

NASSAU COUNTY LEGISLATURE

SPECIAL MEETING

RICHARD NICOLELLO

PRESIDING OFFICER

PUBLIC SAFETY COMMITTEE

POLICE REFORM HEARING

DENISE FORD

CHAIRWOMAN

County Executive and Legislative Building

1550 Franklin Avenue

Mineola, New York

Tuesday, November 22, 2022

1:19 p.m.

TAKEN BY: KAREN LORENZO, OFFICIAL COURT REPORTER

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

KEVAN ABRAHAMS

MICHAEL PULITZER

Clerk of the Legislature

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

COMMISSIONER PATRICK RYDER

FIRST DEPUTY COMM. KEVIN SMITH

CHIEF OF DEPARTMENT STEPHEN PALMER

CHIEF OF PATROL KEVIN CANAVAN

CHIEF OF DETECTIVES CHRISTOPHER FERRO

DEPUTY CHIEF JAMES WILSON

DEPUTY CHIEF NICHOLAS STILLMAN

DETECTIVE SERGEANT SABRINA GREGG

PUBLIC COMMENT :

SUSAN GOTTEHRER, NY CIVIL LIBERTIES UNION

BISHOP MACKEY

TERRYL DOZIER

ARLO FLEISCHER

EMILY KAUFMAN

JEREMY JOSEPH

CHERYL KESHNER

TOMMY SHEVLIN

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

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

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

ask Commissioner Ryder to come up and
present the plan.

First we will do a roll call.

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

Legislator Debra Mule.

LEGISLATGOR MULE: Here.

CLERK PULITZER: Legislator Siela
Bynoe.

LEGISLATOR BYNOE: Here.

CLERK PULITZER: Ranking Member
Delia Deriggi-Whitton.

LEGISLATOR DERIGGI-WHITTON: Here.

CLERK PULITZER: Legislator Mazi
Pilip.

LEGISLATOR PALIP: Here.

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

LEGISLATOR GIUFFRE: Here.

CLERK PULITZER: Chairwoman Denise
Ford.

CHAIRWOMAN FORD: Here.

CLERK PULITZER: Thank you.

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

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

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

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

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

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

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

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

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

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

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

1
2 do it, he took down the website.

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

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

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

25 You, the Public Safety Committee of

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

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

14 Bishop J. Raymond Mackey, please.

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

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

1
2 support of our Commissioner.

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

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

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

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

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

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

1
2 how the media has portrayed police
3 officers.

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

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

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

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

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

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

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

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

25 You know this is not something that

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

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

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

Relative to Nassau County

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

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

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

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

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

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

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

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

1
2 reform.

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

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

1
2 implementing a mobile crisis response
3 team.

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

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

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

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

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

5 CHAIRWOMAN FORD: Emily Kaufman.

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

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

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

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

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

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2 what's happening.

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

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

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

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2 CHAIRWOMAN FORD: Thank you. Jeremy
3 Joseph.

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

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

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

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

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

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

1
2 of arrest in Nassau County.

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

25 CHAIRWOMAN FORD: Thank you, Cheryl

1
2 Keshner.

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

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

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

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

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

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

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

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

24 CHAIRWOMAN FORD: Thank you, Tommy
25 Shevlin.

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

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

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

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

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

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

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

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

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

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

25 We'll take a few minutes so that

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

1
2 CHAIRWOMAN FORD: No further
3 questions.

4 POLICE COMMISSIONER RYDER: Yes,
5 thank you.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

25 POLICE COMMISSIONER RYDER: I'm now

1
2 going to turn it over to Chief Palmer.

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

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

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

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

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

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

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

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

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

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

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

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

1
2 community. We've never lost that.

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

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

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

25 11. Implicit bias. That's two

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

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

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

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

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

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

25 The remainder, eight service unit

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

1
2 listening.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

25 Every recruit class receives

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

21 Thank you.

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

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

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

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

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

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

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

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

25 CHIEF FERRO: By the way, Happy

1
2 Thanksgiving also.

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

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

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

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

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

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

25 CHAIRWOMAN FORD: Thank you,

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

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

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

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

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

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

1
2 Garden City --

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

6 POLICE COMMISSIONER RYDER: What did
7 I say?

8 LEGISLATOR ABRAHAMS: It doesn't
9 exist.

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

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

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

18 Questions on that?

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

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

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

1
2 Chair --

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

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

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

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

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

1
2 top two areas where we have arrests.

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

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

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

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

14 LEGISLATOR ABRAHAMS: Okay.

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

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

25 CHAIRWOMAN FORD: No. I was just

1
2 asking.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

13 POLICE COMMISSIONER RYDER: Yes.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

1
2 thoroughly investigated.

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

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

22 LEGISLATOR ABRAHAMS: Thank you.

23 POLICE COMMISSIONER RYDER: Thank
24 you.

25 CHAIRWOMAN FORD: Just a review on

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

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

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

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

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

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

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

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

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

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

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

1
2 to continue?

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

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

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

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

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

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

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

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

3 Is there room for improvement?

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

1
2 that we have.

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

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

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

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

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

12 POLICE COMMISSIONER RYDER: Uh-hmm.

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

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

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

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

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

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

20 POLICE COMMISSIONER RYDER: Yes.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

25 (Whereupon, public

1
2 interruption.)

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

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

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

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

25 CHAIRWOMAN FORD: Now I'm jumping

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

24 Legislator Pilip.

25 LEGISLATOR PILIP: Thank you.

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

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

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

21 POLICE COMMISSIONER RYDER: Thank
22 you.

23 CHAIRWOMAN FORD: Legislator Mule.

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

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

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

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

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

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

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

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

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

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

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

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

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

1
2 back and then running correctly.

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

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

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

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

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

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

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

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

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

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

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

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

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

25 POLICE COMMISSIONER RYDER: The

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

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

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

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

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

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

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

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

24 POLICE COMMISSIONER RYDER: Thank
25 you.

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

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

7 CHAIRWOMAN FORD: Legislator Bynoe.

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

10 POLICE COMMISSIONER RYDER: Good
11 afternoon.

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

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

4 POLICE COMMISSIONER RYDER: Yes. It
5 does.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

14 POLICE COMMISSIONER RYDER: Yes.

15 LEGISLATOR BYNOE: Very good.

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

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

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

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

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

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

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

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

10 FIRST DEPUTY COMMISSIONER SMITH:

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

15 LEGISLATOR BYNOE: I would love to.

16 Thank you.

17 FIRST DEPUTY COMMISSIONER SMITH:

18 You're welcome.

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

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

5 POLICE COMMISSIONER RYDER:

6 Absolutely?

7 LEGISLATOR BYNOE: Okay.

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

20 LEGISLATOR BYNOE: That's important.

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

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

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

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

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

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

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

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

5 POLICE COMMISSIONER RYDER:

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

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

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

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

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

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

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

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

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

22 POLICE COMMISSIONER RYDER: Yep.

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

1
2 reports.

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

8 POLICE COMMISSIONER RYDER: Thank
9 you.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

25 INSPECTOR FIELD: I don't have the

1
2 numbers for the appointment from then
3 forward.

4 LEGISLATOR ABRAHAMS: What do you
5 have?

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

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

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

24 INSPECTOR FIELD: Yes, sir.

25 LEGISLATOR ABRAHAMS: And then five

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

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

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

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

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

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

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

25 LEGISLATOR ABRAHAMS: Is this that

1
2 part of the 109?

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

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

21 (Whereupon, officers stand.)

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

1
2 Thank you, thank you.

3 (Whereupon, officers sit.)

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

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

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

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

16 POLICE COMMISSIONER RYDER: I agree.

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

1
2 neither you nor I can control.

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

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

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

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

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

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

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

1
2 something?

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

13 LEGISLATOR ABRAHAMS: What are some
14 other examples?

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

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

25 DEPUTY CHIEF STILLMAN: The other

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

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

11 POLICE COMMISSIONER RYDER: This
12 year.

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

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

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

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

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

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

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

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

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

1
2 of the outcome.

