NASSAU COUNTY LEGISLATURE

RICHARD NICOLELLO
PRESIDING OFFICER

PUBLIC SAFETY COMMITTEE

LEGISLATOR DENISE FORD
CHAIR

Theodore Roosevelt Building
1550 Franklin Avenue
Mineola, New York

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1:14 P.M.

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

LEGISLATOR DENISE FORD
Chair

LEGISLATOR STEVEN RHOADS
Vice Chair

LEGISLATOR MAZI MELESA PILIP

LEGISLATOR JOHN FERRETTI

LEGISLATOR DELIA DERIGGI-WHITTON
Ranking member

LEGISLATOR CARRIE SOLAGES

LEGISLATOR DEBRA MULE

Public Safety - 1-27-22

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

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

I will ask the clerk to take the roll call.

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

LEGISLATOR MULE: Here.

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

LEGISLATOR SOLAGES: Here.

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

LEGISLATOR DERIGGI-WHITTON: Here.

MR. PULITZER: John Ferretti.

LEGISLATOR FERRETTI: Here.

Public Safety - 1-27-22

MR. PULITZER: Mazi Melesa Pilip.

LEGISLATOR PILIP: Here.

MR. PULITZER: Vice Chair Steven Rhoads.

LEGISLATOR RHOADS: Present.

MR. PULITZER: Chairwoman Denise Ford.

LEGISLATOR FORD: Here.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

This data that you have in front of

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

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

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

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

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

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

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

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

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

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

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

Total park, walk and talk and IP visits last year 55,098 times. That's getting out and actually speaking to someone. When we say IP a location we say drive by. Stop. Look. See what's going on. When we say park, walk and talk, stop, get out and talk.

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

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

and got them to come.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

that you can look at it.

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

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

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

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

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

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

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

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

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

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

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

language in there.

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

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

That's where we are.

I'm open up for any questions.

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

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

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

the findings to us for discipline.

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

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

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

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

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

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

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

nonresidents does that also mean like undocumented?

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

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

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

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

COMMISSIONER RYDER: That's correct.

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

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

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

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

COMMISSIONER RYDER: Absolutely.

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

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

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

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

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

Then it became electronic three times.

LEGISLATOR DERIGGI-WHITTON: I'm happy about the body cameras. Congratulations. That wasn't an easy task. I know that. I do believe, like you said, the statistics show that hopefully not only will it de-escalate it will help the police as well as our community I think it will help equally.

COMMISSIONER RYDER: Good for all.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

COMMISSIONER RYDER: Not to each

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

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

COMMISSIONER RYDER: That's correct.

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

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

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

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

COMMISSIONER RYDER: Correct.

LEGISLATOR FORD: You were saying

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

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

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

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

COMMISSIONER RYDER: That's right.

LEGISLATOR FORD: Legislator Ferretti you had a question?

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

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

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

COMMISSIONER RYDER: Correct.

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

COMMISSIONER RYDER: Right.

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

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

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

COMMISSIONER RYDER: Correct.

LEGISLATOR FERRETTI: Without the --

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

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

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

COMMISSIONER RYDER: Police.

LEGISLATOR FERRETTI: Without the mobile crisis team?

COMMISSIONER RYDER: Without mobile crisis. That was a domestic. Domestics are handled by police not mobile crisis. Mobile crisis is only for mental health crisis.

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

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

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

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

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

LEGISLATOR FERRETTI: Would it have mattered?

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

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

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

COMMISSIONER RYDER: No.

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

COMMISSIONER RYDER: No, because

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

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

COMMISSIONER RYDER: We're going.

LEGISLATOR FERRETTI: That's an automatic?

COMMISSIONER RYDER: No matter what we're going.

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

COMMISSIONER RYDER: That's correct.

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

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

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

COMMISSIONER RYDER: 9,699.

LEGISLATOR FERRETTI: So roughly 1300 were held on bail?

COMMISSIONER RYDER: Okay. Yes.

LEGISLATOR FERRETTI: Out of

11,000?

COMMISSIONER RYDER: That's correct.

LEGISLATOR FERRETTI: Thank you.

LEGISLATOR FORD: Legislator Rhoads.

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

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

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

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

COMMISSIONER RYDER: Correct.

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

COMMISSIONER RYDER: 9,699.

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

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

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

COMMISSIONER RYDER: Yes.

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

appearance?

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

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

COMMISSIONER RYDER: For the most part, yes.

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

COMMISSIONER RYDER: I'm sorry, what?

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

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

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

LEGISLATOR RHOADS: Thank you.

LEGISLATOR FORD: Legislator Solages.

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

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

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

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

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

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

COMMISSIONER RYDER: So, I gave

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

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

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

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

LEGISLATOR SOLAGES: Men of Elmont.

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

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

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

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

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

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

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

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

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

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

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

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

LEGISLATOR SOLAGES: Can we try to get that data?

COMMISSIONER RYDER: Sure.

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

COMMISSIONER RYDER: I don't understand that question.

LEGISLATOR SOLAGES: We haven't

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

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

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

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

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

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

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

In addition to the high property taxes.

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

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

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

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

staffing and recruitment.

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

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

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

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

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

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

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

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

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

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

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

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

COMMISSIONER RYDER: That's correct.

LEGISLATOR SOLAGES: That's in effect?

COMMISSIONER RYDER: That's

correct. For the last 40 something years.

