very clear and
24 concise presentation it was very, very well
25 thought out and presented.

1 Budget Hearing/10-2-17

2 I have a couple of questions.

3 First you mentioned PERF. Did we ever get
4 the report from PERF, the final report?

5 ACTING COMMISSIONER RYDER: Yes,
6 we did. We had the final report it went
7 back for some edits. It may be back. It's
8 not back yet.

9 LEGISLATOR BYNOE: We, as a body
10 will see that?

11 ACTING COMMISSIONER RYDER: Yes.

12 LEGISLATOR BYNOE: Look forward
13 to that. Thank you.

14 Public safety officers, can you
15 tell me how they factor into policing and
16 with the hierarchy, their leadership?

17 ACTING COMMISSIONER RYDER:
18 Public safety officers are a huge factor for
19 us. Again, their job is just as important
20 as ours, but their salaries are a lot less
21 than ours.

22 So when the fill positions of --
23 as Mr. Bebe does here out in the parking lot
24 or someone at the front desk of the
25 Department of Social Service, or down in the

1 Budget Hearing/10-2-17

2 traffic violations area, these are important
3 functions that they go in there. They're
4 more of the first alert, first responders,
5 as explained to me the other day in a
6 meeting, is that they're really the first
7 people that they see. As you come in
8 through the front door every day.

9 So they're important to us and we
10 should continue to keep them and obviously
11 we need to hire more of them.

12 LEGISLATOR BYNOE: Is that
13 reflected in this budget?

14 ACTING COMMISSIONER RYDER: They
15 already have a head count. I believe we are
16 short nine in the head count. Yes, it's in
17 the budget.

18 LEGISLATOR BYNOE: So they're
19 included. Are those all officers or higher
20 ranking officials?

21 INSPECTOR WILSON: We have a PRF
22 of 8, PSO ones, as well as promotions are in
23 the works for PSO 2, 3 and 4.

24 LEGISLATOR BYNOE: Very good.
25 Thank you. So the Marine Bureau, I'm

1 Budget Hearing/10-2-17

2 interested to know how many officers are in
3 that bureau?

4 ACTING COMMISSIONER RYDER: We
5 had 35 and, then what happened is, after the
6 summer ends we send some back because the
7 need is not the same after the summer.

8 LEGISLATOR BYNOE: Thank you and
9 I have questions about training. Within the
10 academy, I know that there is a mental
11 health component that's being offered and I
12 believe we moved toward an evidence-based
13 mental health first aid training and we're
14 working I guess with human services to
15 provide that training. I know that's for
16 every cadet or every trainee that's coming
17 out of the academy.

18 Will there be a time when we
19 start to incorporate that training for our
20 officers, our officers with more longevity
21 and longer tenure, and public safety
22 officers as you said yourself, they are at
23 the front lines along with auxiliary police
24 officers?

25 ACTING COMMISSIONER RYDER: That

1 Budget Hearing/10-2-17

2 is one of the components of the training
3 officer that I want to bring in.

4 Union contractual, I can't pull
5 them off the road unless I'm backfilling
6 that car.

7 But if I get to an agreement with
8 the union allowing me to pull in for two
9 trains or four hour blocks, we can start to
10 train people on the fly and keep them more
11 up to speed in situations like that.

12 LEGISLATOR BYNOE: Excellent. So
13 I would like to also close by thanking you
14 because Westbury, actually the New Cassel
15 auxiliary did not have a car, and now they
16 have a car.

17 I met with them recently,
18 informally, ran into them, they are very
19 happy and they've been on patrol and very
20 helpful I believe in certain situations in
21 supplementing some of the policing that
22 happens there.

23 ACTING COMMISSIONER RYDER:
24 They've been great.

25 LEGISLATOR BYNOE: I appreciate

1 Budget Hearing/10-2-17

2 it. Thank you very much.

3 LEGISLATOR BIRNBAUM: Good
4 evening. I think what my colleagues were
5 referring to was that in every opportunity
6 whenever your predecessor was here, I had to
7 ask the question, what about our Sixth
8 Precinct.

9 So I appreciate your thorough
10 presentation and I specifically liked
11 hearing about improved morale, improved
12 cleanups of buildings, respect, being
13 respectful to the community.

14 My constituency, of course, is
15 anxiously awaiting the opening of the Sixth
16 Precinct. I believe there have been
17 improvements in the physical building
18 itself, and I know you are talking about
19 decreasing overtime.

20 I never truly understood or
21 learned whether the combination, the merging
22 of the two precincts was a major cost
23 savings to the county, which I don't believe
24 it has been.

25 Could you please address what may

1 Budget Hearing/10-2-17

2 be happening?

3 ACTING COMMISSIONER RYDER: So
4 when the merger occurred, there was a
5 savings. Not everybody sees that savings.
6 When you have 177 patrol cars out there, not
7 one of them was removed from post, as we all
8 thought that.

9 Inside the building you had
10 managerial positions and clerical positions
11 that were merged with the Third Precinct.
12 Then with overtime, things started to change
13 backwards and stuff.

14 So without a doubt there was a
15 savings, but also you can't put a price
16 sometimes on what a community feels about
17 their precinct.

18 There's not one person that sits
19 here in a blue uniform today that would say
20 they wanted to close the Sixth Precinct.

21 What we do know, at the time,
22 there were constraints put in and mergers to
23 occur.

24 I have been instructed by the
25 county Executive to start getting the

1 Budget Hearing/10-2-17

2 building back into shape.

3 The highway guys have been there.
4 So there is a capital project on the back
5 parking lot. We already started
6 construction down in the old detective area
7 downstairs the flooring has been repaired,
8 some ceiling and painting has been going on
9 as we speak.

10 We are estimated out what it is
11 to fix the upper desk area so it's more
12 inviting when the public comes back in and
13 we put the cell doors back on the cells. So
14 they are back on as of last week.

15 So we are moving in that
16 direction. Obviously that will be the
17 decision of the next County Executive
18 whether to open it or not.

19 I think the people behind me will
20 agree we would like to see it open.

21 LEGISLATOR BIRNBAUM:

22 Commissioner, simply, thank you.

23 CHAIRWOMAN GONSALVES: Legislator
24 Drucker.

25 LEGISLATOR DRUCKER: Thank you.

1 Budget Hearing/10-2-17

2 Clearly one of the disadvantages of going
3 last is that all the questions have been
4 asked and answered already.

5 But I just wanted to join the
6 chorus of my colleagues on the Legislature
7 in commending you on your presentation and
8 applauding really a very noticeable change
9 in your department since you have come
10 aboard. I thank you for that.

11 I just want to -- I mean, my
12 interaction with you personally, and your
13 interaction with my office over the past few
14 months has been absolutely fantastic and the
15 line of communication is very reassuring and
16 confident and inspiring to me.

17 But one of my last comments is,
18 particularly my own personal concern and in
19 district the rash of incidents of
20 anti-Semitism and graffiti and hate fueled
21 incidents, and obviously what has happened
22 in Las Vegas today of course is an egregious
23 example.

24 I want to make sure, has that
25 rash of increase in anti-Semitism and those

1 Budget Hearing/10-2-17

2 acts of graffiti and hatred, has that
3 impacted your budget at all? Has it
4 affected the way you redeploy or allocate
5 your resources?

6 ACTING COMMISSIONER RYDER: So it
7 has not affected our budget. It's not like
8 we had to add more cops into auto certain
9 area. We move more cost into a certain
10 area. We move more cops into a certain area
11 when we have certain problems.

12 I received numerous calls from
13 multiple rabbis over the last couple of
14 weeks, the last two weeks regarding the high
15 holy days because of the presence they have
16 seen. Again, I give the credit to the
17 people behind me because better they're
18 moving them into the right spots.

19 So it doesn't affect our budget,
20 but it affects us personally. We all don't
21 like and want to see any of that kind of
22 activity.

23 Our number one concern is
24 obviously our security. You've seen it
25 here. I have increased the security here.

1 Budget Hearing/10-2-17

2 One of the first things I did.

3 Because you can't sit as a
4 Legislative body and have people come up and
5 be argumentative and all we have is someone
6 who wants to make a statement that day.

7 That's why you see two BSO
8 officers that now attend here along with the
9 uniformed officers who are scanning the
10 bags.

11 So we take it very serious. We
12 have every single bias incident sits at the
13 level of the chief of detectives. It goes
14 right to Inspector Studdard who runs that
15 and handles those cases.

16 First you will see a cop and then
17 a squad guy and then a special
18 investigations unit takes control over that.

19 The reason they take control is
20 because many times it's not a one time
21 incident. It's a pattern. We then monitor
22 that patten both through social media and
23 open source to make sure we can get ahead of
24 it and prevent it from happening again.

25 But, again, a lot of times the

1 Budget Hearing/10-2-17

2 cooperation with the schools is imperative
3 and we do get good cooperation with our
4 schools.

5 LEGISLATOR DRUCKER: I certainly
6 can attest to the fact that your level of
7 commitment in fighting this problem has been
8 very very strong and I appreciate it. But
9 the comments that I get from residents in my
10 district is that they want the police
11 department to be proactive rather than
12 reactive. Quite frankly, perception does
13 become reality. Like was mentioned here in
14 this building alone.

15 When you have the perception of
16 police involved in police presence, it does
17 reassure people in a lot of ways.

18 My last question concerns the
19 budget. Just one question I had.

20 With respect to equipment, in
21 2016 it says equipment cost was \$346,000 and
22 then in 2017 \$856,000, and now the proposed
23 2018 is \$980,000. Can you explain that
24 tremendous increase?

25 ACTING COMMISSIONER RYDER: Every

1 Budget Hearing/10-2-17

2 time we start buying vehicles, every time we
3 start specialty vehicles, every time
4 replacing the cars that had 140, 150,
5 200,000 miles on them, you're seeing more
6 and more of the new cars out there, again,
7 thank you to this body for that.

8 So license plate readers,
9 technology, everything goes up. We don't,
10 again, put it out, it goes out to bid
11 through purchasing. It comes back and we
12 get what we get.

13 But we look to make sure we can
14 give back that equipment. If I ride my car
15 for 200,000 miles and replace it with a new
16 one and that's the car I'm giving to the
17 poor auxiliary guy. So we're trying to flip
18 them things faster so they can get a better
19 quality car. That's the nature of the beast
20 when it comes to cost.

21 LEGISLATOR DRUCKER: It's
22 probably at least a 100 percent increase.

23 ACTING COMMISSIONER RYDER: I can
24 tell this. One of the things we never had
25 in the police department and we're starting

1 Budget Hearing/10-2-17

2 to institute is a quarter master type style
3 where, if there is something on the shelf
4 it's got to get off the shelf and put on the
5 street. If we pay for it we got to use it.

6 I told all my people, you spend
7 the money like it's your own and treat the
8 people like they're your family and we'll do
9 fine. That's the way they're doing it.
10 They're doing a great job with it every day.

11 We get those items off the shelf
12 and we put them out to work. We don't buy
13 things anymore that we're not going to use.
14 You're not going to see silly expenses come
15 from this agency right now.

16 LEGISLATOR DRUCKER: Thank you
17 very much, Commissioner.

18 CHAIRWOMAN GONSALVES: Legislator
19 Curran and then I have two here who wish to
20 speak.

21 LEGISLATOR CURRAN: Thank you.
22 So the department currently has 26 fewer
23 members of the SOA than was budgeted.

24 I'm curious to know if you've
25 seen the practical effects of this deficit?

1 Budget Hearing/10-2-17

2 ACTING COMMISSIONER RYDER: So we
3 have less due to recent retirements as we
4 know. So, what we've done is, we're moving
5 supervisors around. We moved a lot of our
6 upper management around as you saw in that
7 savings that I showed and putting them back
8 into places.

9 So when I closed down the Office
10 of Quality Assurance and moved their duties
11 into someone else, I put those people back
12 into the workforce, internal affairs, MAO,
13 wherever they were needed. The inspectors
14 from the night platoon, they went now,
15 wherever they are needed. We've been okay
16 but we do need to bring our numbers back.
17 But if you move one, you got to move
18 somebody else. That cost a number. So we
19 try to do what's going to cost the least.

20 LEGISLATOR CURRAN: Right. And
21 it takes time to bring people up the ranks
22 for obvious reasons.

23 I notice that this budget
24 provides nine fewer SOA officers than the
25 current budget.

1 Budget Hearing/10-2-17

2 Is that a number that you're
3 comfortable with to get done what has to be
4 done and has the supervision that needs to
5 be done?

6 ACTING COMMISSIONER RYDER: No.
7 We're at 365 right now and the number you
8 are showing 358 for '18?

9 LEGISLATOR CURRAN: Yes.

10 ACTING COMMISSIONER RYDER: We
11 can work and re-manage the way we're doing
12 it now.

13 LEGISLATOR CURRAN: That gives
14 you enough wiggle room.

15 ACTING COMMISSIONER RYDER: But
16 if you look at most of those cost savings,
17 they were mostly supervisors that were moved
18 around.

19 LEGISLATOR CURRAN: Thank you.

20 CHAIRWOMAN GONSALVES: Legislator
21 Ford.

22 LEGISLATOR FORD: I will be
23 brief. It's a long night. I just want to
24 go back. I remember when I was in your
25 classes, civilian police academy. You were

1 Budget Hearing/10-2-17
2 a good instructor then and now police
3 commissioner.

4 But I know that one of the things
5 that you did stress is properly -- aside
6 from training the officers, but also giving
7 them the tools that they need to do their
8 jobs.