3 LEGISLATOR ABRAHAMS: Oh. Every
4 time.

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

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

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

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

13 POLICE COMMISSIONER RYDER: Yes.

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

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

12 POLICE COMMISSIONER RYDER:

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

1
2 officer.

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

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

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

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

17 LEGISLATOR ABRAHAMS: Okay. Case by
18 case?

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

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

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

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

6 LEGISLATOR ABRAHAMS: That be a good
7 idea.

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

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

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

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

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

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

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

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

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

10 POLICE COMMISSIONER RYDER: Thank
11 you.

12 CHAIRWOMAN FORD: Legislator
13 Giuffre.

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

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

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

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

16 POLICE COMMISSIONER RYDER: Thank
17 you.

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

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

1
2 that test?

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

25 LEGISLATOR PILIP: What about giving

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

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

17 LEGISLATOR PILIP: I see. Thank
18 you.

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

Thanksgiving.

CLERK PULITZER: Yes. Happy
Thanksgiving.

(Concludes, 2:45 p.m.)

C E R T I F I C A T E

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

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

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

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

Karen Lorenzo
KAREN LORENZO

PUBLIC SAFETY COMMITTEE 11.22.2022

v

'21 [4] - 75:11, 75:13, 75:18, 76:3
'22 [2] - 75:12, 75:14
'em [1] - 12:20

1

1 [2] - 50:22, 117:16
1.8% [1] - 76:11
10 [6] - 18:10, 53:17, 104:17, 106:18,
120:4, 174:24
10,000 [1] - 59:17
10,503 [1] - 68:6
10.6% [1] - 167:17
100 [1] - 28:23
100% [7] - 41:15, 41:17, 42:17, 79:19,
129:14, 155:7, 176:8
1000 [3] - 50:14, 54:14, 58:17
1000% [1] - 13:12
101 [1] - 17:2
108 [1] - 56:13
109 [5] - 166:7, 166:21, 166:22, 167:4,
169:2
10th [1] - 79:6
11 [4] - 21:3, 53:25, 56:5, 56:8
11.7 [1] - 167:17
12 [3] - 20:23, 40:17, 75:4
126 [2] - 17:2, 172:18
14 [1] - 75:12
144 [2] - 27:3, 55:19
15 [8] - 16:24, 16:25, 17:9, 74:13, 75:10,
75:11, 75:13, 172:19
15% [3] - 166:16, 168:23, 169:13
1550 [1] - 1:16
17 [2] - 166:9, 166:22
17% [1] - 67:25
18% [1] - 167:16
195 [1] - 75:19
1970'S [1] - 58:15
1980 [1] - 83:10
1:19 [1] - 1:22

2

2 [1] - 51:5
2.5 [1] - 7:23
20 [1] - 96:14
2000 [1] - 12:18
2007 [1] - 58:19
2013 [1] - 30:25
2014 [1] - 139:8
2015 [1] - 141:3
2018 [3] - 60:9, 69:3, 165:23
2019 [1] - 46:2
2020 [5] - 15:8, 17:2, 22:18, 67:17
2021 [10] - 4:13, 17:2, 61:17, 67:22,
75:7, 75:17, 75:25, 172:16, 172:20
2022 [7] - 1:21, 6:19, 14:13, 16:24,
74:12, 172:21, 189:13
2023 [1] - 54:22
203 [1] - 21:15
2051 [1] - 92:23
209 [3] - 90:25, 91:4, 91:9
210 [1] - 91:9
21st [1] - 68:6
22 [1] - 1:21

22.5% [1] - 99:13
22.9% [1] - 99:12
227 [1] - 17:11
22nd [1] - 189:13
23rd [1] - 76:3
24 [1] - 139:3
24,000 [5] - 66:16, 166:11, 168:22,
169:4, 169:12
25 [3] - 75:7, 75:13, 120:24
25% [2] - 82:16, 83:11
26% [3] - 166:15, 168:23, 169:12
27 [2] - 120:25, 167:3
282 [1] - 75:18
2900 [1] - 55:17
2:45 [1] - 188:6

3

3 [1] - 51:16
3,102 [1] - 55:14
3.1 [1] - 76:13
30 [1] - 117:18
30% [3] - 42:21, 77:3, 167:5
31% [1] - 75:17
3102 [2] - 55:20, 56:4
32% [1] - 99:16
33% [2] - 82:16, 83:11
34% [2] - 86:17, 87:4
34.4% [1] - 99:14
34.8% [2] - 82:18, 83:12
35% [3] - 82:15, 83:10, 86:20
352 [1] - 89:9
3900 [1] - 58:16

4

4 [1] - 51:21
40% [2] - 99:16, 170:11
400 [1] - 59:21
42 [1] - 82:8
42% [2] - 64:24, 92:19
44 [1] - 13:9
45,446 [1] - 67:21
457 [1] - 120:7
46% [1] - 101:15
47 [2] - 39:5, 39:18
47% [2] - 71:22, 142:17
48 [2] - 14:17, 23:15
4970 [1] - 92:22

5

5 [1] - 52:9
5,454 [1] - 68:5
5.6 [1] - 76:12
50% [1] - 166:18
50,336 [1] - 67:24
50-A [2] - 9:4, 9:20
500 [1] - 126:24
51 [1] - 13:8
513 [2] - 62:4, 62:12
56 [1] - 81:3
56% [1] - 167:16
5623 [2] - 82:15, 83:9
57% [1] - 92:18
59 [7] - 90:3, 90:7, 90:13, 90:20, 91:10,
94:8, 151:23

6

6 [1] - 52:15
60 [1] - 36:13
60% [4] - 28:15, 62:12, 62:17, 100:5
61 [3] - 172:16, 172:19, 174:24
61,971 [1] - 68:7
64 [1] - 55:23
65% [1] - 86:16
65.2% [2] - 82:17, 83:11
699 [2] - 50:17, 54:12

7

7 [2] - 52:22, 76:13
7,659 [1] - 67:20
70-80 [1] - 99:20
70s [1] - 60:7
72 [2] - 55:21, 55:24
74% [1] - 101:14
75 [1] - 74:15

8

8 [1] - 53:3
8,964 [1] - 67:23
80s [1] - 60:8
862 [1] - 85:4

9

9 [1] - 53:13
90 [3] - 43:9, 43:10, 142:17
90% [3] - 55:24, 84:20, 102:23
91 [1] - 84:11
911 [17] - 25:6, 34:4, 42:2, 64:22, 65:3,
84:13, 84:17, 84:18, 84:21, 85:17,
92:21, 92:25, 123:7, 123:8, 124:3,
157:7, 157:11
92% [1] - 84:22
929 [2] - 85:3, 88:21
94 [1] - 71:22
95% [2] - 84:23, 85:9
96 [1] - 170:10
96% [3] - 124:7, 124:10, 170:10
98% [4] - 84:12, 84:15, 84:18, 84:19

A

A&B [1] - 74:15
Abate [2] - 96:8, 98:11
abide [1] - 185:6
ability [1] - 165:11
able [34] - 4:20, 39:25, 40:2, 45:13,
52:20, 69:20, 70:24, 71:4, 106:24,
107:5, 110:22, 111:21, 125:2,
126:15, 129:12, 133:17, 133:25,
139:12, 139:17, 140:9, 141:5,
144:15, 146:16, 146:21, 154:25,
155:2, 158:25, 161:14, 163:9,
163:21, 163:22, 163:25, 176:20,
183:14
Abraham [1] - 184:19
Abraham's [1] - 164:17
ABRAHAMS [41] - 2:11, 84:3, 84:8,

85:24, 86:5, 86:18, 87:3, 87:8, 87:14,
88:3, 93:20, 96:3, 96:22, 159:23,
161:17, 165:21, 166:4, 166:20,
166:25, 167:8, 168:25, 171:13,
171:17, 173:16, 173:23, 174:13,
174:21, 175:13, 175:19, 176:5,
176:9, 177:3, 178:4, 178:14, 180:22,
181:17, 181:22, 182:6, 182:13,
182:15, 182:20