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

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

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

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

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

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

COMMISSIONER RYDER: I don't know

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

LEGISLATOR SOLAGES: Understood. Legislator Ferretti asked about bail reform but it is still the case that Nassau County is the safest county of its size in America; is that correct?

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

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

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

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

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

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

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

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

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

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

LEGISLATOR FORD: Legislator Ferretti has a follow up.

COMMISSIONER RYDER: Excuse me. Can I ask? You're asking me to now report quarterly? Is that what we're asking?

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

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

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

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

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

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

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

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

COMMISSIONER RYDER: Massapequa and Levittown.

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

COMMISSIONER RYDER: We received

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

LEGISLATOR FERRETTI: When did bail reform go into effect?

COMMISSIONER RYDER: 2020. January of 2020.

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

COMMISSIONER RYDER: January 2020.

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

COMMISSIONER RYDER: That's correct.

LEGISLATOR FORD: Legislator Pilip.

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

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

COMMISSIONER RYDER: Thank you.

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

so that we have a greater pool of people.

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

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

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

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

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

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

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

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

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

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

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

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

LEGISLATOR FORD: Perfect. Thank you. Legislator Mule.

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

here?

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

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

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

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

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

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

LEGISLATOR MULE: You do not.

LEGISLATOR SOLAGES: Nor do I feel censured.

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

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

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

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

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

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

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

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

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

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

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

COMMISSIONER RYDER: 100 percent.

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

COMMISSIONER RYDER: I believe

yes.

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

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

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

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

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

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

LEGISLATOR MULE: So it should be

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

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

LEGISLATOR MULE: Do you know what they started with?

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

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

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

LEGISLATOR MULE: Getting back to

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

COMMISSIONER RYDER: I think we

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

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

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

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

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

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

COMMISSIONER RYDER: No problem.

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

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

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

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

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

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

Second question. Can the commissioner ensure that the guiding values of the Nassau County Police Department shall be those principles set forth, as well as the paramount objective of reverence for the sanctity of human life as described in police reform EO203 cosigned by then County Executive

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

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

You'll be getting this.

The second one is from Erin Curley.

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

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

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

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

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

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

The other is from Marianna

Hoitt-Lange.

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

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

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

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

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

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

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

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

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

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

The other piece is when it comes to

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

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

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

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

for it.

So, that's one of the questions. Can we have that? At least can the Nassau County police commissioner or the Public Safety Committee commit to that?

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

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

Just one or two more questions.

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

Then the data that you're talking

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

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

COMMISSIONER RYDER: There's five all together.

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

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

be something that you're asking for?

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

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

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

LEGISLATOR FORD: I think that's

what you did, didn't you?

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

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

MS. GOTTEHRER: Yeah.

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

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

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

LEGISLATOR FORD: Thank you so much.

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

seeking?

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

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

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

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

LEGISLATOR DERIGGI-WHITTON: They are.

MS. GOTTEHRER: Right.

LEGISLATOR DERIGGI-WHITTON: So what would you want?

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

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

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

MS. GOTTEHRER: All demographics.

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

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

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

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

LEGISLATOR FORD: But you would get the information --

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

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

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

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

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

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

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

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

LEGISLATOR FORD: We'll start from there.

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

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

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

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

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

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

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

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

And specifically I think within the plan that you laid out you had talked about community input into actual training and policies. Where are we seeing that community input being reflected in the policies and training that you laid out? And in particular, beyond the training, where the policies are we actually seeing that community input laid out?

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

That's my third set of questions.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Jeremy Joseph.

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

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

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

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

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

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

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

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

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

COMMISSIONER RYDER: I agree.

Thank you.

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

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

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

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

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

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

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

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

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

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

intent to sell.

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

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

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

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

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

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

LEGISLATOR SOLAGES: You are.

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

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

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

LEGISLATOR FORD: That is what you are looking for?

LEGISLATOR RHOADS: Yes.

LEGISLATOR FORD: Thank you very much.

Mr. Joseph.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

asking for.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Every domestic report, when

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

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

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

on that day.

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

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

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

later. That's all said say.

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

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

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

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

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

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

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

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

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

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

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

LEGISLATOR SOLAGES: Madam Chair,

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

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

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

MS. OBERDICK: My name is Meena

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

investigators.

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

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

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

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

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

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

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

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

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

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

LEGISLATOR FORD: Perfect. I understand that.

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

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

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

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

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

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

understand the data itself is not objective. It is bias.

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

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

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

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

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

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

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

LEGISLATOR SOLAGES: Not at all sir.

COMMISSIONER RYDER: I'm giving you facts.

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

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

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

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

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

LEGISLATOR SOLAGES: Understood.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

got it on transgender.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

My concern is, is that it's

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

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

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

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

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

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

thank you again.

LEGISLATOR FORD: Gahrey Ovalle.

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

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

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

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

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

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

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

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

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

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

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

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

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

to one ratio to Whites to Blacks.

COMMISSIONER RYDER: That is a whole number.

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

COMMISSIONER RYDER: No, no.

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

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

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

the reality that I want.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

say I might get shot by a cop today might.

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

MR. OVALLE: There's a caveat.

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

officer Mora. Let us remember this.

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

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

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

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

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

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

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

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

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

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

and/or killed by Nassau County police officers?

COMMISSIONER RYDER: Zero.

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

COMMISSIONER RYDER: Zero.

LEGISLATOR RHOADS: Thank you.

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

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

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

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

CERTIFICATION

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

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

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

FRANK GRAY