9 I know that one of the pieces of
10 equipment that the officers can use are
11 tasers which can be employed.

12 It is my understanding and,
13 correct me if I'm wrong, not all of our
14 officers on patrol have tasers. Is that
15 true? If it is, are we planning on
16 providing them for everybody?

17 ACTING COMMISSIONER RYDER: We
18 are providing them. We have more that have
19 been purchased. All the young officers that
20 come out and that have been trained are out
21 with a taser, so those 500 officers that you
22 talked about will have them.

23 All supervisors have them. We
24 recently just deployed them into DT
25 detective squads so they can take them out

1 Budget Hearing/10-2-17

2 when they go out.

3 We put them believe it or not
4 into Marine Bureau, put them into gang unit
5 has them now. So we are putting more and
6 more out. Again, there is a cost to train
7 them to get them. We want to get there
8 because we believe in de-escalation of force
9 of tasers is a great tool that we should be
10 using more and more.

11 LEGISLATOR FORD: So you said
12 that even your senior patrol officers will
13 eventually get trained and be equipped with
14 it?

15 ACTING COMMISSIONER RYDER:
16 Absolutely.

17 LEGISLATOR FORD: Are you looking
18 like within the next year or six months?

19 ACTING COMMISSIONER RYDER: I'm
20 sure by the next six months we'll have
21 everybody done and trained.

22 LEGISLATOR FORD: Thank you.

23 CHAIRWOMAN GONSALVES: Legislator
24 Walker.

25 LEGISLATOR WALKER: And that

1 Budget Hearing/10-2-17

2 would be something that the training
3 officers could work on?

4 ACTING COMMISSIONER RYDER: In
5 those types of trainings they would have to
6 go back to the academy, they do it when they
7 go for the range training for firearms.

8 LEGISLATOR WALKER: My other
9 comment was, we speak about education with
10 the drugs and bringing it down to where
11 younger children are but even educating our
12 public, I know we've had a rash of -- it
13 seems like car break-ins in our community.

14 Often times the car is just
15 rummaged through and nothing is taken, I
16 guess they're looking for loose change.
17 Sometimes people have things of value in the
18 car that are left there. So often people
19 don't even reach out to the police
20 department.

21 Would it be beneficial to all of
22 you, for us to make sure we share when we're
23 at community meetings or whatever to let our
24 residents know that they should still call,
25 let you know that their car was broken into.

1 Budget Hearing/10-2-17

2 Sometimes you find out that there were six
3 other cars on the block and maybe on another
4 block. Then you realize somehow there is
5 activity taking place in a specific area that
6 you might not know?

7 ACTING COMMISSIONER RYDER: So if
8 I can beg all of you to speak to your
9 communities and ask them to lock their cars
10 and 90 percent of the cars are open, very
11 few get broken into.

12 I hate saying that as the law and
13 order guy to lock your car because you
14 should be comfortable in your community not
15 to, but with you opioid epidemic, that's
16 what they're looking for. They are looking
17 for five bucks to get high. They're going
18 through six or seven cars to get them
19 through tomorrow.

20 We do a good job to coordinate
21 our top offenders and create the profiles to
22 push to a cop and say, Johnny, who has
23 overdosed six times and has been arrested
24 for cocaine or heroin, lives right in the
25 middle of that little pocket of crime.

1 Budget Hearing/10-2-17

2 That's where we start to focus on.

3 We look to see what they pawn and
4 through the pawn database. That's how we go
5 after them. But if people just lock their
6 cars it would bring my numbers way down.

7 LEGISLATOR WALKER: Thank you.
8 Thank you again for a wonderful
9 presentation. Thank all of the officers
10 behind you and thank you for being here at
11 our beck and call.

12 CHAIRWOMAN GONSALVES: I believe
13 I have one more legislator that wants to
14 comment. Legislator Rhoads.

15 LEGISLATOR RHOADS: Thank you
16 very much, Madam Presiding Officer.

17 Commissioner Ryder, how are you
18 this evening?

19 ACTING COMMISSIONER RYDER: Very
20 good.

21 LEGISLATOR RHOADS: By the way, I
22 want to congratulate you because there
23 aren't a lot of things that we both sides of
24 the aisle agree on, but the one thing I
25 think you have heard is a general agreement

1 Budget Hearing/10-2-17

2 that we are thrilled with the job you are
3 doing as commissioner.

4 I want to thank you for your
5 proactive approach and I want to thank you
6 for, as Legislator Drucker said, the lines
7 of communication being wide open. Your
8 office has been a pleasure to deal with. We
9 very much appreciate that.

10 I want to go back to the Marine
11 Bureau and specifically NIFA's
12 recommendation with respect to the
13 elimination of the Marine Bureau.

14 What is the back up plan if there
15 is no Marine Bureau?

16 ACTING COMMISSIONER RYDER: I
17 don't have a back up plan. That's the first
18 time I've said that.

19 If you took away our boats I can
20 only swim so far. And ambulances don't
21 float. We have to have a Marine Bureau.

22 It just cannot be taken away from
23 us. We work very hard, our Marine Bureau
24 guys work very hard to give us back more and
25 work with us on certain things.

1 Budget Hearing/10-2-17

2 Again, a credit to our patrol
3 division to keep them doing the right thing
4 and they are the only presence out there on
5 the water.

6 I know you have your town
7 constables and stuff, but the truth of the
8 matter is, even they look for us. They're
9 looking for the police department to come
10 in, and I couldn't give you a back up plan.
11 I really couldn't. I would like to say,
12 hey, Coast Guard take over, but they're not
13 going to do it for us.

14 LEGISLATOR RHOADS: The reality
15 is, the Coast Guard is never going to be
16 able to reach some places that the Marine
17 Bureau can reach in the amount of time or as
18 quickly as our Marine Bureau would be able
19 to. I'm sure you would agree with that.

20 ACTING COMMISSIONER RYDER: Yes.

21 LEGISLATOR RHOADS: And even with
22 respect to the volunteer fire departments,
23 some of which actually have their own Marine
24 units; there are some situations that the
25 Marine Bureau encounters that fire

1 Budget Hearing/10-2-17

2 departments aren't equipped to handle,
3 correct?

4 ACTING COMMISSIONER RYDER: And
5 some of the volunteer fire departments have
6 a problem getting ambulances out now in the
7 middle of the night because these volunteers
8 have to work. They have jobs they have to
9 go to and they do such a great job for us in
10 the county.

11 So you can't ask a volunteer
12 fireman to jump in his boat and say, hey,
13 come on out, like in Wantagh at three
14 o'clock in the morning. By the time they
15 get there and get the boat started and
16 warmed up and get it out, the rescue is
17 over. It's now we're looking for the body.
18 That's why the Marine Bureau is out there on
19 our patrols out there doing the right thing.

20 LEGISLATOR RHOADS: Absolutely.
21 And I'm sure as you've indicated, you would
22 agree that maintaining the Marine Bureau is
23 absolutely necessary as a public safety item
24 to protect the boating residents of Nassau
25 County.

1 Budget Hearing/10-2-17

2 Just turning if you wouldn't mind
3 to NIFA's proposals with respect to our
4 police ambulance bureau and the idea of
5 privatizing police ambulances.

6 I'm sure you would agree that our
7 fire departments do and you've indicated it
8 already, our fire departments do a
9 tremendous job of picking up some of the
10 emergency calls, rescue calls, that would
11 normally be handled by our police
12 ambulances.

13 But, the reality is, you have
14 several departments as you just alluded to
15 that are facing increasing pressures.

16 You have several that have made
17 the decision to opt out of the 911 system
18 and aren't able to provide us with that
19 assistance.

20 You have at least one department
21 that has toyed with the idea -- over the
22 last couple of months that was debating not
23 running rescue calls at all, which would
24 increase the burden not decrease the burden
25 on our police ambulance bureau.

1 Budget Hearing/10-2-17

2 Can you speak to what would
3 happen if we wound up either trying to
4 reduce the size of the ambulance bureau or
5 perhaps eliminating it entirely?

6 ACTING COMMISSIONER RYDER: I can
7 put it to you this way, if a Nassau County
8 cop got shot and is lying in the street,
9 they want to look up and see their police
10 medic from Nassau County. They're the best
11 trained in the country. They do their with
12 passion.

13 They worked with us that night I
14 told you about those young cops around the
15 car. This police medic jumped out and said,
16 everybody okay, anybody need anything? Is
17 everybody all right? He's not carrying a
18 gun. But he's out there making sure his
19 cops, he referred to them as "his cops" are
20 okay.

21 So they're some of the best
22 you're going to get. I'm not going to knock
23 the agency that may come in and take over
24 services but I will tell you this, if I'm on
25 that street, I want to see that Nassau

1 Budget Hearing/10-2-17

2 County Police medic looking down at me.

3 LEGISLATOR RHOADS: No question
4 about it. With respect to the ambulance
5 bureau, obviously the ambulance bureau
6 charges for the services that they provide.
7 I think under the circumstances we only
8 charge the people that actually have
9 insurance to be able to pay for it. It's
10 not as though if someone doesn't have
11 insurance we're actually going out and
12 serving them with collection notices.

13 But ambulance bureau actually is
14 a money-maker, a source of revenue for the
15 county; would you agree?

16 ACTING COMMISSIONER RYDER: As I
17 said earlier, they take in about 22, \$25
18 million a year. We're probably short about
19 \$8 million because when people get that
20 check at home, some will say, no, this is
21 for Patti, not going to the county, and they
22 keep it.

23 We try to go after it but we
24 don't recoup nearly what we should. If the
25 bill is passed on the governor's desk then

1 Budget Hearing/10-2-17

2 we can then directly get that check to the
3 county, that money will go up five to \$8
4 million more.

5 LEGISLATOR RHOADS: So, as a
6 revenue generator though, it would be
7 beneficial to the county theoretically,
8 obviously to at least maintain the numbers
9 of ambulances that we have if not increase
10 them as opposed to decreasing them?

11 ACTING COMMISSIONER RYDER: You
12 don't want to decrease them, absolutely not.

13 LEGISLATOR RHOADS: I appreciate
14 it. Thank you very much, Commissioner.

15 CHAIRWOMAN GONSALVES: Thank you,
16 Commissioner. Thank you to your staff as
17 well. Thank you for a very comprehensive
18 presentation and your willingness to answer
19 every question no matter how difficult it
20 may be.

21 ACTING COMMISSIONER RYDER: It's
22 my job.

23 CHAIRWOMAN GONSALVES: I know
24 it's your job and all I can say is I know
25 the department very well. I've been with

1 Budget Hearing/10-2-17

2 them for a long, long time, maybe as long as
3 you, not quite, 1984.

4 ACTING COMMISSIONER RYDER: That's
5 exactly when I came on, '84.

6 CHAIRWOMAN GONSALVES: So we are
7 even. I thank them as well and I sit out
8 there and I say okay, you have a great staff
9 and I know that you will continue to do what
10 is right for this county.

11 God bless you and God bless
12 everyone on your behalf.

13 ACTING COMMISSIONER RYDER: Thank
14 you and good night.

15 CHAIRWOMAN GONSALVES: At this
16 point we now have the Sheriff's Office to
17 make their presentation. With us tonight we
18 have Sheriff Michael Sposato and I believe
19 you have someone with you?

20 SHERIFF SPOSATO: Narda Hall, my
21 budget director.

22 CHAIRWOMAN GONSALVES: Okay.
23 Good evening, Sheriff. I know the hour is
24 late, but we knew it would be because the
25 time of the hearing at five o'clock. So,

1 Budget Hearing/10-2-17

2 welcome, and it's your turn.

3 SHERIFF SPOSATO: Presiding
4 Officer Gonsalves and Minority Leader
5 Abrahams and County Legislators, thank you
6 for providing me the opportunity before you
7 today. This is my 11th year presenting the
8 sheriff's department budget.

9 With me today is Deputy County
10 Executive Chuck Robando, Public Safety, and
11 my Budget Director, Narda Hall.

12 Based on our information I have
13 received from the county finance staff, I'm
14 confident that the sheriff's department will
15 finish within its allotted budget for '17.

16 The 2018 proposed budget is
17 \$160.2 million which reflects an increase of
18 \$12.8 million or 8.7 percent increase from
19 the 2017 adopted budget of 147 and a half
20 million.

21 The \$160 million represents
22 salary wages and fees, 73.9 percent;
23 worker's comp 6.13 percent; and contractual
24 expenses 16.58 percent; and equipment .13
25 percent.

1 Budget Hearing/10-2-17

2 The proposed increase is
3 primarily due to two main factors; overtime
4 and contractual health services.

5 Although the '17 budget compared
6 to the '18 proposed budget is increased \$5.5
7 million in overtime, the increase is a
8 result of the decrease in the head count of
9 the correction officers union which was 55
10 officers in 2016 and 38 in 2017.

11 This is offset by the salary line
12 savings of \$3.3 million and I just had a
13 class of 28 correction officers on that were
14 deployed last week which will save another
15 \$515,000 by the end of the year.

16 My total number down is 55 COBA
17 members between '16 and '17 which, if they
18 were on board, is approximately about \$5
19 million in savings if I had them towards the
20 overtime line.

21 Right now I have been working
22 with our civil service and the police
23 department to try to put one more class on
24 of 30 to 40 by the end of this year and try
25 to get two more classes of 25 each for 2018.