Abrahams [2] - 36:5, 141:2

absent [1] - 25:13

absolute [1] - 186:17

Absolutely [2] - 105:4, 152:6

absolutely [2] - 24:12, 121:16

abuse [1] - 150:19

abuses [1] - 29:14

abusive [2] - 92:11, 173:4

academy [9] - 50:20, 54:11, 55:5,
56:20, 103:5, 149:11, 151:3, 165:20,
166:8

Academy [3] - 41:7, 58:19, 58:21

accent [1] - 143:20

accept [2] - 37:25, 143:14

acceptable [2] - 25:23, 116:8

access [14] - 4:14, 27:12, 30:8, 30:17,
31:2, 31:7, 67:13, 67:16, 68:11, 69:2,
70:6, 70:20, 141:15, 145:17

accessible [1] - 145:19

accident [1] - 78:20

accomplished [1] - 134:6

According [1] - 27:5

account [1] - 155:20

Accountability [1] - 6:8

accountability [14] - 7:9, 7:17, 9:22,
9:24, 18:24, 19:9, 22:2, 25:18, 25:23,
26:21, 28:14, 114:10, 160:19

accountable [7] - 35:10, 53:6, 70:15,

71:8, 71:11, 131:4, 161:8

Accounting [1] - 65:21

accumulate [1] - 118:16

accurately [2] - 20:10, 23:22

accusation [2] - 93:8, 95:22

achieve [1] - 46:20

acknowledge [2] - 18:5, 142:7

Acres [3] - 83:22, 86:25, 101:6

Act [1] - 8:17

act [2] - 20:15, 49:18

Acting [1] - 2:5

action [8] - 17:8, 17:10, 32:7, 32:12,

32:19, 32:23, 49:18, 181:8

actions [7] - 19:3, 53:6, 94:20, 113:17,
176:2, 176:3, 178:25

active [3] - 52:7, 56:25, 57:13

actively [1] - 67:2

activists [1] - 26:9

actual [2] - 14:22, 25:17

add [4] - 17:4, 57:19, 78:5, 78:6

adding [1] - 145:23

addition [1] - 69:14

additional [2] - 91:8, 145:13

Additionally [3] - 24:17, 45:18, 56:22

address [10] - 17:17, 32:7, 39:14,

52:16, 53:4, 60:18, 62:15, 71:13,
77:15, 120:23, 121:9, 121:10, 122:7,
122:14, 124:2, 143:5, 144:4, 152:16,
153:19

addressed [4] - 48:5, 48:24, 97:15,

130:9

addressing [2] - 43:14, 143:24

adequate [2] - 134:4, 135:24

adequately [2] - 52:20, 111:11

adjacent ^[1] - 119:15
adjudicated ^[1] - 179:11
ADL ^[1] - 43:18
administration ^[4] - 45:9, 45:10, 127:17, 139:25
administrative ^[1] - 92:10
admiration ^[2] - 129:15, 162:12
adults ^[1] - 28:15
advantage ^[1] - 148:10
advent ^[2] - 75:24, 76:14
adverse ^[1] - 54:6
adversity ^[1] - 52:4
advertisement ^[1] - 154:9
advice ^[1] - 185:7
advises ^[1] - 185:6
Advocates ^[1] - 30:6
advocates ^[4] - 7:11, 8:18, 9:23, 18:16
advocating ^[1] - 126:14
Affair ^[1] - 169:19
affairs ^[4] - 37:13, 73:22, 73:23, 91:2
Affairs ^[2] - 27:6, 39:19, 59:13, 66:6, 68:13, 72:25, 73:12, 73:15, 74:4, 75:6, 79:8, 92:3, 93:11, 108:22, 114:20, 122:12, 122:24, 169:17, 177:13, 177:22
affecting ^[1] - 49:16
affects ^[1] - 76:17
afforded ^[1] - 138:17
African ^[7] - 37:24, 51:11, 82:16, 83:10, 99:12, 168:20, 170:11
African-American ^[8] - 37:24, 51:11, 82:16, 99:12, 168:20, 170:11
African-Americans ^[1] - 83:10
afternoon ^[15] - 4:2, 4:4, 6:4, 10:15, 17:22, 30:3, 45:7, 50:3, 55:9, 58:12, 65:22, 67:12, 72:21, 138:9, 138:11
afterwards ^[2] - 134:20, 166:22
AG ^[7] - 78:3, 78:21, 116:17, 116:22, 116:23
AG's ^[1] - 75:11
again ^[1] - 115:18
agencies ^[4] - 31:2, 45:22, 68:18, 154:2
agency ^[3] - 10:5, 29:10, 68:19
agenda ^[1] - 4:23
aggressively ^[1] - 45:23
ago ^[13] - 14:16, 15:6, 18:10, 22:16, 30:12, 34:19, 48:11, 49:6, 78:21, 78:23, 104:18, 124:10, 144:4
agree ^[3] - 121:15, 128:18, 171:16
agreed ^[1] - 115:6
agreeing ^[1] - 18:18
agreement ^[2] - 116:12, 180:12
agreements ^[2] - 180:6, 180:20
ahead ^[1] - 86:4
aid ^[1] - 49:10
aided ^[3] - 55:11, 56:15, 153:8
ain't ^[2] - 44:9, 79:17
air ^[2] - 183:22, 184:7
Alana ^[1] - 156:24
alert ^[2] - 75:3, 75:5
allegation ^[4] - 94:9, 94:10, 174:17, 175:24
allegations ^[9] - 16:24, 16:25, 17:9, 17:12, 17:14, 76:16, 172:16, 172:20, 175:21
Allegiance ^[1] - 4:8
allergic ^[2] - 9:21, 10:22
allow ^[1] - 62:21
allowed ^[2] - 31:4, 130:12
allowing ^[3] - 13:20, 46:20, 70:19
allows ^[1] - 66:22

allude ^[1] - 86:9
almost ^[6] - 7:19, 11:25, 42:14, 51:8, 59:21, 139:3
alone ^[4] - 40:10, 48:15, 66:5, 105:12
Alright ^[1] - 114:24
altercation ^[2] - 97:23, 98:24
altercations ^[1] - 104:23
alternate ^[1] - 27:16
amateur ^[1] - 8:7
amazed ^[2] - 10:18, 109:9
amazing ^[1] - 104:14
ambulance ^[1] - 155:14
Amendment ^[1] - 78:10
America ^[1] - 113:4
American ^[7] - 37:24, 51:11, 51:12, 82:16, 99:12, 168:20, 170:11
Americans ^[1] - 83:10
amount ^[2] - 86:10, 100:21
amuck ^[1] - 10:5
analysis ^[1] - 20:17
analysts ^[1] - 96:14
analyzed ^[1] - 88:15
anger ^[2] - 34:11, 35:3
announced ^[2] - 66:19, 186:8
annual ^[1] - 68:9
annually ^[1] - 4:16
answer ^[19] - 36:20, 38:17, 44:4, 78:12, 78:13, 79:2, 79:19, 89:23, 112:10, 113:8, 115:9, 116:21, 122:8, 133:25, 134:8, 134:9, 168:11, 181:20, 181:21
answer" ^[1] - 79:17
answered ^[5] - 10:12, 32:3, 107:5, 111:11, 136:14
answers ^[1] - 71:7
Anti ^[1] - 82:4
Anti-defamation ^[1] - 82:4
anyway ^[2] - 69:18, 131:20
Apart ^[1] - 21:7
apologize ^[5] - 14:6, 43:18, 44:8, 87:13, 137:16
App ^[1] - 69:5
app ^[1] - 165:10
applicable ^[1] - 53:16
applicant ^[1] - 67:2
applicants ^[2] - 66:23, 67:3
appointment ^[1] - 166:2
appreciate ^[8] - 13:24, 17:25, 104:6, 107:7, 107:12, 107:23, 163:14, 182:14
appreciation ^[1] - 138:15
apprehension ^[1] - 63:2
approach ^[2] - 109:9, 134:16
appropriate ^[1] - 32:7
appropriately ^[1] - 55:3
April ^[1] - 46:2
area ^[4] - 7:19, 49:6, 55:17, 120:10
areas ^[6] - 7:5, 23:16, 76:25, 87:2, 120:5, 171:6
argument ^[1] - 16:17
ARLO ^[1] - 3:18
Ario ^[2] - 17:21, 17:23
arrange ^[1] - 156:25
arranged ^[1] - 156:18
arrest ^[19] - 23:23, 25:9, 29:2, 78:8, 81:8, 81:17, 82:12, 82:13, 83:7, 85:15, 85:16, 86:10, 86:23, 96:13, 98:22, 100:9, 118:23, 157:14, 174:17
Arrest ^[1] - 88:17
arrested ^[6] - 7:24, 16:5, 16:14, 21:5, 28:16, 123:15
arrests ^[20] - 7:22, 19:22, 27:10, 31:17,