1 Budget Hearing/10-2-17

2 Because my COBA head count is as low it's
3 been in a long time.

4 As far as the health contract,
5 the proposed 2008 contract cost for inmate
6 healthcare is increasing by \$9.4 million or
7 54 percent from the 2017 adopted budget.
8 This is primarily due to Nassau Healthcare
9 Corp which reflects the new pricing of \$21
10 million allocated for the 2018 fiscal year.
11 The contract commenced on September 1st of
12 '17 and terminates on August 31st of '19.

13 In September of '17 date, the
14 correctional center paid \$1.7 million to the
15 NHCC for expenses from September, which is
16 part of their 2017 contract of seven million
17 through December.

18 In 2017, the correctional center
19 paid year to date \$9.8 million in an
20 outpatient billing to Armor Healthcare. The
21 Armor contract was extended through August
22 of '17 and the correctional center paid \$4.4
23 million in three monthly payments as
24 follows; \$1.5 million in June, \$1.6 million
25 in July; and \$1.7 million in August.

1 Budget Hearing/10-2-17

2 The \$4.2 million represents as
3 pass-through expenses to GDF Suez Energy for
4 the correctional center's use of chilled
5 water, air conditioning, steam and heat.

6 As far as workmen's compensation
7 and the proposed 2018 budget is \$9.8
8 million. It's a three percent decrease from
9 the 2017 adopted budget. This is due to
10 reduced medical and indemnity payment that
11 is offset by a rise in disability payments.

12 Under my equipment line, 2018
13 proposed budget is \$208,900 which reflects
14 an increase of the '17 budget of \$32,608.
15 The \$176,292 or basically a 540 percent
16 increase is primarily due to certain
17 expenditures that were reclassified or
18 disallowed in addition to the cost increase
19 in heavy duty equipment, safety and security
20 and miscellaneous equipment.

21 On my revenue line, the overall
22 2018 proposed revenue budget decrease of
23 \$7,125,000 to \$6,899,000, a difference of
24 \$226,000, 3.2 percent when compared to '17.
25 This is due merely reduction of my expected

1 Budget Hearing/10-2-17

2 revenue from federal inmates to be housed at
3 the jail from 35 to 30; a difference of
4 \$301,000. The decrease fee revenue from
5 enforcement of court orders and warrants
6 from evictions and arrests of \$1.7 million
7 to 1.5; that's a difference of \$200,000.

8 All other revenue sources except
9 for that is expected to remain unchanged.

10 Just a couple of things as far as
11 COBA. I believe the COBA union is here from
12 last year's budget hearing. They were
13 looking for vehicles, we received 26
14 vehicles. On bulletproof vests, we've
15 received 300 bulletproof vests. We've
16 ordered 650 stab resistant vests.

17 All of our hand scanners and walk
18 through scanners are in and deployed. We
19 ordered four of these boss chairs that you
20 sit in for security. We also made an
21 arrangement with the union with the county
22 as far as putting on for the first time a
23 full time cert team. I haven't implemented
24 that yet due to the fact that we are so
25 below in our head count, I just can't take

1 Budget Hearing/10-2-17

2 the people out right now to put it into
3 that.

4 Based on that, that's a quick
5 overview of my budget and any questions you
6 will have for me.

7 CHAIRWOMAN GONSALVES: Legislator
8 Nicolello.

9 LEGISLATOR NICOLELLO: I just
10 want you to take me through the classes you
11 have coming through.

12 Do you have a class now in the
13 academy?

14 SHERIFF SPOSATO: I don't. We
15 just graduated 28. They were deployed
16 September 25th.

17 We sent out about 100 letters and
18 we're starting to do backgrounds, the police
19 department, civil service are going to start
20 doing backgrounds.

21 We lose a lot of people based on
22 the investigations or they take other jobs
23 in the meantime. So I'm hoping to get maybe
24 30 or 40 out of that before the end of this
25 year. Then, in 2018, just to try to get to

1 Budget Hearing/10-2-17

2 the budget number, if we possibly can, I
3 think we would need two classes to get go
4 into. '18.

5 LEGISLATOR NICOLELLO: How does
6 it take, the academy take?

7 SHERIFF SPOSATO: It varies
8 between 11 and 13 weeks.

9 LEGISLATOR NICOLELLO: Are there
10 limitations at the academy in terms of the
11 numbers they can process at any given time?

12 SHERIFF SPOSATO: We normally do
13 classes of 25. This time we did 28. I
14 actually expedited the class this time,
15 them work on Saturdays so it was overtime.
16 But we got them out in eight and a half
17 weeks instead of the 11, 13.

18 LEGISLATOR NICOLELLO: As these
19 classes come through, do you expect an
20 improvement in the amount of overtime?

21 SHERIFF SPOSATO: Yes. That's
22 the main reason -- our head count is about
23 55 completely down, even after the 28 from
24 last year.

25 LEGISLATOR NICOLELLO: So it's

1 Budget Hearing/10-2-17

2 even after the 28.

3 SHERIFF SPOSATO: After the 28 we
4 are still down 55 heads in COBA from last
5 year.

6 LEGISLATOR NICOLELLO: You need
7 the two extra classes then next year?

8 SHERIFF SPOSATO: I'm hoping to
9 get 35 or 40 in this year but before the end
10 of the year, and at least another 50 next
11 year between two classes, not counting the
12 attrition we are going to have.

13 We just can't hire as fast as the
14 police department because we don't have as
15 many people on the lists. It takes a us a
16 little longer to get the classes going.

17 LEGISLATOR NICOLELLO: This is
18 not directly budget, but capital
19 improvements in the jail, do you have any
20 projects in the works for improving the
21 physical infrastructure?

22 SHERIFF SPOSATO: We did
23 completely three brand new elevators. We
24 worked on every other one, that they're all
25 working. This Legislature approved, I

1 Budget Hearing/10-2-17

2 forget two or three months ago, I think a
3 million and a half to approve every single
4 HVAC, the thing on all the roofs, that's one
5 of the major things that you guys approved
6 capital for. The company is in the process
7 of ordering all the machines and starting to
8 do that work.

9 LEGISLATOR NICOLELLO: Is there a
10 plan that you have in place in terms of
11 ongoing capital improvements to the jail
12 facility?

13 SHERIFF SPOSATO: The major ones
14 were the elevators and the roof, some leaks
15 we had, but, beside that, we do have to have
16 some work in one of our older buildings, the
17 B building, but I don't really have a plan
18 today to go over with you.

19 LEGISLATOR NICOLELLO: Do you
20 have a plan to start developing that?

21 I'm told that the infrastructure
22 is starting to show its age.

23 SHERIFF SPOSATO: Even in our
24 newest building which opened up in '92, the
25 other one in 1950, so we are still using

1 Budget Hearing/10-2-17

2 these buildings. They do need just the
3 updating.

4 LEGISLATOR NICOLELLO: Thank you.

5 CHAIRWOMAN GONSALVES: Legislator
6 Ford.

7 LEGISLATOR FORD: Good evening.
8 Just piggybacking on with the capital
9 improvements; renovating and fixing up the
10 areas showing signs of wear. Are there any
11 plans for you to expand into any of the
12 unused areas of the jail?

13 SHERIFF SPOSATO: Well, we had a
14 satellite building, just a couple of things
15 I just thought of right now.

16 We did meet with DPW, with Chief
17 Deputy County Executive Rob Walker and we
18 put a plan forward. I don't know if it was
19 brought to the leg, for about ten \$11
20 million about six months ago. That would be
21 replacing a lot of the windows and a lot of
22 the other things in that old building.

23 But, based on what you're saying,
24 we have a satellite closed that we closed
25 because we had an inmate population that's

1 Budget Hearing/10-2-17

2 been reduced.

3 We closed that with the state,
4 it's an area that we had but they're all
5 dormitory. It doesn't work for our maximum
6 facility and we have the A building which is
7 a building that has been closed for a long
8 time; one is completely would have to be
9 gutted and renovated. One we did renovate a
10 little where we film our movies. But it
11 would still need a lot of new locking
12 devices. That would take millions of
13 dollars to renovate.

14 LEGISLATOR FORD: But I know --
15 considering that you're saying the inmate
16 population is down, I think one of the
17 issues that you may be facing is that the
18 number of various gangs that are now -- end
19 up becoming inmates in the jail. And trying
20 to keep them basically separated as best you
21 can, not only for the safety of the other
22 inmates but for the officers that patrol.

23 So at least look at that, I know
24 that is an issue and causes great concern
25 for the people working there.

1 Budget Hearing/10-2-17

2 With this incentive that was
3 given, I don't think it was offered to you,
4 SHOWA members, but for the CSEA members did
5 you lose any people to the incentive?

6 SHERIFF SPOSATO: We lost four
7 clerks up in my civil enforcement division
8 in Mineola and two over at the jail in my
9 human resources unit.

10 LEGISLATOR FORD: So only six
11 total. Then you're going to backfill them?

12 SHERIFF SPOSATO: Yes.

13 LEGISLATOR FORD: So I'm going to
14 go back because I think this is every year I
15 ask the same thing, but I found out we
16 really may not have it and I hope I'm saying
17 this right, but with the body alarms, the
18 safety equipment for the officers to use and
19 to protect themselves while they're working
20 in the jail, where are we with that?

21 SHERIFF SPOSATO: Again, we put
22 in, I think this is about the hand held
23 ones, this was in the budget maybe five or
24 six years ago, we replaced all the radios
25 with a new radio that has a little button on

1 Budget Hearing/10-2-17

2 there that you press if you want to hit an
3 alarm.

4 We haven't even been in any
5 discussions with actually having hand held
6 body alarms.

7 LEGISLATOR FORD: I don't work
8 there so I don't know, but my question then
9 would be, I guess I will ask the union
10 whether or not that that is something that
11 would be something that would be beneficial
12 to the officers or is that the optimal piece
13 of equipment they should have on them.
14 Considering that -- my concern, and I'm just
15 as a civilian looking at this, if an officer
16 is in distress, how does he -- if he has to
17 push a button or something like that or hand
18 held I don't know. I would think there
19 might be -- I don't know if that's something
20 that employed by jails throughout the United
21 States, or is there something else that
22 might be better for the officers to have, so
23 that no matter what happens, somebody can be
24 alerted that an officer is down.

25 SHERIFF SPOSATO: We have a

1 Budget Hearing/10-2-17
2 couple of different things. We have the
3 hand held radios which have the alarm on it.
4 When the officers do their patrols, there's
5 a key you turn one for patrol once. We have
6 staff in the bubble. I'm sure they'll tell
7 you -- it's not something that has been in
8 the budget for years. But we can look into
9 it.

10 LEGISLATOR FORD: But I thought
11 it was. Maybe I'm wrong.

12 SHERIFF SPOSATO: You're not off.
13 Years ago we had a jail master plan, maybe
14 2010 we had a jail master plan that had body
15 alarms.

16 LEGISLATOR FORD: It was
17 something that they would wear?

18 SHERIFF SPOSATO: We had them for
19 years. We had them, it was like a little
20 pager it looked like. But then we put it in
21 the plan. One company went out of business,
22 and one company couldn't do it. It's not
23 all on the companies, it's just that at that
24 point we used the money for other issues.
25 It hasn't been -- I want to say at least

1 Budget Hearing/10-2-17

2 more than probably five or six years it
3 hasn't been in the budget.

4 LEGISLATOR FORD: I'm hoping that
5 we are going to see it in the budget and I
6 don't have to ask this question again next
7 year. Thank you very much.

8 CHAIRWOMAN GONSALVES: Legislator
9 MacKenzie.

10 LEGISLATOR MACKENZIE: Just a few
11 quick questions. A few of the items have
12 been ones that have ongoing concerns from
13 the correction officers including the stab
14 resistant vests and the 300 vests themselves
15 that you mentioned.

16 Can you give us a little more
17 detail on their status? I think you said
18 the stab proof vests are ordered, but maybe
19 a little detail on what means.

20 SHERIFF SPOSATO: Two things.
21 We've always had only the regular bullet
22 proof vests. So we ordered all brand new
23 ones. Every single unit that wears, it's
24 transportation, the outside posts. All
25 those are in.

1 Budget Hearing/10-2-17

2 We made an arrangement, the
3 county and Brian Sullivan from COBA we
4 offered them to the stab resistant vests
5 that they'll wear under their shirt. Those
6 are ordered. I don't know exactly in the
7 process where they are. I will get back to
8 you on that.

9 But the people that have them,
10 the stab resistants are for inside the jail.
11 The ones outside and driving around,
12 everyone has a brand new vest.

13 LEGISLATOR MACKENZIE: Then
14 likewise, if you can give us a little more
15 detail, what type of head count do you need
16 to have the cert team up and running because
17 that's been a concern of the officers as
18 well?

19 SHERIFF SPOSATO: Basically, in
20 my opinion, if we can get to the -- we made
21 an agreement with the union that we were
22 going to do it when this last class
23 graduated.

24 But even if you ask the union,
25 the head count is so down. We don't have

1 Budget Hearing/10-2-17

2 enough. We're ordering everyone. They
3 can't work the hours that we have now in
4 with the posts we have now due to the head
5 count being so low.

6 So I met with Brian Sullivan and
7 we have agreed -- I want to give it to them,
8 we have agreed to it, but, I don't know,
9 maybe the next two classes. We have been
10 pushing it back a little bit. As long as we
11 can fill the posts. It's a good idea. We
12 made the agreement so they're going to have
13 it. It's just a matter of when.

14 LEGISLATOR MACKENZIE: One more
15 quick question. The jail doesn't undergo
16 any type of normal review by engineers, DPW,
17 or otherwise in terms of like a five or ten
18 year capital plan in terms of maintenance?

19 SHERIFF SPOSATO: We have
20 maintenance staff that are there if there is
21 something major that I will come to the
22 county and then DPW will come in.

23 DPW came in a few times with the
24 roofs, the air conditioners on the roofs.
25 When they sent out the booklet of all these

1 Budget Hearing/10-2-17

2 things that were wrong, DPW came in and I
3 brought them tours and I walked them around
4 and they had their engineers look at things
5 that they think need to be fixed. That's
6 something that we actually were talking
7 about in the capital plan.

8 LEGISLATOR MACKENZIE: Thank you.

9 CHAIRWOMAN GONSALVES: Legislator
10 DeRiggi-Whitton.

11 LEGISLATOR DERIGGI-WHITTON: How
12 are you?

13 SHERIFF SPOSATO: How are you?

14 LEGISLATOR DERIGGI-WHITTON:

15 SHERIFF SPOSATO: I have first a
16 question about what you were talking about
17 with the number of inmates that you have
18 staffed. I see that your projection does
19 show a decrease.

20 Just looking at the few years I
21 have here, just recently, it seems like they
22 were on the increase, like total admission
23 in 2015 was 8,300, total admission 2016 was
24 8,900.

25 SHERIFF SPOSATO: I'm sorry, what

1 Budget Hearing/10-2-17

2 are you reading?

3 LEGISLATOR DERIGGI-WHITTON: It's
4 our report. The annual population.

5 SHERIFF SPOSATO: You might be
6 looking for the year.

7 LEGISLATOR DERIGGI-WHITTON:
8 Right. But I'm just saying the numbers seem
9 to be going up and then from budgeting from
10 2017 to 2018 it seems to go down.

11 I'm just wondering why you think
12 we're going to have a decrease in the number
13 of inmates especially with everything going
14 on with heroin and all.

15 SHERIFF SPOSATO: I didn't say
16 we're having a decrease in inmates. I'm
17 just not sure.

18 LEGISLATOR DERIGGI-WHITTON: I
19 thought when Legislator Ford was mentioning
20 the population is going down, and that's
21 what this chart shows as well.

22 SHERIFF SPOSATO: The amount of
23 inmates that come in varies because of the
24 length of stay. Most of our inmates leave
25 within ten days to 20 days. So that number

1 Budget Hearing/10-2-17

2 that you're reading, total for the year. I
3 mean, it could be going up and down but I'm
4 not basing, because I would have to actually
5 close or open a housing area based on it.

6 LEGISLATOR DERIGGI-WHITTON: Did
7 I misunderstand before, did you say the
8 population was going down?

9 SHERIFF SPOSATO: For COBA. As
10 far as consolidation to open up something
11 new.

12 LEGISLATOR DERIGGI-WHITTON:
13 Okay. Because even here, I don't
14 understand, it says Nassau County inmates
15 from 2017 is 1,158 and for 2018 you are
16 projecting 1,118. I don't know. I can't
17 see why that would be the trend.

18 SHERIFF SPOSATO: I don't project
19 inmate count. So I don't know what you're
20 reading. I project correctional but not
21 inmate count.

22 LEGISLATOR DERIGGI-WHITTON: Do
23 you have this report? It was reported by
24 the OLBR but I'm sure that the numbers came
25 from -- Maurice, do you know where these

1 Budget Hearing/10-2-17

2 numbers came from?

3 SHERIFF SPOSATO: Do you know
4 what page it is?

5 LEGISLATOR DERIGGI-WHITTON: Page
6 21. I think it's referring to FY '18
7 budget. I don't know. These are the
8 numbers presented to us. I'm wondering why
9 there would be a decrease.

10 SHERIFF SPOSATO: Are you looking
11 at the last column?

12 LEGISLATOR DERIGGI-WHITTON: The
13 projected for 2018. All decreasing. Again,
14 it just kind of goes against what I think
15 would be the trend with all the opioid
16 issues we're having.

17 SHERIFF SPOSATO: I have no idea
18 where there's a decrease in the main
19 population. That didn't come from me.

20 LEGISLATOR DERIGGI-WHITTON: So
21 you don't know where these numbers came
22 from?

23 SHERIFF SPOSATO: I know the
24 report but inmate, it would be the head
25 count of inmates come up and down based on

1 Budget Hearing/10-2-17

2 every single day. I don't project inmate
3 head count. I can tell you what the trend
4 has been but I don't know about --

5 LEGISLATOR DERIGGI-WHITTON:

6 Well, usually that's what we go by, a trend,
7 and then it seems to turn around.

8 SHERIFF SPOSATO: It's 30
9 inmates. It wouldn't even be a full housing
10 area as far as the inmate housing areas at
11 the jail.

12 LEGISLATOR DERIGGI-WHITTON: It
13 says Nassau County inmates at the bottom
14 line and it goes from -- there's just a
15 brief decrease, but I'm just wondering why
16 you would project a decrease with everything
17 going on right now.

18 SHERIFF SPOSATO: This is not my
19 report.

20 LEGISLATOR DERIGGI-WHITTON:

21 Okay. So I'm not exactly sure where these
22 numbers came from.

23 SHERIFF SPOSATO: It's a small
24 decrease which is less than one of my
25 housing areas. I just don't know --

1 Budget Hearing/10-2-17

2 LEGISLATOR DERIGGI-WHITTON:

3 Right. But just as far as expense goes and
4 all, I would think numbers would be going up
5 with everything with having going on with
6 the opioids. No? All right.

7 So switching from there, can you
8 give us the status where we are with the
9 medical services as far as Armor and
10 switching over? Status as far as capital
11 changes that had to be made and anything
12 with the ambulances? Transferring inmates,
13 do you know where we are adapting to that
14 change?

15 SHERIFF SPOSATO: I just don't
16 understand your question.

17 LEGISLATOR DERIGGI-WHITTON:

18 Where are we with basically with the
19 implementation of the new medical service
20 now that Armor is leaving? Are you ready?

21 SHERIFF SPOSATO: I got to tell
22 you, I honestly think that NUMC has come in.
23 I think they have done a great job.

24 They are not at their full
25 staffing yet, they are in the process of it.

1 Budget Hearing/10-2-17

2 Obviously they went into the union employees
3 now, but they're working hard. They're
4 bringing a lot of good people on. They're
5 changing some things. It's very early. It
6 only started within the month.

7 LEGISLATOR DERIGGI-WHITTON: Have
8 you been working closely with them as far as
9 I know they had a couple of issues with an
10 MRI machine, do you do you know if that was
11 resolved?

12 MR. ROBANDO: In the process of
13 purchasing a new MRI machine.

14 LEGISLATOR DERIGGI-WHITTON: And
15 they were debating as to what level T1, T3,
16 do you know if that was resolved?

17 MR. ROBANDO: I think that's all
18 been resolved. Just so you know, the head
19 count right now, they are projected -- I
20 think the projection was 144.8. They're at
21 128 right now. Civil service working very
22 closely with us to putting people through.
23 I'm very happy with that number. We got to
24 that very quickly because we didn't really
25 start until late union with the hirings.

1 Budget Hearing/10-2-17

2 SHERIFF SPOSATO: Just one more
3 thing, and I wasn't here for the
4 presentation of when they got the contract,
5 I believe that there was like a \$10 million
6 capital plan amount. I believe that. I'm
7 not sure. That's a lot of the stuff that
8 they would do.

9 LEGISLATOR DERIGGI-WHITTON: A
10 little less but right around there.

11 MR. ROBANDO: Actually 12.2 but
12 we only voted on one part of it. Left out
13 construction in the NUMC hospital.

14 LEGISLATOR DERIGGI-WHITTON: Do
15 you know how that's coming?

16 MR. ROBANDO: They're in the
17 process of procuring all the equipment they
18 needed that was on the budget approved by
19 the budget by you guys.

20 LEGISLATOR DERIGGI-WHITTON: If
21 you could keep up apprised of that. And as
22 far as transporting the inmates, I know that
23 was a concern also with the union. I know
24 that is going to take up more time for the
25 correction officers.

1 Budget Hearing/10-2-17

2 MR. ROBANDO: Well, most of the
3 inmate health care is now on-site. So
4 everybody has to go over that was going over
5 there before anyway. So that hasn't
6 changed.

7 LEGISLATOR DERIGGI-WHITTON: Just
8 pull the mike closer to you.

9 MR. ROBANDO: In other words,
10 inmate health care now is on-site. So
11 anybody that has to be transported over to
12 the hospital because they can't be treated
13 inside hasn't changed because we are doing
14 that before, bringing them over to NUMC. So
15 that was smooth transition.

16 LEGISLATOR DERIGGI-WHITTON: But
17 you are going to have most likely being
18 transferred?

19 MR. ROBANDO: Not necessarily.

20 LEGISLATOR DERIGGI-WHITTON: So
21 you're still going to treat some inmates
22 on site?

23 MR. ROBANDO: Whoever could be
24 treated on on-site will be. Whoever needs
25 to be transported to the hospital will be.

1 Budget Hearing/10-2-17

2 LEGISLATOR DERIGGI-WHITTON: So
3 who is going to oversee the treatment for
4 the inmates while they're on site?

5 MR. ROBANDO: NUMC.

6 LEGISLATOR DERIGGI-WHITTON: Is
7 it?

8 MR. ROBANDO: Yes.

9 LEGISLATOR DERIGGI-WHITTON: So
10 you're going to have staff members?

11 MR. ROBANDO: There's actually
12 full staff there doctor now and we have a
13 Dr. Papia now who oversees, employed by
14 NUMC, but strictly oversees the jail health
15 care.

16 LEGISLATOR DERIGGI-WHITTON: Is
17 there a name?

18 MR. ROBANDO: Paul Papia.

19 SHERIFF SPOSATO: He's the
20 medical director over at NUMC and at the
21 jail we have Dr. Henig. She's the actual
22 medical director at the jail.

23 LEGISLATOR DERIGGI-WHITTON: I'm
24 happy to hear this, and I know I sound like
25 -- and I am a mom, but the thing that drove

1 Budget Hearing/10-2-17

2 me crazy with Armor, one of the things, was
3 how long it would take to see a patient that
4 had a preexisting condition like diabetes.
5 They had a two week goal and only hitting 20
6 percent. I'm really hoping it's much much
7 better now that we're under control.

8 MR. ROBANDO: We're very
9 optimistic about the transition over it
10 because it went very smoothly and doing a
11 great job. Sheriff Sposato, we were
12 actually there on midnight on the 31st to
13 watch the transition and it really went
14 smoothly.

15 LEGISLATOR DERIGGI-WHITTON: And
16 in speaking with the correction officers, I
17 think we've all had the same concern which
18 is the staffing. I happen to think that the
19 advertising correctly for these types of
20 jobs you can come up with the bigger class.
21 I would like to see those efforts be made.
22 Everybody is looking for good jobs now. The
23 salary might start out low but it could be a
24 good career. So I think if we get the word
25 out hopefully we can bring the staffing back

1 Budget Hearing/10-2-17

2 closer to where it was.

3 I'm sorry about those numbers.

4 If you have a copy of it --

5 SHERIFF SPOSATO: I do. I don't
6 really control anything to do with the --

7 LEGISLATOR DERIGGI-WHITTON: So
8 you don't expect the inmate population to go
9 down then?

10 SHERIFF SPOSATO: It could. I
11 can't tell you. It might go up.

12 CHAIRWOMAN GONSALVES: Legislator
13 Solages.

14 LEGISLATOR SOLAGES: Thank you.
15 Good evening. I'm just trying to get the
16 testimony to be straight here because you
17 said that when it came to staffing for the
18 medical personnel overseeing the transfers
19 of inmates, you said at this point it was
20 not yet full but your colleague said it was
21 full.

22 SHERIFF SPOSATO: No. What I
23 meant was, when NUMC, Armor had one staffing
24 plan and NUMC came out with another staffing
25 plan. They are not at their top staffing

1 Budget Hearing/10-2-17

2 plan. The jail is fully staffed but they
3 are still working on bringing more people
4 in. Still doing all the investigations to
5 bring more people in. I'm just telling you
6 about staffing.

7 MR. ROBANDO: What I meant to
8 say is, we are adequately staffed right now.
9 Their goal is to reach 144 people, including
10 janitors, LPNs, RNs, doctors. So we are
11 almost at that number right now. We are at
12 128. A very comfortable. I have to give
13 kudos to the civil service because they work
14 very closely with us pushing these people
15 through.

16 LEGISLATOR SOLAGES: Absolutely.
17 Understood.

18 SHERIFF SPOSATO: But various
19 state reports indicated that aside from
20 staffing of Armor, they were concerned about
21 the supervision of that staffing and that,
22 for me, as a legislator, that concerns is
23 how we manage our P3 relationships.

24 Has there been any change in your
25 plan, I remember you described a plan last

1 Budget Hearing/10-2-17

2 year, Sheriff Sposato, but has there been
3 any change if your action plan in overseeing
4 or supervising the actual medical attention
5 given to these inmates?

6 SHERIFF SPOSATO: We actually are
7 in the process -- we're in the process of
8 trying to hire an oversight administrator
9 for the jail, a health contract
10 administrator. Right now Shelly Shector is
11 playing a double roll, she is assigned to
12 the Department of Health but spends a lot of
13 her time at the jail overseeing that.

14 Since last October, we've been
15 trying to find that person. We've gone
16 through numerous resumes and interviews. We
17 haven't found that person yet. But Nurse
18 Sector is doing that role.