81:5, 82:15, 83:9, 83:14, 83:21, 84:12, 84:16, 84:19, 84:23, 85:4, 86:24, 87:2, 88:23, 88:25, 118:14, 118:19
Asian ^[6] - 121:22, 166:10, 166:18, 167:2, 167:18, 168:24
aside ^[1] - 122:23
assault ^[3] - 85:6, 85:8, 95:3
assaulted ^[1] - 116:6
assigning ^[1] - 149:19
assist ^[5] - 52:20, 56:14, 67:19, 70:25, 146:7
Assistance ^[2] - 46:10, 47:19
assistance ^[9] - 24:6, 31:25, 68:4, 69:2, 84:15, 145:3, 145:21, 154:23, 155:11
assisted ^[2] - 67:23, 68:3
assisting ^[1] - 124:5
associations ^[1] - 139:23
Atmore ^[1] - 64:8
attached ^[2] - 73:6, 177:25
attack ^[1] - 61:6
attacked ^[3] - 129:10, 129:11, 129:22
attacking ^[1] - 129:24
attend ^[2] - 149:11, 149:13
attended ^[1] - 66:5
attention ^[2] - 30:20, 135:17
attitude ^[2] - 19:8, 72:12
attorney ^[2] - 72:3, 181:20
Attorney ^[14] - 74:17, 75:8, 78:16, 79:3, 79:4, 79:8, 79:9, 91:22, 113:23, 114:15, 114:18, 114:25, 179:21, 185:5
Attorney's ^[2] - 74:12, 82:2
attorneys ^[1] - 35:17
Atwell ^[1] - 138:3
audience ^[1] - 50:6
audit ^[4] - 69:14, 71:23, 98:21, 99:2
audited ^[1] - 68:11
auditing ^[3] - 68:20, 69:12, 98:4
audits ^[2] - 96:6, 96:19
authentic ^[1] - 140:3
automatically ^[3] - 94:12, 96:13, 114:17
auxiliary ^[1] - 155:22
avail ^[2] - 47:21, 151:7
available ^[6] - 18:21, 19:24, 48:16, 104:14, 111:7, 138:19
availing ^[1] - 150:7
avenue ^[1] - 121:18
Avenue ^[2] - 1:16, 36:18
avenues ^[1] - 164:5
average ^[2] - 61:11, 85:9
avoid ^[1] - 7:7
aware ^[6] - 49:3, 67:3, 118:4, 133:24, 150:20, 178:12
awareness ^[4] - 49:2, 49:7, 52:9, 122:10

B

background ^[4] - 66:25, 116:4, 116:7, 184:24
backing ^[1] - 41:25
backpack ^[2] - 36:14, 139:20
bad ^[11] - 28:13, 39:6, 39:11, 93:23, 125:8, 128:11, 152:22, 163:18, 163:19, 178:17, 180:4
bags ^[2] - 139:20, 140:2
baked ^[1] - 147:13
balance ^[6] - 21:15, 47:10, 103:8, 103:9, 103:18, 104:2

ball ^[2] - 49:7, 130:17
bar ^[1] - 176:4
Barbieri ^[1] - 24:22
bare ^[1] - 29:23
barely ^[1] - 38:13
bargaining ^[1] - 179:5
barriers ^[1] - 163:10
based ^[6] - 15:21, 20:6, 32:17, 32:18, 50:20, 174:21
basic ^[2] - 50:12, 64:10
basis ^[4] - 68:9, 134:14, 138:16, 140:12
bathroom ^[1] - 121:4
Bay ^[1] - 99:18
Beach ^[1] - 66:9
beautiful ^[1] - 124:24
beauty ^[1] - 186:4
become ^[4] - 53:8, 63:4, 63:12, 168:2
becomes ^[1] - 173:3
beefing ^[1] - 134:3
beginning ^[4] - 4:13, 68:2, 90:10, 177:7
behavior ^[2] - 40:13, 47:25
Behavior ^[1] - 58:23
behind ^[7] - 37:12, 38:6, 40:2, 43:15, 55:13, 59:14, 109:11
beings ^[2] - 34:8, 34:9
beliefs ^[1] - 53:5
believes ^[1] - 164:17
bench ^[1] - 153:24
benefit ^[2] - 48:21, 148:17
benefits ^[2] - 53:23, 141:4
best ^[11] - 48:13, 101:18, 125:7, 134:14, 168:6, 168:9, 179:2, 182:21, 183:4, 187:7
bet ^[4] - 120:16, 160:25, 162:19, 170:23
better ^[3] - 21:25, 34:25, 35:2, 43:22, 60:4, 63:23, 103:7, 105:13, 108:6, 108:7, 109:2, 109:5, 109:17, 109:19, 110:23, 117:6, 123:22, 125:23, 130:12, 130:20, 131:2, 131:12, 134:22, 135:3, 138:4, 143:18, 157:11, 172:5, 174:22
between ^[6] - 16:10, 93:5, 134:12, 136:2, 146:2, 166:8
Beyond ^[1] - 19:14
beyond ^[1] - 168:6
biannual ^[1] - 27:23
biannually ^[1] - 6:18
bias ^[13] - 7:20, 9:18, 20:8, 20:22, 31:8, 31:19, 50:25, 53:25, 65:10, 81:4, 81:13, 81:20, 81:21
biased ^[1] - 29:13
biases ^[1] - 54:18
big ^[3] - 42:7, 86:20, 148:21
bigger ^[1] - 17:14
Billy ^[2] - 165:15, 168:18
birthed ^[4] - 140:4, 141:23, 147:20, 158:3
Bishop ^[7] - 10:14, 36:8, 36:19, 36:20, 107:25, 108:23, 108:24
BISHOP ^[2] - 3:16, 10:15
bit ^[7] - 103:14, 103:22, 121:7, 162:7, 163:2, 164:22, 165:5
Black ^[6] - 20:23, 166:10, 166:17, 167:17, 168:24, 169:13
black ^[9] - 7:23, 16:3, 19:11, 21:14, 28:16, 28:24, 31:15, 89:8, 167:2
blacks ^[1] - 16:13
Blakeman ^[1] - 146:19
bleed ^[1] - 63:11
bless ^[2] - 13:20, 185:15
blessed ^[1] - 71:18