19 We have another interview on the
20 fifth which we are hoping that person --
21 what we are actually trying to do in a good
22 way is trying to clone Shelly Sector
23 because she is the perfect person for that.

24 LEGISLATOR SOLAGES: Understood.
25 Thank you. According to the OLBR report, it

1 Budget Hearing/10-2-17

2 states that the fiscal year 2018 equipment
3 expense budget of \$208,900 represents an
4 increase of about 540 percent or \$176,292
5 increase compared to the prior budget. The
6 budget includes cost increases in heavy
7 equipment, safety, security, miscellaneous.

8 What specific type of heavy duty
9 equipment have the -- in my opinion, the
10 meager \$176,000 account for? I mean, many
11 officers are complaining that they don't
12 have adequate equipment and protection. I
13 do place confidence in the report of this
14 bureau.

15 With many complaints of not
16 adequate equipment and safety, just a mere
17 increase of \$176,000 is kind of concerning.

18 Why couldn't we have decreases in
19 other others and increase in this area when
20 we know that we do need such protection?

21 SHERIFF SPOSATO: That stuff
22 comes out of my -- do you know what this one
23 is? The comes out of my operating -- do you
24 know what is?

25 LEGISLATOR SOLAGES: What was the

1 Budget Hearing/10-2-17

2 equipment increase for your department?

3 MS. HALL: Good afternoon. In
4 2016, the Comptroller's Office reclassified
5 some of our equipment that was initially
6 purchased through the general fund because
7 our equipment line was always low.

8 So what the budget department did
9 is, the fact that it was reclassified, they
10 gave us more of an allowance on the
11 equipment line because we do have more
12 equipment coming through.

13 LEGISLATOR SOLAGES: So then
14 there were other equipment improvements in
15 other budget lines, is that what you're
16 saying?

17 MS. HALL: Yes. Normally it
18 through the general expenses because our
19 equipment line because it was reasonably
20 low. After looking at the trend, they
21 decided to give us more of an expense line
22 on the equipment.

23 LEGISLATOR SOLAGES: Understood.
24 You said that you ordered more stab
25 resistant vests. When did you make that

1 Budget Hearing/10-2-17

2 order, please?

3 SHERIFF SPOSATO: Like I said to
4 Legislator Ford, I will get back to you.
5 The bulletproof vests were all in from the
6 last hearing, they are all deployed out.

7 We made an agreement way after
8 that with the union to give them -- we never
9 had them before. These are going to be very
10 thin stab resistant vests that they'll wear
11 under their uniform. They are on order. I
12 will get back to you on that when they were
13 ordered.

14 LEGISLATOR SOLAGES: When it
15 comes to your priorities in the capital
16 improvements, HVAC is important, the roofs
17 are important, the elevators are important,
18 but how about like I have seen some stories
19 in Newsday, the fences around the facility,
20 the residents of East Meadow, I'm concerned.

21 How about, have there been any
22 capital improvements to the fencing and to
23 the other safeguards, to the barriers?

24 SHERIFF SPOSATO: I haven't heard
25 any issues of the fences. We made a bigger

1 Budget Hearing/10-2-17

2 fence in the back. No one has ever asked me
3 about the fence as far as an improvement of
4 it.

5 LEGISLATOR SOLAGES: Maybe it was
6 on Newsday or some other site, I saw some
7 pictures of some fences that seemed pretty
8 concerning.

9 SHERIFF SPOSATO: To be honest
10 with you, no one has ever asked me
11 personally about any fence project.

12 LEGISLATOR SOLAGES: You
13 mentioned a cert term, what does that stand
14 for?

15 SHERIFF SPOSATO: Cert is our
16 emergency response team that we have on call
17 now. If there is an issue with an inmate,
18 we will call people in from home but now the
19 union has asked and we agreed to give them a
20 full time team which will be out working
21 while the platoons are working but not
22 working on a post.

23 They'll just be like -- Rikers
24 Island has it and Westchester County,
25 they'll be deployed out and they'll kind of

1 Budget Hearing/10-2-17

2 listen for emergencies and search themselves
3 and be there for the ready in case something
4 happens.

5 LEGISLATOR SOLAGES: Has that
6 been implemented yet?

7 SHERIFF SPOSATO: No.

8 LEGISLATOR SOLAGES: Why not?

9 SHERIFF SPOSATO: I said that
10 before, because my head count is so down I
11 just don't have the correction officers to
12 pull them out to put them on that team.

13 LEGISLATOR SOLAGES: I find that
14 concerning. I mean, the inmate to guard
15 ratio, do you have that number for me? What
16 is the inmate to guard ratio in your
17 facility?

18 SHERIFF SPOSATO: We have right
19 now today about 805 COBA and 1188 inmates.

20 LEGISLATOR SOLAGES: I mean, God
21 forbid something was to happen, a prison
22 melay, I mean a cert team would be
23 imperative to have ready on the scene.

24 SHERIFF SPOSATO: Well, we have
25 correction officers do a wonderful job all

1 Budget Hearing/10-2-17

2 day every day. They handle the day-to-day
3 operations. The cert team is called in when
4 an inmate is refusing to leave his cell and
5 we bring in extra people when a video
6 camera, maybe 20 times a year, to do this.

7 The goal of the cert time is,
8 actually, Brian Sullivan, was to have people
9 roaming around, just in case something
10 happened immediately and they would also be
11 searching cells and doing other things. I
12 do support it.

13 The problem is, our head count is
14 so down, if I did it now, and took that many
15 people out of security, we're having a
16 problem filling the posts today that are
17 watching the inmates. That's most
18 important.

19 Again, the correction officers
20 are doing the job that they do. We bring in
21 the team now. I do support it, and, again,
22 I understand what you're saying and we're
23 going to have it when we have the staff to
24 give it to them. But they are doing the job
25 every day now.

1 Budget Hearing/10-2-17

2 LEGISLATOR SOLAGES: Understood.

3 Thank you very much.

4 CHAIRWOMAN GONSALVES: Legislator
5 Curran.

6 LEGISLATOR CURRAN: So we talked
7 a lot of about staffing and overtime. I
8 have a couple of questions about that.

9 Currently about 108 correction
10 officers on board, correct?

11 SHERIFF SPOSATO: On board, 805.

12 LEGISLATOR CURRAN: That's about
13 75 less than budgeted, right?

14 SHERIFF SPOSATO: Yes.

15 LEGISLATOR CURRAN: The
16 allocation for next year 2018 is less than
17 budgeted for this year and is 20 less than
18 the department requested.

19 SHERIFF SPOSATO: Right.

20 LEGISLATOR CURRAN: Do you know
21 why that is?

22 SHERIFF SPOSATO: My guess is --
23 but the reality is that we are having a hard
24 time hiring correction officers. This is
25 the class we put on since December of '15.

1 Budget Hearing/10-2-17

2 We interview a lot of people. A lot of
3 people fail the backgrounds. Again, our
4 lists are little, the PD has thousands of
5 people. There's people leave from today to
6 the end of the year, so the 28 started last
7 week, we might have 20 people leave at the
8 end of this year, maybe an eight net, and if
9 I could put another 35 or 40 on, and then
10 some people leave next year, that's why I'm
11 hoping to put on two more classes in 2018.

12 LEGISLATOR CURRAN: Okay, good.
13 Have you done an analysis to determine the
14 ideal numbers of correction officers, I
15 guess it would depend on how many inmates
16 you have which is always fluctuating?

17 SHERIFF SPOSATO: We basically
18 follow one thing which is we're mandated by
19 the State Commission of Correction to have
20 so much staff in every single housing area.

21 Then we have the areas that are
22 not mandated by the state.

23 So, in 2010, when this
24 administration started we had 1,071 I
25 believe. So the head count is just down.

1 Budget Hearing/10-2-17

2 I don't really have -- I never
3 really have done an analysis of what I would
4 think the perfect would be, but obviously if
5 we can have around 900 to a thousand again,
6 that would be good.

7 LEGISLATOR CURRAN: Also, I see
8 there is a decrease in the number of federal
9 inmates. What is that trend about?

10 SHERIFF SPOSATO: It's not
11 controlled by us. It's nationwide. Years
12 ago we had 200. Then we were 40, 50.

13 The theory of that was that
14 central Islip is where they go to court.
15 MDC federal jail is in Brooklyn. So the
16 difference is about 70 miles from Brooklyn
17 to Islip, so why we did it was that the
18 marshals that live out in Suffolk, it's
19 easier to come to Nassau, pick them up there
20 and go to Central Islip, but they normally
21 give us cases that have multiple, multiple
22 people. So we will get 10, 15.

23 But, again, I can only go by what
24 they give me. The pay us \$165 a day. So
25 we're losing millions of dollars in revenue

1 Budget Hearing/10-2-17

2 but it's just not a number that we can
3 control.

4 LEGISLATOR CURRAN: Exactly. A
5 question about the longevity payments.

6 I see that the amount budgeted
7 for longevity payments is increasing by over
8 \$200,000. Is that just -- what accounts for
9 that?

10 SHERIFF SPOSATO: The only thing
11 on that would be every year they get --

12 LEGISLATOR CURRAN: It's just the
13 normal course.

14 SHERIFF SPOSATO: Yes.

15 LEGISLATOR CURRAN: Now you read
16 in the news about these agreements with the
17 unions, I'm just wondering if you've gotten
18 any words about that as the head of the
19 department?

20 SHERIFF SPOSATO: Just the rumors
21 that everybody else heard.

22 LEGISLATOR CURRAN: So you
23 haven't gotten any official notice from
24 anyone in the administration about this?

25 SHERIFF SPOSATO: No, ma'am.

1 Budget Hearing/10-2-17

2 LEGISLATOR CURRAN: Thank you
3 very much.

4 CHAIRWOMAN GONSALVES: Legislator
5 Bynoe.

6 LEGISLATOR BYNOE: Thank you.
7 Good evening.

8 SHERIFF SPOSATO: Good evening.

9 LEGISLATOR BYNOE: So in terms of
10 candidates on the civil service list, do you
11 know how many we have pending on the list?

12 SHERIFF SPOSATO: We give the
13 test in April. We have multiple lists. I
14 would probably say over all the lists we
15 have, we might have about 1,500 or 2,000
16 over the next three or four lists. I can
17 get that for you from civil service.

18 LEGISLATOR BYNOE: I'm just
19 wondering if any of them are current because
20 you say you're having a hard time getting
21 people that are actually on the list to
22 actually go through the whole process.

23 SHERIFF SPOSATO: When we start
24 we start at the top of the list and we go
25 down. We send out a lot of conditional

1 Budget Hearing/10-2-17
2 offers. They come in, they do the
3 backgrounds. Some people don't want the job
4 anymore. Some, they go to the police
5 department, or villages. The problem is our
6 list -- we may have 700 to a thousand versus
7 20,000. We are starting out with a much
8 smaller pool.

9 That's basically the reason we
10 haven't hired since the end of '15, and we
11 focused a lot also on -- the police
12 department they were hiring like five 600
13 people. So we did that.

14 They also did our backgrounds
15 also. We're just not getting as many people
16 that -- they fill out all the application
17 and do the background, the police does one,
18 civil service does the other. So then
19 there's the police phase and then they go
20 over to do the psychological and medical at
21 civil service. We just lose a lot of people
22 on that background stage.

23 LEGISLATOR BYNOE: So you stated
24 numerous times this evening we have not
25 hired since December 2015.

1 Budget Hearing/10-2-17

2 SHERIFF SPOSATO: Until last
3 week.

4 LEGISLATOR BYNOE: And you also
5 stated that the numbers were so low, how did
6 we get that far in terms of away from having
7 the optimum number of officers in the jail?

8 I mean, it's two years not hiring
9 obviously, that's the obvious reason. I'm
10 trying to understand, is there a mechanism
11 in place to make sure we're gauging our
12 ratio/officer to inmate on a regular basis?

13 SHERIFF SPOSATO: It's really not
14 a ratio. One of the things we did was, we
15 were averaging 25 attrition a year. Last
16 year I believe it was 55 and '16 and 38
17 already in '17.

18 So our people that have left
19 between disabilities and retirements because
20 the classes, we have people that are now
21 coming to 30 years, 25 years. So the people
22 that left was a little more than double. So
23 that's one of the major reasons why. Though
24 we hired the last was December of '15, and
25 we hired a class this year, the attrition

1 Budget Hearing/10-2-17
2 number was a major role in reducing the head
3 count. It was doubled in what the average
4 was.

5 LEGISLATOR BYNOE: When did it
6 trigger the red flag?

7 SHERIFF SPOSATO: Basically we
8 finished off 2016 with 55 and we averaged
9 25.

10 LEGISLATOR BYNOE: When did the
11 red flag go up in saying we need to get a
12 new class.

13 SHERIFF SPOSATO: We have been
14 trying. We have never not tried to hire.
15 Again, we've been at a thousand since I'm
16 doing this basically in the end of 2007
17 we've been up to 1,070, down to this.

18 There's never a time we don't
19 want to hire. It's the backgrounds and the
20 amount of candidates that are there that we
21 are having a harder time getting people to
22 get the job.

23 LEGISLATOR BYNOE: I might come
24 back and take another stab at asking you
25 that because I don't feel like I got the

1 Budget Hearing/10-2-17

2 answer. But let's move on for a second.

3 In terms of housing the inmates,
4 I know at a time there were concerns that we
5 were housing rival gangs in the same area
6 and that was because we kind of closed other
7 parts of the jail.