blue ^[2] - 128:6, 152:14
board ^[3] - 91:8, 120:2, 153:15
Boardwalk ^[1] - 66:8
Body ^[8] - 17:15, 24:5, 27:19, 29:7, 77:2, 77:4, 79:18, 123:21
body ^[37] - 6:16, 10:6, 10:23, 24:8, 25:14, 26:11, 34:21, 38:17, 42:21, 47:10, 75:24, 76:4, 76:6, 76:9, 76:14, 77:6, 77:10, 77:20, 79:13, 79:15, 79:17, 89:20, 90:6, 90:13, 92:5, 93:7, 93:12, 93:18, 97:5, 98:10, 98:17, 104:19, 116:9, 141:2, 141:4, 173:8, 184:3
book ^[4] - 36:15, 58:23, 59:5, 173:5
books ^[1] - 58:19
boost ^[1] - 168:9
border ^[1] - 83:18
bottom ^[4] - 25:19, 25:21, 106:21, 152:13
bounce ^[1] - 158:20
brave ^[2] - 107:22, 111:22
break ^[7] - 48:17, 87:16, 87:17, 87:22, 88:22, 88:25, 89:12
breakdowns ^[1] - 166:14
breaks ^[4] - 121:12, 129:9, 129:16, 183:11
breath ^[2] - 102:9, 183:21
breathing ^[1] - 47:7
bridges ^[2] - 37:17, 168:14
brief ^[2] - 50:18, 82:23
briefed ^[1] - 122:17
briefings ^[2] - 61:2
briefly ^[1] - 65:24
brightest ^[1] - 183:5
bring ^[9] - 24:15, 35:14, 80:2, 91:4, 111:8, 122:13, 124:16, 161:11, 173:4
Bring ^[1] - 99:6
bringing ^[2] - 63:13, 123:14
broke ^[4] - 38:11, 38:14, 87:19, 132:22
broken ^[6] - 12:9, 87:22, 88:5, 88:7, 88:18, 173:14
Brookhaven ^[1] - 120:9
Brooklyn ^[1] - 87:5
brought ^[9] - 24:3, 30:20, 34:12, 40:24, 54:24, 119:21, 124:7, 135:17, 175:3
brown ^[3] - 19:12, 21:14, 28:24
BSO ^[1] - 56:10
buck ^[2] - 16:19, 16:20
bucks ^[1] - 159:20
buddies ^[2] - 10:4, 36:25
build ^[4] - 52:11, 163:11, 163:16, 164:4
Building ^[1] - 1:15
building ^[6] - 37:16, 121:3, 121:25, 168:14, 168:15, 171:20
buildings ^[1] - 59:22
bulletins ^[1] - 60:23
bulletproof ^[1] - 33:22
bureau ^[2] - 27:6, 74:3
Bureau ^[8] - 64:12, 64:13, 65:2, 65:21, 72:24, 74:5, 74:11, 136:11
bureau's ^[1] - 61:5
burned ^[1] - 173:10
burns ^[1] - 77:24
businesses ^[1] - 84:25
but ^[2] - 115:8, 115:10
button ^[1] - 95:4
buzzing ^[1] - 99:19
BY ^[1] - 1:25
Bynoe ^[3] - 4:6, 5:10, 138:7
BYNOE ^[18] - 2:7, 5:11, 138:8, 138:12, 139:6, 146:9, 147:7, 147:11, 147:15,

150:23, 151:15, 151:19, 152:7, 152:20, 154:24, 155:19, 158:19, 158:23

C

caller ^[1] - 144:18
cam ^[1] - 77:10
camera ^[24] - 76:10, 77:2, 77:4, 77:6, 77:20, 89:22, 90:6, 90:13, 92:5, 93:12, 94:5, 94:11, 94:13, 94:17, 95:18, 96:21, 97:5, 97:11, 97:24, 98:18, 116:10, 133:19, 151:21, 173:8
cameras ^[19] - 34:21, 34:22, 42:21, 75:24, 76:4, 76:6, 76:14, 79:13, 79:16, 79:17, 79:19, 89:20, 93:7, 93:18, 94:21, 98:10, 104:19, 141:2, 141:5
campaigning ^[1] - 169:9
CANAVAN ^[2] - 3:7, 58:12
Canavan ^[4] - 41:21, 58:10, 100:5, 157:21
canceled ^[1] - 106:13
cancer ^[1] - 106:11
cannot ^[4] - 15:3, 18:21, 20:10, 130:6
capabilities ^[1] - 146:6
capacity ^[2] - 7:4, 178:21
captured ^[1] - 175:20
car ^[5] - 69:5, 78:24, 121:6, 145:7, 155:17
card ^[2] - 145:16, 165:11
cards ^[1] - 170:24
care ^[14] - 10:22, 15:19, 29:16, 34:9, 39:12, 41:3, 44:2, 52:18, 83:3, 105:15, 106:17, 111:24, 116:7, 133:13
cares ^[1] - 33:12
cars ^[2] - 99:21, 100:17
Case ^[1] - 181:17
case ^[14] - 26:24, 79:3, 81:9, 94:2, 143:8, 148:23, 151:21, 154:11, 156:15, 176:22, 179:20, 181:18, 183:9, 185:5
Cases ^[1] - 74:13
cases ^[29] - 21:9, 27:8, 30:19, 31:24, 39:18, 42:23, 42:24, 58:3, 75:8, 75:10, 75:11, 75:12, 75:13, 76:11, 76:25, 77:3, 81:16, 120:24, 120:25, 124:11, 156:7, 156:12, 157:19, 176:16, 176:17, 178:9, 178:19, 179:11
cat ^[1] - 92:21
categories ^[2] - 8:2, 8:4
caught ^[2] - 89:22, 97:14
CCRB ^[1] - 26:22
Cedar ^[1] - 155:9
celebrate ^[1] - 132:9
celebrated ^[1] - 140:14
cell ^[1] - 156:25
cellphone ^[1] - 39:10
cellphones ^[2] - 69:4, 145:24
Center ^[5] - 24:4, 24:7, 24:13, 70:21, 71:2
center ^[3] - 25:11, 155:7, 155:12
centers ^[2] - 154:6, 154:10
CERT ^[1] - 100:12
certain ^[3] - 76:25, 100:10, 120:4
certainly ^[4] - 133:14, 137:4, 151:11, 184:17
Certification ^[1] - 54:13

certified ^[4] - 68:14, 68:15, 68:17, 68:24
certify ^[1] - 189:9
chair ^[1] - 6:7
CHAIR ^[2] - 2:2, 2:3
Chair ^[5] - 86:2, 88:13, 138:9, 146:10, 181:13
Chairman ^[1] - 5:19
CHAIRWOMAN ^[52] - 1:13, 4:2, 4:9, 5:24, 6:2, 10:8, 13:22, 17:20, 22:5, 26:2, 29:25, 32:24, 35:22, 44:14, 45:2, 82:25, 86:3, 87:15, 87:25, 88:16, 89:7, 89:12, 90:11, 91:11, 91:14, 92:4, 92:13, 96:25, 98:7, 110:8, 110:15, 112:13, 113:9, 113:14, 113:21, 114:9, 114:24, 115:11, 117:2, 118:8, 118:25, 122:22, 125:24, 128:23, 138:2, 138:7, 159:10, 159:17, 159:21, 184:12, 185:18, 187:19
Chairwoman ^[4] - 5:22, 72:21, 159:24, 160:4
challenge ^[2] - 60:21, 91:6
challenges ^[4] - 13:13, 13:14, 60:5, 140:22
challenging ^[1] - 12:24
chance ^[1] - 165:3
change ^[9] - 17:3, 34:14, 34:16, 121:17, 121:19, 141:11, 141:12, 142:4, 184:2
changed ^[1] - 123:8
changes ^[5] - 30:23, 31:3, 53:15, 145:13, 187:11
changing ^[2] - 46:25, 126:6
channel ^[1] - 80:6
chaos ^[1] - 47:13
chaplains ^[1] - 46:11
charge ^[1] - 72:23
charged ^[1] - 10:6
CHERYL ^[1] - 3:21
Cheryl ^[3] - 29:25, 30:4, 38:23
chief ^[5] - 72:23, 74:3, 74:6, 81:18, 81:19
Chief ^[48] - 24:22, 41:6, 41:12, 41:13, 41:21, 42:3, 42:4, 42:19, 43:3, 50:2, 50:10, 55:7, 56:20, 58:9, 60:9, 61:18, 64:4, 64:5, 64:6, 64:8, 76:23, 77:9, 77:11, 80:4, 80:11, 80:12, 80:14, 80:20, 80:24, 81:25, 93:16, 93:17, 96:7, 96:8, 96:12, 98:11, 100:4, 137:18, 138:3, 157:21, 158:17, 185:12
CHIEF ^[16] - 3:6, 3:7, 3:8, 3:9, 3:10, 50:3, 55:9, 58:12, 64:6, 72:20, 80:25, 173:13, 173:18, 174:3, 174:25, 177:11
child ^[1] - 106:11
Children's ^[1] - 72:5
children's ^[1] - 35:4
choice ^[1] - 91:5
chosen ^[1] - 38:19
Chris ^[2] - 55:8, 116:2
Christmas ^[1] - 139:13
CHRISTOPHER ^[1] - 3:8
church ^[1] - 102:16
circle ^[1] - 186:18
circumstances ^[2] - 74:8, 152:24
cited ^[2] - 27:2, 58:23
citing ^[1] - 28:6
City ^[7] - 83:15, 83:16, 84:2, 84:5, 119:12, 120:3, 182:16
Civic ^[1] - 127:2
civic ^[1] - 139:22