8 Where are we with that? I know
9 we had a talk about that I believe it was
10 the last budget hearing, and there was going
11 to be I guess some planning around trying to
12 make sure we effectively moved them into
13 different areas and doing the proper
14 interviewing to make sure we weren't putting
15 the rival gangs in the same -- where are we?

16 SHERIFF SPOSATO: We don't ever
17 have one area that only has gangs. Every
18 single area has gangs. What we do is, I
19 have a gang unit of correction officers that
20 really do a great job.

21 Every single day we move people.
22 Every day of the week at least two or three
23 people are moved. There is no area that
24 doesn't have a gang member. Maybe some
25 areas have more than others. It depends on

1 Budget Hearing/10-2-17

2 the area. Some might have 12 guys versus
3 two guys depending on what we see. We do a
4 lot of investigations.

5 LEGISLATOR BYNOE: I'm not saying
6 gangs period. I'm saying rival gangs.
7 Gangs from two different groups that we know
8 want to in some way have a fight.

9 SHERIFF SPOSATO: That's why I
10 have a gang unit that works -- I have two
11 correction officers on the Hempstead gang
12 task force. We have guys, that's all they
13 do all day is look at classifying and look
14 at gang members and they move them around
15 based on whether they are MS 13, a blood, a
16 crip, and we move everybody around. My gang
17 unit really handles that. They do a
18 phenomenal job.

19 Every day, if we have a fight,
20 and if it was two gang guys, they separate
21 them. They do a great job doing that.
22 That's one of the things we work on every
23 single day of moving people around so
24 they're not together.

25 But it's jail. It's not like we

1 Budget Hearing/10-2-17

2 can't put one gang members in one area by
3 himself. It's just impossible. We have to
4 put multiple people. But we research the
5 people that we're putting in from the
6 community and visits and a lot of things
7 that we do security-wise that moves people
8 around.

9 That's what the gang unit does
10 every day and they honestly do a phenomenal
11 job. They work with the police department.
12 Most law enforcement agencies use -- we have
13 one of the best gang databases around. We
14 get calls every single day from federal
15 agents, from Nassau Police, Suffolk, DA's
16 Office, and our guys do a phenomenal doing
17 that.

18 So their main focus every day is
19 to -- and nothing is foolproof, but we're
20 making sure we are separating them as best
21 as possible.

22 LEGISLATOR BYNOE: So there is a
23 methodology and some data that supports your
24 method.

25 SHERIFF SPOSATO: Every day.

1 Budget Hearing/10-2-17

2 LEGISLATOR BYNOE: In terms of
3 capital improvements, the roof. The roof
4 has been a problem for a period of time. I
5 believe it's been since 2014. Has the roof
6 been addressed?

7 SHERIFF SPOSATO: I got to tell
8 you, we've addressed parts of the roof. It
9 depends on where they are.

10 I think you even met with the
11 county, what they told me, we were back and
12 forth suing the company. I don't want to
13 definitively tell you that we fixed and
14 replaced all the roofs because we haven't
15 but now that we're doing this total
16 reconstruction of our HVAC plan, which is
17 all on the roof, it's something that we're
18 looking at now. But I still don't want to
19 give you an answer that we did it and we
20 didn't.

21 LEGISLATOR BYNOE: So that is
22 concerning because if you're trying to fix a
23 weighted piece of equipment on a roof that's
24 already compromised, we are probably
25 exposing ourselves to --

1 Budget Hearing/10-2-17

2 SHERIFF SPOSATO: Well, there is
3 a lot of litigation going on because we felt
4 that the company that did it should be
5 warranting it.

6 I believe that you were in a few
7 of them, I'm not sure what the county -- I
8 think they said you were, and, listen, we
9 had specific times depending on the weather
10 but we absolutely do have some issues I just
11 can't tell you definitively it was done.

12 LEGISLATOR BYNOE: If we continue
13 to let moisture into the roofs, and the
14 rafters start to become weak and create a
15 situation with mold. This is a serious
16 situation and we can't keep letting this
17 hang out there like that.

18 I find it kind of really
19 unfortunate that we would be attempting to
20 put new HVAC systems on a roof that is
21 probably compromised.

22 Training, another topic that I
23 discussed with you the last time you were
24 here. Can you tell me what kind of training
25 the officers have received in the last 12

1 Budget Hearing/10-2-17

2 months? And also what the projected
3 training would be also for the next 12
4 months out of that budget?

5 SHERIFF SPOSATO: The training is
6 based in my basic overtime and regular
7 training. We train the new recruits totally
8 everything. And our inservice training
9 which I'm basically starting it, we go to
10 the end of the year, they train on all the
11 mandated courses plus we do some extra
12 courses on mental health. Every other year
13 is first aid and CPR. We train exactly what
14 we need to train.

15 LEGISLATOR BYNOE: What kind of
16 mental health, is evidence based mental
17 health training?

18 SHERIFF SPOSATO: I don't have
19 the curriculum. I can get that.

20 LEGISLATOR BYNOE: I would love
21 that.

22 SHERIFF SPOSATO: Sure. I never
23 trained it, but I can get you the whole
24 training class if you would like for that.

25 LEGISLATOR BYNOE: I would like

1 Budget Hearing/10-2-17

2 some information on that. Thank you.

3 I'm going to go back to that
4 original question on staffing. You
5 mentioned it last year, I think you said the
6 number was 58, right? 58 people that put in
7 I guess separation notices whether it was --

8 SHERIFF SPOSATO: 55.

9 LEGISLATOR BYNOE: Retiring or
10 resigning or whatever.

11 At what point did we request the
12 certification of eligibles to start hiring
13 new officers?

14 SHERIFF SPOSATO: It's not a
15 process that we start or stop. We're always
16 doing -- the police department is
17 investigating multiple departments. So
18 we're sending out offers. They are coming
19 in, picking up the booklets, they're meeting
20 with --

21 LEGISLATOR BYNOE: Okay. So my
22 point is, I just can't imagine how we could
23 have gotten this far out for this length of
24 time to have so few officers in that jail.

25 SHERIFF SPOSATO: Again, our

1 Budget Hearing/10-2-17

2 attrition doubled.

3 LEGISLATOR BYNOE: There's got to
4 be some way to purge the list in a manner to
5 determine interest of the candidates that
6 are on the list so that you're not dragging
7 this process out to this length of time.
8 Thank you.

9 CHAIRWOMAN GONSALVES: Legislator
10 Birnbaum.

11 LEGISLATOR BIRNBAUM: Okay. I've
12 heard a lot of numbers a lot of questioning
13 about the inmates and the officers, but I
14 want to follow Legislator Bynoe's questions
15 about the building itself.

16 I know I've heard complaints
17 about gang members together and you
18 explained about moving them around.

19 But what is the capacity in the
20 building itself? How many inmates can the
21 building accommodate? How many units?
22 Along with that, how many units are vacant?

23 Are the inmates being
24 consolidated in an effort to cut costs?

25 SHERIFF SPOSATO: We do a lot of

1 Budget Hearing/10-2-17

2 things on cost saving, but, again, that's an
3 argument that the union has made before, but
4 just to answer the first question, the one
5 building holds 832. The whole complex was
6 1909, but we took a bunch off because we
7 closed an old building in the back that we
8 used to call the satellite.

9 LEGISLATOR BIRNBAUM: That's not
10 used at all?

11 SHERIFF SPOSATO: No. They were
12 bunks. We can use it again if we speak to
13 the state, but because of the head count we
14 don't need it right now.

15 My B building and D building is
16 about 420. So it's about 13, 1,400 spots
17 that I filled. I have two floors, two tiers
18 that are closed that holds about 160.

19 LEGISLATOR BIRNBAUM: So there is
20 room to spread out?

21 SHERIFF SPOSATO: If I wanted to
22 open up everything right now, what I have
23 today, without any approvals, I have about
24 two floors in one of my linear tier
25 buildings, the ones with bars like you see

1 Budget Hearing/10-2-17

2 in the movie.

3 LEGISLATOR BIRNBAUM: In order to
4 do that, would you need more officers or
5 could you do it with the same amount?

6 SHERIFF SPOSATO: I would have to
7 staff it with additional correction
8 officers.

9 LEGISLATOR BIRNBAUM: So as new
10 correctional officers come along, do you
11 have any plans to spread out?

12 SHERIFF SPOSATO: I haven't had a
13 plan on it because right now we have it
14 staffed the way I manage it. I'm
15 comfortable with the way we're staffing it
16 today.

17 We've opened it up because we've
18 had issues with things that weren't working;
19 one of them open now. Closed another
20 because we had a new admission overflow
21 issue. So there's times when we open and
22 close them, but as of the way I manage daily
23 now, I don't need them today.

24 Again, we want to say we can open
25 up everything. We're still going to have

1 Budget Hearing/10-2-17

2 gang members. There is no guarantee it's
3 going to stop any issues. We have a great
4 unit that works all day to fix this and try
5 to do the best they can.

6 So if I opened up the two floors,
7 yes, I would need 22 more correction
8 officers to do that. I would take out 160
9 inmates, spread out from the other 1200, but
10 it doesn't mean anything is going to be
11 reduced. It means that it might look like
12 it's spread out more, but, to me, there's no
13 need to do it. That's why I haven't done
14 it. I've had them closed for probably seven
15 years.

16 LEGISLATOR BIRNBAUM: And do we
17 know that seven years ago perhaps there
18 weren't as many officers being injured?

19 SHERIFF SPOSATO: The number goes
20 up and down, relative not high, it's pretty
21 much consistent. The gang members, it
22 depends on the gang. We average about 200.

23 As far as officers being injured,
24 I don't have that state. But again they are
25 not all from gang members.

1 Budget Hearing/10-2-17

2 There are officers, they are
3 inside with the inmates all day long. They
4 have a very hard job and not every --
5 officers get injured breaking up fights all
6 the time with just two people fighting over
7 a television. Nothing to do with gangs.

8 So opening up more areas isn't
9 going to reduce, in my opinion, the staff.
10 They do a great job. Let's be clear. This
11 is not about the staff. It's about my
12 position as the manager and managing it. I
13 manage it the way I feel I need to manage it
14 and that's what I do.

15 LEGISLATOR BIRNBAUM: I'm just
16 curious that if there are any studies about
17 jail facilities and the optimum amount of
18 space for this kind of --

19 SHERIFF SPOSATO: If you look at
20 Rikers Island, it's the largest, they have
21 nine jails and have 12,000 inmates. They
22 have problems every day. They have jails
23 just for minor, gangs, for females, for
24 males. There isn't a science. It depends
25 on the day. Two people that you think could

1 Budget Hearing/10-2-17

2 fight could fight over a telephone.

3 There's nothing that I've seen
4 that guarantees no officers being hurt, no
5 inmates fighting. I don't believe there is
6 any science out there to do it.

7 CHAIRWOMAN GONSALVES: Legislator
8 Drucker do you have a question? Legislator
9 Gaylor? No. Okay. Legislator Rhoads, do
10 you have a question? Everybody has asked
11 the questions and answered to the best of
12 the sheriff's ability.

13 I thank you, Sheriff, I thank you
14 from us all.

15 SHERIFF SPOSATO: Thank you for
16 your service, Norma.

17 CHAIRWOMAN GONSALVES: You're
18 welcome.

19 Now, I have two slips and I
20 believe Brian Sullivan has asked to address
21 the body. Please give him your undivided
22 attention.

23 MR. SULLIVAN: Good afternoon
24 everybody. Brian Sullivan, president of
25 Nassau COBA.

1 Budget Hearing/10-2-17

2 I have a prepared statement. I
3 have been writing notes so hopefully I can
4 read them, I've been scribbling notes all
5 afternoon. Clock is not running but I'll
6 probably take about four minutes.

7 As I was preparing for today I
8 usually come up here and I speak every year
9 at this budget meeting. I was rereading my
10 notes from last year and I realized I can
11 almost give the same speech this year that I
12 gave last year.

13 We were able to make some
14 progress on several specific issues like the
15 purchase of vehicles, agreeing to provide
16 protective vests for our members, those
17 orders are out, exactly where they are, I
18 don't know. We do have the stab resistant
19 vests coming for the officers, ballistic
20 vests coming. That's still pending.
21 Bonding like we talked about before for the
22 HVAC projects and many other problems I
23 spoke about from last year they remain
24 today.

25 The do more with less mind set

1 Budget Hearing/10-2-17

2 has definitely turned into the do more with
3 nothing mindset creating an ever increasing
4 position of working from a disadvantage.

5 The inmates, our officers, and
6 most importantly public safety at large is
7 at a disadvantage of what has been going on
8 on our end of the criminal justice system.

9 The new baseline that we are
10 working from after years of Draconian budget
11 cuts and the not so coincidental precipitous
12 drop in the inmate head count by hundreds of
13 inmates, which I have spoken about here
14 several times before, has made the
15 correctional facility almost unrecognizable
16 to somebody like me who has been here over
17 29 years.

18 The place is a shell of its
19 former self and is in dire need of attention
20 both security-wise and structurally.

21 All of the Draconian cutting
22 that's gone on over the last few years has
23 resulted in washing away of so much of what
24 is needed to run a facility like this
25 properly.

1 Budget Hearing/10-2-17

2 I know we have a new County
3 Executive administration coming in short
4 order. When that does occur, I will be on
5 the front lines to ensure that we start
6 investing in this facility that's long
7 overdue. It is a dangerous place full of
8 dangerous people and particular attention
9 must be paid to security, the
10 infrastructure, for both the safety of our
11 officers, both the inmate population and the
12 public.