Civil ^[3] - 6:6, 17:25, 79:9
CIVIL ^[1] - 3:15
civil ^[2] - 32:20, 114:21
civilian ^[6] - 27:3, 42:5, 45:25, 58:17, 64:25, 151:3
civilians ^[3] - 56:3, 56:11, 126:19
claimed ^[1] - 8:16
claims ^[1] - 143:25
clarification ^[1] - 92:14
class ^[1] - 68:25
classes ^[4] - 149:15, 149:16, 165:20, 166:9
classified ^[2] - 172:17, 172:21
clean ^[1] - 87:11
clear ^[1] - 7:6
clearly ^[2] - 17:17, 22:20
Clerk ^[1] - 2:14
CLERK ^[9] - 5:5, 5:9, 5:12, 5:15, 5:18, 5:22, 5:25, 135:19, 188:3
click ^[2] - 73:8, 95:4
climbing ^[1] - 114:19
close ^[3] - 13:4, 27:18, 117:16
Close ^[1] - 126:4
closely ^[2] - 81:22, 118:10
closes ^[1] - 91:2
closing ^[1] - 13:14
closings ^[1] - 13:15
Coalition ^[1] - 30:6
cold ^[1] - 153:22
colleague ^[2] - 23:10, 129:6
colleagues ^[1] - 151:6
collected ^[1] - 111:15
collective ^[1] - 179:5
color ^[1] - 32:18
combined ^[1] - 20:21
comfort ^[3] - 21:21, 170:19, 181:15
comfortable ^[1] - 103:20
coming ^[19] - 13:23, 20:14, 41:18, 58:9, 86:22, 87:4, 89:19, 109:24, 128:9, 131:17, 144:8, 144:24, 149:5, 149:9, 149:16, 153:11, 158:2, 171:5
COMM ^[1] - 3:5
command ^[9] - 56:7, 73:14, 73:21, 73:23, 73:25, 74:2, 177:13, 177:14, 177:15
commanding ^[6] - 62:7, 73:25, 74:2, 74:3, 74:4, 77:12
commands ^[1] - 61:4
COMMENT ^[1] - 3:14
comment ^[3] - 4:25, 7:13, 35:23
commented ^[1] - 123:12
comments ^[2] - 127:14, 185:14
Commission ^[3] - 10:10, 65:8, 122:24
COMMISSIONER ^[107] - 3:4, 36:6, 44:19, 45:4, 45:6, 49:25, 55:6, 57:18, 64:3, 65:18, 67:7, 71:20, 76:22, 82:10, 83:6, 84:6, 84:10, 85:21, 86:15, 86:21, 87:6, 87:10, 87:18, 88:10, 88:22, 89:10, 89:14, 90:14, 91:13, 91:19, 92:8, 92:15, 94:7, 94:19, 94:22, 96:5, 96:23, 97:12, 98:20, 102:3, 107:18, 110:13, 112:12, 112:23, 113:20, 114:6, 114:16, 115:4, 115:23, 117:15, 118:3, 118:18, 119:19, 123:18, 128:21, 132:19, 134:7, 134:19, 135:10, 135:25, 137:15, 137:24, 138:5, 138:10, 139:4, 142:13, 146:24, 147:9, 147:14, 148:18, 151:10, 151:17, 152:5, 152:8, 153:13, 155:5, 158:10, 158:22,

PUBLIC SAFETY COMMITTEE 11.22.2022

159:8, 159:14, 159:19, 161:15,
165:7, 165:23, 168:10, 169:3,
169:22, 170:4, 171:16, 173:2,
174:15, 175:5, 175:11, 175:15,
175:22, 176:7, 176:23, 177:5,
178:13, 179:12, 181:14, 181:19,
182:18, 184:10, 185:16, 186:3, 187:4
Commissioner [67] - 4:14, 5:2, 6:10,
9:18, 10:17, 11:2, 11:14, 11:15, 18:2,
18:18, 18:23, 20:9, 22:8, 22:20, 23:7,
24:23, 30:21, 35:9, 36:2, 40:23, 41:5,
44:13, 45:8, 45:9, 46:2, 52:18, 59:12,
59:19, 59:24, 69:4, 69:9, 69:16,
69:20, 69:25, 70:8, 70:13, 71:7,
79:16, 81:6, 82:20, 83:2, 84:3, 85:24,
88:4, 93:20, 106:4, 106:8, 106:15,
107:6, 110:10, 111:19, 125:12,
125:14, 128:2, 129:12, 132:2, 133:4,
159:10, 161:5, 164:20, 167:16,
174:16, 175:6, 181:4, 184:14,
185:12, 185:22
commissioner [15] - 6:16, 8:8, 11:8,
11:22, 12:8, 12:17, 13:6, 13:12,
27:24, 29:19, 33:10, 49:14, 83:4,
85:19, 161:4
Commissioners [1] - 59:25
commit [1] - 20:14
commitment [1] - 47:17
commitments [1] - 18:17
committed [3] - 18:19, 32:22, 77:21
Committee [14] - 9:25, 10:13, 14:8,
18:8, 22:11, 32:10, 46:3, 46:4, 46:8,
46:16, 48:20, 130:11, 130:19, 133:6
committee [4] - 72:21, 108:10, 131:2,
153:16
COMMITTEE [1] - 1:11
committing [2] - 63:2, 76:19
common [2] - 101:21, 109:9
communicate [2] - 130:20, 131:2
communicating [1] - 163:7
Communication [1] - 52:7
communication [3] - 51:19, 134:17,
135:24
communications [2] - 64:21, 149:18
Communications [3] - 51:21, 65:2,
136:11
communities [39] - 15:20, 33:24, 35:7,
35:15, 35:20, 37:4, 37:15, 41:25,
43:13, 51:10, 51:14, 55:2, 55:15,
58:24, 83:13, 86:23, 100:10, 100:15,
108:18, 109:3, 109:8, 125:21, 127:6,
127:21, 129:19, 131:24, 139:12,
153:15, 162:11, 162:21, 163:5,
163:18, 167:14, 168:17, 169:9,
183:10, 183:13, 186:9
Community [7] - 6:21, 22:12, 59:13,
59:25, 108:22, 169:17, 169:19
community [73] - 12:25, 13:17, 16:3,
19:12, 21:14, 26:8, 32:15, 33:13,
36:15, 37:13, 42:3, 43:10, 51:12,
51:13, 51:15, 52:2, 52:20, 53:2, 59:3,
59:10, 60:3, 60:15, 62:15, 62:21,
66:6, 66:11, 66:12, 76:18, 84:20,
99:12, 100:23, 100:24, 101:2,
102:19, 102:22, 113:3, 120:5,
120:12, 121:18, 121:22, 122:13,
125:19, 127:4, 128:4, 128:10,
128:13, 129:16, 131:22, 132:4,
132:8, 133:12, 138:19, 139:21,
139:23, 140:5, 140:7, 140:13,
140:21, 141:7, 151:5, 163:21,
163:22, 164:3, 167:25, 168:14,