13 For example, last year I stood
14 here and talked about security security
15 security.

16 This year I have to talk about
17 staffing staffing staffing.

18 The number one problem we now
19 face at the correctional facility is
20 staffing. We just endured a summer like we
21 haven't seen in many years.

22 Our staff head count is at the
23 lowest it's been in decades. The department
24 has not kept pace with mass retirements in
25 the last few years and only recently hired

1 Budget Hearing/10-2-17

2 the recruit class we talked about of 28 for
3 the first time in almost two years they
4 actually hired people.

5 This precipitous drop in staff
6 has resulted in our officers being forced to
7 work extreme amounts of forced overtime
8 where they are not allowed to leave or go
9 home because the posts have to be covered
10 for public safety, and has also many times
11 resulted in the closure of security posts
12 that protect not only the jail but the
13 community itself because we didn't have
14 enough staff to cover a lot of these posts.

15 Of course this drop in staff has
16 also resulted in a lack of proper available
17 response for emergencies.

18 Now I have some numbers that I
19 think you're going to be extremely
20 interested in as far as our staff.

21 Right now we 24 people that have
22 30 years or more of service as of right now.

23 At the end of this year 2017, we
24 will have 37 people with over 30 years of
25 service.

1 Budget Hearing/10-2-17

2 July 2018, the middle of next
3 year, there will be 52 people with 30 years
4 of service.

5 December of '18, there will be 64
6 people with 30 plus years on the job.

7 By August 2018 there will be 182
8 people with 25 years plus on the job. 182
9 people with 25 years on the job. As you all
10 know, I hope we can retire with 25 years on
11 no age. The people that stay longer have to
12 go 30 and 55.

13 I've talked repeatedly with the
14 county and the sheriff about a recruitment
15 drive to try to get people in here. We
16 don't do recruitment like the police does.

17 There just is not enough
18 attention paid to this job. Looking at a
19 potential of a budgeted amount of, what was
20 it, that 67 or something additional people,
21 by this time next year we can have 182
22 people leave this department. I don't where
23 we will be if all those people decide to
24 leave.

25 We continue to lack a fully

1 Budget Hearing/10-2-17

2 staffed and trained and equipped emergency
3 response team. I do have an agreement with
4 the county to implement a full time team
5 that's completely contingent upon the hiring
6 of new staff and with the current staffing
7 levels it hasn't been possible to do yet.
8 We just don't have the bodies to put into a
9 full time team, and I won't get into the
10 particulars, but they'll be one team for
11 each of the rotating three platoons.
12 They'll be there from whenever the inmates
13 are out. I'll put it that way. When the
14 inmates get out in the morning until they're
15 locked away at night we will have these
16 several manned teams.

17 Our current standby team
18 continues to be at the lowest levels and
19 needs immediate attention and replenishment.

20 I spoke here last year that we
21 were in the low 20s on our call up emergency
22 response team, that guys that commit from
23 home. Guys that are on duty and they bring
24 in.

25 No one has been put in since I

1 Budget Hearing/10-2-17

2 stood here last year. I don't think we put
3 anybody in to the emergency response team in
4 almost ten years. That's completely
5 unacceptable.

6 The lack of training obviously
7 continues slowly and methodology training
8 has been cut and eroded down to the basic
9 minimums that the state currently requires
10 which is approximately 14 hours a year.

11 Commissioner Ryder, when he was
12 here before, the virtues of training,
13 treating people like family, giving them the
14 tools that they need to do the job
15 correctly. It's night and day between the
16 police department and the sheriffs
17 department.

18 In the world we live in now,
19 unfortunately we all talked about what
20 happened in Las Vegas earlier today. It's a
21 disgrace. We all know about the myriad of
22 law enforcement training out there. The
23 first responders, I'm not comparing us to
24 the police. It's a different thing but we
25 are law enforcement and training and

1 Budget Hearing/10-2-17

2 equipment goes hand in hand with the job
3 we're supposed to perform.

4 Law enforcement training, many of
5 the departments utilize to protect the
6 public and run at peak efficiency, training
7 the teachers proper reactions to various
8 scenarios.

9 Training and equipment that many
10 times can be paid for through government
11 grant programs. I've spoken about that last
12 year. I'm speaking about it again today and
13 I seem to be knocking on doors that just
14 aren't answering. None of which this
15 department appears to be actively pursuing;
16 grant programs to pay for training and
17 equipment.

18 As you all know, lack of proper
19 training ultimately results in liability.

20 Next, the department's continued
21 consolidation plan which we talked about
22 before where inmates are all squeezed into
23 as few housing areas as possible continues
24 to create artificial overcrowding in our
25 facility while floors and dormitories remain

1 Budget Hearing/10-2-17

2 closed.

3 This results in the commingling
4 of rival gangs, et cetera, without the
5 ability to separate them and have relief
6 valves.

7 The sheriff said that things
8 happen in jail, yeah, things happen in jail,
9 but when you have real relief valves and
10 you're able to remove certain people from
11 certain situations, it certainly helps a lot
12 instead of putting a lot of people into
13 smaller areas. That's going back several
14 years even with other union administrations.

15 Without the ability separate
16 them, unfortunately right now this would
17 also be almost impossible to rectify with
18 the staffing levels we currently have. We
19 can't even open new areas because we don't
20 have the bodies to staff them.

21 The sheriff and I continue to
22 clash on issues related to the lack of
23 regular and proper facility wide searches.
24 I'm happy that we did finally receive con
25 contraband detecting equipment, the boss

1 Budget Hearing/10-2-17
2 chairs that the sheriff talked about,
3 they're in. There are body cavity search
4 tools, metal detectors, hand wands; we still
5 need equipment and a proper search policy
6 for everyone who enters our facility
7 including our members. Everybody that comes
8 in and out of this place should be going
9 through a search process.

10 Thankfully, moving on, we've also
11 moved on from the Armor correctional and
12 brought inmate healthcare back to NUMC.

13 With regard to this, particular
14 attention needs to be paid to beefing up
15 security in NUMC. The sheriff and the
16 Deputy County Executive spoke before that
17 most of the things are still going to be
18 done at the jail. I believe they are
19 modeling themselves after what Armor had set
20 up. A lot of things are going to be done at
21 the jail.

22 But we are anticipating a greater
23 number of inmates being brought to NUMC.
24 One of the biggest issues that I have is
25 beefing up security at NUMC. If we're

1 Budget Hearing/10-2-17

2 going to have more people in there, we're
3 going to be utilizing certain floors for law
4 enforcement areas. I've spoken to people at
5 the hospital. I plan on continuing to speak
6 to people at the hospital because we had
7 prison wards that were closed, we had old
8 prison wards that were closed and if we're
9 going to go back to NUMC, there is no reason
10 why we can't re-institute at least a pseudo
11 prison ward to where it's a locked ward. We
12 don't have to worry about the public walking
13 in. We have security measures in place;
14 windows and doors and all that. These are
15 all things that will have to be paid for but
16 it's all part of bonding and everything we
17 talked about.

18 Stronger measures when it comes
19 to utilization of certain areas like the
20 hospital as I said.

21 Lastly, you have the packages
22 that I sent out to everybody about the
23 infrastructure of the place.

24 I put together for you showing
25 how the place is crumbling from the roof to

1 Budget Hearing/10-2-17

2 electrical to plumbing issues to security
3 monitoring equipment, fences, roof alarms,
4 you name it. We are in the Stone Age.

5 This place is seriously lacking
6 and in need of structural upgrades to move
7 forward. Radio repeaters. We talked about
8 the body alarms. The body alarms, it seems
9 like we moved on from that. I'm not moving
10 on from that. We used to have body alarms.
11 It was a separate and distinct system that
12 an officer is able to carry with them.

13 We had problems with the radio
14 systems. The sheriff talked about, there's
15 a button on the radio. What happens when
16 the whole radio system goes down? It does
17 all the time. When that goes down, that
18 little red button goes down too and you have
19 no help.

20 We talked about several years ago
21 we had \$400,000 allotted. I walked around
22 with the old captain years ago. Apparently
23 when I wasn't here with union last time, I
24 guess with all the other issues and freezes
25 and everything else, that all went by the

1 Budget Hearing/10-2-17

2 wayside. It's something I seriously want to
3 get back into again.

4 The officers need these tools
5 along with stab resistant vests, bullet
6 proof vests, equipment, metal detection
7 equipment, search policies and everything
8 else.

9 A lot of these things are no
10 brainers, they should be. They are in every
11 other correctional facility there is. We
12 just don't have them here.

13 We all know that the pendulum has
14 swung far enough in the wrong direction.
15 Many tens of millions of dollars in cuts at
16 the jail have been done. Enough is enough.
17 We need to start rebuilding what is a major
18 metropolitan correctional facility in a
19 thoughtful and deliberate manner to make it
20 more efficient, make it compliant, and most
21 of all make it a facility that's safe and
22 secure and in good order for the taxpayers
23 of Nassau County.

24 Again, to paraphrase Commissioner
25 Ryder that was here before, morale here is

1 Budget Hearing/10-2-17

2 at a all time low. I'm glad to hear that
3 morale is flying in the police department.
4 Morale here couldn't be any lower.
5 Hopefully it couldn't be any lower. Like I
6 said, we're in the Stone Age compared to the
7 police department.

8 I don't compare myself to any
9 other unit in this county, because we're a
10 law enforcement unit, I don't know why we're
11 able to fix a lot of these things in the
12 police department, and things don't seem to
13 happen here. We're in the Stone Age.

14 The thing that I keyed on today,
15 and it actually tells me exactly where we
16 are and my members will agree with me 100
17 percent, when you treat your people like
18 family and give them the tools they need,
19 the job runs efficiently. We couldn't be
20 more opposite from the police department
21 where we are right now.

22 Thank you for the time. Does
23 anybody have any questions?

24 CHAIRWOMAN GONSALVES: Thank you,
25 Brian. Brian, I have one question.

1 Budget Hearing/10-2-17

2 A few months back we went on a
3 tour of the facility. I believe it took us
4 two and a half hours.

5 Has any of situations that we
6 witnessed at the jail at that particular
7 time have been corrected?

8 MR. SULLIVAN: The only thing
9 that's been corrected is that we have you
10 folks bonded on the HVAC systems like
11 Legislator Bynoe spoke about. There's
12 issues that go along with that before that
13 has to be implemented. I was glad to see
14 it.

15 This summer was brutal. Those
16 machines on the roofs of the 832 building
17 were the original ones from 1992.

18 Just imagine working in dorm with
19 52 inmates and it's 100 degrees in the
20 middle of July and August. That's not a fun
21 place to be. I'm glad to see that it's
22 done. The roofs haven't been replaced.
23 There's leaks, problems with the electric
24 plumbing everywhere.

25 There was some of the monitors

1 Budget Hearing/10-2-17
2 were replaced but the majority of the
3 security monitors still need to be replaced.
4 Roofs. Motion detection equipment. Video
5 monitors and things like that. And we are
6 still cutting, cutting, cutting.

7 CHAIRWOMAN GONSALVES: Thank you,
8 Brian. Legislator Walker.

9 LEGISLATOR WALKER: I know your
10 head count certainly is at an all time low.
11 Is there any way -- look, I was in the mall
12 a couple of weeks ago and they were
13 basically doing recruiting for our police
14 department.

15 Who makes that decision?
16 Couldn't that same thing be done?

17 MR. SULLIVAN: Our department
18 should be making that decision to get out
19 and recruit.

20 LEGISLATOR WALKER: Right. To
21 get out and recruit.

22 MR. SULLIVAN: We've had recruit
23 drives in the past. They'll go to malls, go
24 to fares, go to job fares, they'll go to the
25 Bellmore street fair, set up a table.

1 Budget Hearing/10-2-17

2 We used to have people in our
3 academy would go around. There was a mock
4 cell and some of our vehicles and things
5 like that that they would bring around. I
6 couldn't tell you the last time we did that.
7 There is no recruitment here whatsoever.

8 LEGISLATOR WALKER: It seems like
9 we sure need to get moving on that because
10 it needs to be a class after a class after a
11 class after a class.

12 MR. SULLIVAN: Without a doubt.
13 If you look back at the numbers I just gave
14 you before, several months down the road, I
15 mean, it was bad this summer. It was really
16 bad. There were people that were working
17 double shifts every single day and they
18 couldn't go home. That's the way it was
19 when I started way back a hundred years ago
20 when crack and Aids and everything hit big
21 and the jail was doubling and tripling in
22 size because of the late '80s, early '90s.

23 But we're not in that situation
24 now. There just has to be more attention
25 paid to based to rolling things over and get

1 Budget Hearing/10-2-17

2 them in here and I'm glad to see that
3 they're having 167 people in the police
4 department, classes of 80 and all that, we
5 just don't have it here. The attention has
6 got to be paid. It hasn't been. It's been
7 ignored.

8 LEGISLATOR WALKER: We will just
9 have to work on it.

10 CHAIRWOMAN GONSALVES: Let me ask
11 you a question. What can you attribute that
12 too? If we need additional officers at the
13 jail, what do you attribute it to that we
14 are not getting them?

15 MR. SULLIVAN: The number one
16 thing is the way the place is managed, no
17 recruitment drive, the way the word is not
18 out.

19 When I took this test 30 years
20 ago, 15,000 18,000 people took the test.
21 They give these tests now, they're lucky to
22 get a couple of thousand, maybe a thousand.
23 I just don't get it.

24 In this day and age with the way
25 the economy has been and everything else,

1 Budget Hearing/10-2-17

2 you can't tell me that people wouldn't be
3 clamoring for a civil service job with
4 benefits and pensions and all that and
5 retirement. So I don't think people would
6 rather work in a restaurant for the next 50
7 years than work in the Sheriff's Department.