169:14, 169:23, 169:24, 171:7,
171:10, 176:15
company [1] - 186:13
compared [2] - 17:2, 20:11
competent [1] - 60:19
complain [1] - 128:10
complainant [3] - 94:16, 177:16,
177:19
complainants [1] - 177:23
complaining [1] - 39:13
complaint [28] - 42:20, 61:23, 71:25,
73:2, 73:3, 73:10, 73:13, 73:18,
73:19, 73:20, 74:24, 75:23, 93:12,
93:22, 94:3, 94:4, 95:20, 96:4, 98:25,
99:24, 100:16, 100:19, 173:3, 176:2,
176:24
complaints [26] - 19:23, 26:24, 27:3,
29:15, 62:19, 74:7, 74:10, 74:21,
74:25, 75:5, 75:17, 75:18, 75:21,
76:5, 93:15, 95:19, 100:4, 100:5,
101:3, 127:7, 141:8, 157:23, 158:3,
158:7, 172:12, 173:14
complete [3] - 91:3, 174:10, 177:9
completed [1] - 76:2
completely [3] - 8:6, 25:12, 110:4
compliance [1] - 68:23
compliant [2] - 93:19, 99:8
complying [1] - 8:16
Complying [1] - 8:18
comprehension [2] - 186:19, 187:13
comprise [1] - 15:21
comprised [2] - 46:8, 48:8
compromise [1] - 184:22
computers [1] - 117:10
concern [3] - 47:13, 49:17, 170:16
concerned [4] - 15:23, 16:22, 112:19,
119:10
concerns [2] - 48:5, 111:10
concerted [1] - 63:6
Concludes [1] - 188:6
conclusion [1] - 152:18
conclusively [1] - 20:22
conditions [2] - 29:11, 62:11
conduct [4] - 74:9, 74:21, 113:19, 174:7
confidence [1] - 141:25
conflict [1] - 9:9
conformity [1] - 53:9
connect [3] - 144:16, 144:21, 146:7
connection [2] - 144:22, 146:2
consent [1] - 186:14
consequences [1] - 71:3
consideration [1] - 116:3
considered [2] - 110:18, 168:8
consist [1] - 55:3
consistently [4] - 26:10, 68:14, 68:22,
97:10
consists [1] - 50:13
constant [3] - 48:25, 171:20, 179:7
constantly [9] - 36:12, 36:17, 36:23,
62:3, 77:14, 93:17, 98:5, 117:12,
179:7
constitute [1] - 28:25
contact [6] - 24:22, 65:6, 66:23, 69:20,
69:23, 154:11
contacted [1] - 56:12
contempt [1] - 7:6
context [2] - 23:25, 55:13
continually [1] - 54:23
continue [11] - 34:14, 34:25, 63:10,
77:23, 83:5, 102:2, 140:9, 162:24,
172:5, 182:21, 182:23

continued [1] - 28:5
continues [2] - 31:8, 66:3
continuing [2] - 141:12, 146:25
contrary [1] - 19:4
control [10] - 42:12, 42:14, 42:15,
42:16, 52:4, 156:2, 168:13, 169:6,
172:2
controlled [2] - 16:14, 85:5
convenient [1] - 27:7
conversation [2] - 24:16, 182:25
conversations [5] - 22:19, 24:25,
39:24, 109:7, 141:9
cooperative [1] - 134:10
coordinate [1] - 30:5
coordinates [1] - 81:21
coordinator [2] - 67:14, 81:20
cop [7] - 33:15, 41:2, 77:2, 80:7, 92:2,
170:21
COPE [2] - 37:13, 100:12
coping [1] - 47:7
cops [16] - 33:13, 33:16, 37:6, 37:13,
59:20, 62:23, 77:5, 89:21, 97:19,
101:20, 124:6, 149:8, 154:9, 169:18
copy [1] - 113:10
core [1] - 19:8
corner [1] - 85:13
Correct [1] - 177:9
correct [5] - 113:19, 114:15, 143:2,
167:7, 189:10
correction [2] - 135:3, 135:4
correctly [2] - 124:9, 133:2
correlate [1] - 158:6
correlated [1] - 81:24
correlation [1] - 98:18
corrupt [1] - 51:4
Corruption [1] - 74:11
corruption [2] - 74:22, 75:12
cost [4] - 122:6, 181:6, 185:9, 185:10
Council [2] - 59:25, 60:2
counseling [2] - 148:11, 152:3
counselling [1] - 47:22
count [1] - 28:20
counties [1] - 120:20
country [6] - 7:16, 25:22, 28:10,
112:22, 120:15, 125:10
counts [1] - 7:3
county [15] - 11:17, 11:18, 20:13, 24:5,
31:20, 64:21, 66:8, 83:18, 103:20,
105:16, 120:17, 154:2, 160:16,
160:22, 172:9
COUNTY [3] - 1:2, 181:24, 189:5
County [71] - 1:15, 6:6, 6:23, 8:6, 8:23,
9:15, 11:9, 15:9, 15:21, 16:2, 16:12,
17:18, 20:12, 20:19, 20:21, 22:23,
24:11, 24:15, 28:9, 28:16, 29:2, 29:3,
30:5, 30:14, 30:24, 33:3, 39:18,
42:12, 55:16, 59:4, 59:22, 67:18,
68:10, 68:12, 68:19, 68:21, 69:15,
72:7, 73:3, 73:6, 86:11, 88:6, 88:8,
101:12, 107:9, 107:15, 109:19,
118:6, 119:14, 119:23, 122:16,
122:19, 139:8, 146:18, 154:7,
160:18, 160:20, 160:24, 161:24,
162:2, 172:10, 178:10, 178:19,
179:19, 179:21, 179:24, 180:16,
180:21, 181:6, 185:5
county's [1] - 120:7
County's [3] - 28:18, 119:25, 180:24
couple [14] - 15:6, 30:12, 58:15, 60:14,
78:21, 105:6, 108:7, 122:15, 124:10,
138:13, 151:13, 152:15, 153:17,

164:23
coupled [1] - 31:18
courage [1] - 53:3
course [13] - 46:14, 50:12, 52:13,
54:20, 79:9, 96:9, 102:12, 102:13,
109:22, 113:25, 171:25, 180:18,
185:5
Court [1] - 64:12
COURT [1] - 1:25
court [2] - 9:3, 27:8
court-ordered [1] - 9:3
courtroom [1] - 11:5
courts [1] - 9:5
covered [1] - 7:19
covering [1] - 79:22
crashed [1] - 117:23
crazy [1] - 99:25
create [4] - 7:8, 34:18, 37:22, 48:10
created [4] - 123:21, 142:21, 165:9,
186:13
creating [2] - 61:19, 121:16
Creek [1] - 155:9
crime [21] - 16:8, 16:18, 32:4, 41:23,
43:4, 43:16, 58:11, 60:10, 60:16,
61:12, 63:3, 63:8, 80:5, 81:12,
101:14, 119:9, 119:25, 120:14,
120:16, 120:22, 121:11
crimes [6] - 63:3, 63:11, 85:2, 119:12,
119:18
Criminal [4] - 50:16, 79:11, 82:3,
114:13
criminal [3] - 20:15, 74:9, 85:6
criminalized [1] - 137:5
crises [3] - 27:18, 29:16, 137:5
Crisis [25] - 22:14, 57:22, 58:8, 65:13,
124:4, 124:15, 124:17, 124:21,
124:22, 133:21, 134:12, 134:24,
135:7, 135:18, 135:20, 136:2,
136:13, 136:24, 153:3, 153:6, 154:4,
154:11, 156:13, 157:4, 157:10
crisis [12] - 20:2, 24:19, 25:10, 45:19,
51:17, 54:17, 55:23, 56:12, 56:22,
57:17, 57:23, 124:18
critical [1] - 65:3
crucial [1] - 19:15
crumbs [1] - 119:4
crunching [1] - 157:16
cry [1] - 14:15
culmination [1] - 171:24
cultural [1] - 51:5
cumulative [1] - 105:19
current [3] - 69:10, 144:25, 145:12
curriculum [1] - 50:13
cursed [1] - 93:25
custody [2] - 124:25, 174:5
cut [1] - 29:4