8 CHAIRWOMAN GONSALVES: Legislator
9 Schaefer.

10 LEGISLATOR SCHAEFER: I was just
11 going to say on that topic, would it help
12 you, I imagine if the answer is yes, if we
13 were all in agreement to writing a letter,
14 everyone signing it demanding that they move
15 forward on this issue?

16 MR. SULLIVAN: Oh, yes. I would
17 be in complete agreement with that. Like
18 the sheriff said before, they did send out
19 105 or something like that. They brought
20 people in one of the older lists that's
21 there. There are two lists that are
22 available right now. I think they may have
23 finished up the 2013 or at the very bottom
24 of it.

25 But there's two full lists that

1 Budget Hearing/10-2-17

2 are there to be gone through and I'm sure
3 there's 100s if not a few thousand people on
4 these lists. Let's go. Let's go. It just
5 hasn't been done. We got to get the rolling
6 here. There has to be a systematic plan put
7 in place to foresee the attrition and the
8 way people leave.

9 We can't have what we just had
10 this past summer with guys just not being
11 able to leave. I mean, there were people
12 that were stuck past 16 hours a day, 18
13 hours a day. It's not safe for them. Not
14 safe for the officers. Not safe driving
15 home after driving working 16, 18 hours
16 driving home to your families and then
17 having to be back for the next tour the next
18 morning. It can't go on like that. It's
19 completely unsafe and it's unreasonable.

20 CHAIRWOMAN GONSALVES: Legislator
21 Ford.

22 LEGISLATOR FORD: Thank you very
23 much. What size class can be accommodated
24 for the correction officers? He seemed to
25 say 25, but --

1 Budget Hearing/10-2-17

2 MR. SULLIVAN: I get differing
3 answers. When I first came through the
4 academy here I started with a class of 100.
5 It's my understanding that the state has
6 limited some of these classes. They could
7 double up classes. They could put a class
8 of 25 on the days, a class of 25 on four to
9 12.

10 I think they could probably get a
11 pass from the state to put a class of 50 in
12 or 100 or 75. I haven't gotten a straight
13 answer out of anybody in particular of where
14 this number of 25 came from. I think that
15 was just a guideline that they were using.

16 If we hired 25 people every year
17 we'd be okay, but that backfired in their
18 faces because we had last year -- the last
19 several years we had retirement parties
20 where I had 60, 70, 80 guys that are being
21 honored at retirement parties. Hiring 25 to
22 replace them is absurd.

23 When I left the union back in
24 2011, we had a little less than 1,100
25 officers, working here, right now we have

1 Budget Hearing/10-2-17

2 under 800. It's dropped. A lot of that is
3 from when the jail was big, was doubling in
4 size, late '80s early '90s. All of those
5 guys that are in my generation and behind
6 me, a few in front of you, they're all
7 hitting their 25s and 30s and they're
8 running out the door. There's not a lot of
9 incentive to stay in a job like this.

10 LEGISLATOR FORD: So it won't
11 take long for them to just start
12 recruitment. But I don't know how far they
13 got into the list from 2015.

14 MR. SULLIVAN: I know there's
15 people, friends and family, they ask me all
16 the time when are they going to start doing
17 it, my kid is on the list, my neighbor is on
18 the list, chasing civil service around, the
19 whole nine yards trying to get it done.

20 LEGISLATOR FORD: Well, I think
21 that we need to, first of all, start working
22 on that list tomorrow to start looking at
23 the candidates, reaching out to them. There
24 is no reason why we can't start tomorrow and
25 I think what we need to do is schedule the

1 Budget Hearing/10-2-17

2 next test, go after civil service to get
3 this done, and authorize people to go out
4 and do a recruitment drive.

5 I know a lot of people ask. I
6 agree with you. I know people who would be
7 interested in taking that test and getting
8 this job.

9 MR. SULLIVAN: I don't agree with
10 the sheriff on a lot of things. One of the
11 things I do agree with him on is that you
12 have -- if they sent out a packet, 105
13 packets, a hundred packets, you're not
14 getting a hundred candidates. A lot of
15 people fail physicals, psychs, medicals,
16 things like that. You are lucky to get 25
17 out of that 100 that goes out. So they
18 should put out another hundred and get them
19 backed up and put more in the chute and get
20 it going.

21 I would be thrilled if we could
22 get a class of 40 in by the end of the year.
23 Do I see it happening? I don't think so,
24 especially with the administration turning
25 over and everything else.

1 Budget Hearing/10-2-17

2 LEGISLATOR FORD: You would like
3 to see a pool of like 500 candidates to
4 choose from.

5 Just my last thing, I'm amazed
6 that we are still having problems with the
7 roof. I remember when I was first elected,
8 it was an issue way back when.

9 So I'm just stymied over the fact
10 that we can't get this thing corrected.

11 MR. SULLIVAN: Roofs had been
12 replaced back then, but the roofs are in
13 dire need because of problems and the air
14 conditioning problems and everything else,
15 they all got to be replaced again.

16 LEGISLATOR FORD: And please keep
17 me informed about the body alarms. It's
18 every year. I don't want to have to ask
19 about it next year. Thank you.

20 CHAIRWOMAN GONSALVES: Walk me
21 through the math. What's the ratio of
22 correction officers to the number of
23 inmates?

24 MR. SULLIVAN: You have to put it
25 in perspective. There's about 800 officers.

1 Budget Hearing/10-2-17

2 There's 1,200 -- there's not 800 officers
3 working at any particular time, but a total
4 of 800 officers working there.

5 There's about 90 posts, 90 people
6 in a security platoon. Then you have
7 ancillary units. There's 40 something
8 people in transportation; people that work
9 in the rehab area; medical.

10 But it's a little hard to
11 quantify exactly the number of people. But
12 we need more people because we are down in
13 all these areas. In security, they were
14 using in the middle of the summer, end of
15 the summer, they were ordering 30, 40 people
16 a night.

17 The weekends were horrendous.
18 Telling guys you're stuck, you're there at
19 7:30 in the morning and you're not going
20 home until after midnight. Sometimes they
21 didn't go home after midnight because they
22 had to wait a little while longer to get
23 people in.

24 Our guys at the control desk were
25 doing an incredible job trying to get these

1 Budget Hearing/10-2-17

2 bodies in. Legislator Solages.

3 CHAIRWOMAN GONSALVES: Legislator
4 Solages.

5 LEGISLATOR SOLAGES: This is
6 very concerning. Some of the things you're
7 saying are not in congruence with what the
8 sheriff said.

9 Besides the roof which he said
10 that it was repaired, what else is not
11 consistent with the case that you believe it
12 to be?

13 MR. SULLIVAN: As far as what?

14 LEGISLATOR SOLAGES: As far as
15 certain things.

16 MR. SULLIVAN: Well, like I said
17 with the infrastructure there hasn't been a
18 hell of a lot of attention paid to the
19 infrastructure. It was my understanding
20 that there was a bond proposal floated for
21 anywhere between 12 and \$15 million going
22 forward for maybe next year. There's no
23 capital project money now to do it, but it
24 may not have gotten here.

25 Like I said, you've all seen that

1 Budget Hearing/10-2-17

2 packet that I handed around. The place is
3 crumbling. When it rains, the roofs, the
4 ceilings leak like you're standing outside
5 in certain areas of this place.

6 LEGISLATOR SOLAGES: I understand
7 it's not easily quantifiable in terms of the
8 ratio that the Presiding Officer was asking
9 about.

10 But, per cell block, how many
11 officers do you have overseeing how many
12 inmates?

13 MR. SULLIVAN: In a normal cell
14 block in the 832 building with 104 inmates,
15 there's four officers.

16 LEGISLATOR SOLAGES: Four to 104?

17 MR. SULLIVAN: Four to 104 in the
18 housing area. That's normal staffing. But
19 the idea is -- and I'm not saying that that
20 should be increased -- I would love to have
21 an increase but when you have mental health
22 inmates they'll put an extra officer there.

23 But the problem is, you will have
24 those four officers for those 104 inmates
25 but there's nobody else to respond when

1 Budget Hearing/10-2-17

2 there is an emergency.

3 We have 18 people on the
4 emergency response team right now. There
5 should be 80. I'm waiting to get the
6 staffing up so we can get a full time
7 emergency response team and have X amount of
8 officers, six, eight, ten, whatever we can
9 negotiate per platoon that can respond
10 immediately -- they're not going to be
11 standing around doing whatever. It wasn't
12 exactly portrayed the way we need to have it
13 done by the sheriff before, but they'll be
14 doing cell searches, help to oversee the
15 transport of inmates in the morning, watch
16 the inmates pens which sometimes have 60 to
17 80 inmates going to court in them. They can
18 respond immediately to emergencies. You
19 don't have that.

20 LEGISLATOR SOLAGES: My last
21 question, I know it's late, I thank my
22 colleagues, thank you very much Presiding
23 Officer, the problems are many based on what
24 you said, even with the new administration
25 the wish list would be quite long. What

1 Budget Hearing/10-2-17

2 incentive do you think -- not incentive, but
3 an elected sheriff, would that be better
4 suited to solve these issues or just an
5 appointed sheriff? Last question.

6 MR. SULLIVAN: That's a political
7 question that's a little outside the realm
8 of what we're talking about here today but I
9 think an elected sheriff would be easier
10 reporting to the taxpayers of Nassau County
11 than an appointed sheriff that has to work
12 at the pleasure of someone else.

13 I think we are the only one or
14 two counties in the state that has an
15 appointed sheriff. I'm all for it but it
16 creates another set of problems. So nothing
17 comes easy.

18 CHAIRWOMAN GONSALVES: There's
19 nothing ideal.

20 MR. SULLIVAN: Nothing ideal.

21 LEGISLATOR SOLAGES: Legislator
22 Bynoe. And after you I think I'm going to
23 call John Budnick and then go home.

24 LEGISLATOR BYNOE: Good evening.
25 Really, I have a comment. I'm actually

1 Budget Hearing/10-2-17

2 imploing this body to consider -- I don't
3 want to sound like alarmist by maybe even
4 saying this is almost like a state of
5 emergency to the extent that pulling through
6 these training classes in the manner to
7 which the sheriff has, I guess, explained
8 we'll never get to the number of officers
9 that we need in order to make sure that our
10 officers and our inmates are safe.

11 And then when I hear that,
12 according to the president here, that we
13 have significant number of officers that are
14 eligible for retirement next year and the
15 year after, I think that we should employ a
16 process where we're almost pulling two
17 classes at one time and maybe potentially
18 consider having an evening class as well as
19 a daytime class go through this academy.

20 Because I think if we do it at
21 the rate and with the method that the
22 sheriff has laid out we'll never get to the
23 numbers we need.

24 I'm in support of a letter that
25 Legislator Schaefer has suggested and I

1 Budget Hearing/10-2-17

2 think that we need to consider requesting
3 that that process be employed. Thank you.

4 CHAIRWOMAN GONSALVES: Thank you.

5 MR. SULLIVAN: Thank you very
6 much. Have a good night.

7 CHAIRWOMAN GONSALVES: John
8 Budnick. We're not going to leave you out
9 in the cold.

10 MR. BUDNICK: After what I heard
11 tonight I'm frightened of the cold right now
12 especially in the area of East Meadow.

13 A number of suggestions for
14 augmenting income to the county. I don't
15 know that the Nassau County parks violation
16 ordinance 265-70 has fines that are high
17 enough nor is it enforced enough, nor is it
18 bringing in enough revenue as it should.

19 Secondly, the various county
20 parking lots are not roadways. We need to
21 create in effect a VTL for the parking lots
22 to bring in revenues to the county.

23 Another thing, I notice last week
24 in the fire ordinance, they increased the
25 fines for corporations by 500 percent.

1 Budget Hearing/10-2-17

2 The problem is, many businesses
3 don't operate as corporations any more.
4 They're either LLPs or LLCs. Indeed, we
5 should take that into account when we
6 increase fines for corporations to do it
7 also for limited liability partnerships,
8 limited liability companies. So as to once
9 again to maximize the revenue to the county.

10 There are a number of other
11 things, but you guys have already put up
12 with so much.

13 There's two other things I wanted
14 to mention; one is the creation of a
15 Mitchell Field Historical District which may
16 bring in revenue to the county and that
17 ought to do it. Thank you very much.

18 One of the other things you have
19 to do particularly in reference to the
20 county jail is to reestablish what was once
21 called the Michael N. Petito Topic House so
22 that people who are drug abusers who can't
23 afford -- because they don't have insurance
24 or other things, can go to locations to get
25 rehabilitation, and will have an option here

1 Budget Hearing/10-2-17
2 in the county where Medicare can be used to
3 offset the cost of that facility. Thank you
4 very much. Have a very nice evening. God
5 bless you one and all for putting up with
6 what you've been putting up with. Good luck
7 to all of you. May the good Lord bless and
8 you keep you. Thank you.

9 (Whereupon, the October 2, 2017
10 Budget Hearing 2017 adjourned at 8:46 p.m.)

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C E R T I F I C A T E

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

THAT I attended at the time and place
above mentioned and took stenographic record
of the proceedings in the above-entitled
matter;

THAT the foregoing transcript is a true
and accurate transcript of the same and the
whole thereof, according to the best of my
ability and belief.

IN WITNESS WHEREOF, I have hereunto set
my hand this 16th day of October, 2017.

FRANK GRAY