D

DA [2] - 114:13, 114:17
DAI [1] - 33:6
daily [5] - 98:9, 118:11, 118:12, 118:15,
138:16
damned [1] - 40:19
danger [2] - 32:6, 154:18
dangerous [2] - 19:13, 154:17
Daniels [1] - 12:2
data [51] - 8:2, 8:3, 8:6, 8:9, 8:23, 14:12,
14:15, 15:25, 16:23, 17:5, 17:17,
19:22, 20:7, 20:10, 20:21, 21:10,

23:20, 24:8, 25:7, 25:10, 26:20,
27:25, 28:7, 29:3, 29:23, 82:13, 83:8,
87:12, 89:16, 99:10, 99:11, 110:24,
111:13, 112:14, 113:4, 117:19,
117:21, 118:17, 118:24, 119:23,
141:18, 142:6, 143:12, 143:15,
148:8, 157:14, 157:15, 157:16,
158:6, 172:12

Data ^[2] - 28:5, 88:17

database ^[7] - 61:16, 61:20, 62:2, 62:5,
101:4, 157:21, 158:18

date ^[7] - 16:25, 55:14, 68:5, 71:24,
81:3, 81:6, 165:15

Dave ^[1] - 116:2

day-to-day ^[2] - 132:12, 140:12

days ^[3] - 18:22, 23:3, 117:18

deal ^[3] - 35:15, 48:12, 77:7

dealing ^[3] - 57:16, 85:13, 105:20

dealt ^[1] - 141:17

death ^[2] - 124:25, 153:23

Debbie ^[1] - 153:4

DEBRA ^[1] - 2:8

Debra ^[1] - 5:7

decades ^[2] - 16:8

December ^[4] - 67:17, 67:22, 130:14,
149:6

decided ^[2] - 29:6, 29:8

decision ^[1] - 50:22

decisions ^[3] - 41:2, 51:4, 152:22

decline ^[1] - 141:8

decree ^[1] - 186:14

dedicated ^[3] - 51:16, 52:15, 114:4

dedication ^[2] - 127:20, 137:18

deemed ^[1] - 55:19

deep ^[3] - 7:5, 102:9, 179:8

deeply ^[4] - 16:22, 19:7, 20:15, 22:13

deescalating ^[1] - 52:3

deescalation ^[2] - 56:21, 65:14

Deescalation ^[1] - 51:22

defamation ^[1] - 82:4

defend ^[6] - 33:8, 33:9, 38:2, 40:5, 40:6,
142:6

defending ^[1] - 36:23

defense ^[1] - 25:25

defined ^[2] - 173:21, 175:2

defining ^[1] - 116:19

definitely ^[8] - 88:14, 108:7, 120:22,
147:22, 150:24, 151:7, 183:15, 184:7

definitions ^[1] - 175:4

defy ^[1] - 16:17

degree ^[3] - 141:21, 162:4, 164:13

dell ^[3] - 97:22, 98:2, 163:13

Delia ^[4] - 5:13, 110:8, 112:16, 126:10

DELIA ^[1] - 2:6

delineated ^[1] - 23:17

delivered ^[1] - 27:22

demand ^[2] - 37:4, 37:5

demographic ^[1] - 19:21

demographically ^[1] - 8:9

demographics ^[3] - 16:3, 20:11, 89:3

DENISE ^[2] - 1:12, 2:2

Denise ^[3] - 5:5, 5:22, 130:21

DEPARTMENT ^[1] - 3:6

Department ^[46] - 7:10, 31:22, 42:12,
43:6, 47:18, 50:11, 61:18, 65:7,
65:24, 66:2, 67:18, 68:12, 68:22,
69:8, 70:7, 70:13, 72:8, 77:10, 79:10,
80:12, 80:21, 81:25, 82:3, 93:16,
96:7, 114:22, 134:13, 135:16,
139:10, 145:4, 146:16, 146:18,
150:2, 153:17, 160:21, 160:24,

161:24, 162:2, 162:13, 165:18,
176:25, 179:22, 180:17, 182:22,
184:17, 187:22

department ^[43] - 7:16, 23:8, 26:17,
27:4, 28:4, 29:9, 30:15, 32:22, 33:9,
36:24, 40:8, 40:14, 40:16, 46:7, 46:9,
46:11, 46:25, 47:20, 48:9, 52:25,
57:15, 62:20, 66:4, 66:24, 74:6,
76:16, 108:8, 108:19, 110:3, 112:4,
112:16, 112:18, 112:22, 114:12,
119:24, 120:4, 121:21, 126:20,
133:23, 162:20, 164:15, 164:17,
172:8

Department's ^[8] - 6:23, 48:22, 55:10,
65:4, 67:13, 67:15, 68:10, 96:12

departments ^[2] - 114:2, 160:22

deployed ^[1] - 56:5

depression ^[1] - 57:25

deputy ^[3] - 72:23, 73:24, 81:19

Deputy ^[3] - 45:7, 64:6, 122:19

DEPUTY ^[16] - 3:5, 3:9, 3:10, 45:6, 64:6,
72:20, 148:18, 151:10, 151:17,
159:14, 173:13, 173:18, 174:3,
174:25, 177:11, 181:24

Deriggi ^[1] - 5:13

DERIGGI ^[6] - 2:6, 5:14, 101:24, 102:5,
109:16

Deriggi-Whitton ^[1] - 5:13

DERIGGI-WHITTON ^[5] - 2:6, 5:14,
101:24, 102:5, 109:16

deserves ^[1] - 29:17

design ^[1] - 187:12

designed ^[2] - 165:13, 186:16

desk ^[2] - 40:17, 80:13

despatchers ^[1] - 149:24

desperate ^[2] - 156:7, 156:8

despite ^[3] - 13:12, 13:23, 18:15

detail ^[1] - 142:12

detailed ^[1] - 133:20

detective ^[4] - 80:8, 80:9, 81:11, 81:19

DETECTIVE ^[4] - 3:11, 67:11, 82:6,
143:19

Detective ^[12] - 56:6, 67:8, 80:3, 80:4,
80:10, 80:13, 80:21, 81:9, 81:20,
119:6, 123:2, 185:12

Detectives ^[3] - 41:13, 55:8, 80:11

DETECTIVES ^[1] - 3:8

detectives ^[3] - 57:4, 120:24, 121:10

deter ^[1] - 104:22

determination ^[1] - 73:13

determine ^[2] - 76:18, 97:8

develop ^[4] - 45:11, 46:16, 54:22, 147:5

developing ^[2] - 24:8, 147:3

dialogue ^[11] - 24:24, 146:25, 147:6,
161:22, 163:3, 163:16, 164:5,
176:14, 176:20, 182:5, 182:24

dichotomy ^[1] - 131:9

dies ^[1] - 78:19

difference ^[1] - 21:25

different ^[22] - 23:16, 46:13, 52:12,
58:24, 59:8, 60:6, 60:10, 60:11,
63:20, 102:20, 110:4, 121:24,
134:16, 139:24, 142:8, 143:21,
145:25, 149:4, 149:15, 149:16,
149:17, 153:18

differently ^[2] - 141:18, 162:7

difficult ^[1] - 103:2

direct ^[2] - 10:10, 112:7

directed ^[2] - 10:13, 115:2

direction ^[3] - 62:22, 172:6, 184:18

directions ^[1] - 150:13

directly ^[3] - 19:4, 123:15, 127:10

director ^[1] - 6:5

disaggregated ^[1] - 8:10

disagree ^[2] - 161:4, 161:10

disagreed ^[1] - 161:6

disciplinary ^[4] - 17:8, 17:10, 94:20,
113:17

discipline ^[12] - 40:3, 40:9, 78:15,
90:15, 90:22, 115:20, 115:24, 117:3,
125:17, 152:10, 177:25, 178:2

disciplined ^[1] - 116:19

disciplines ^[2] - 52:12, 79:20

disciplining ^[3] - 90:2, 115:12, 151:20

disconnect ^[1] - 144:14

disconnecting ^[1] - 143:11

discrepancies ^[2] - 16:10, 17:5

discriminated ^[1] - 32:17

discrimination ^[1] - 11:17

discuss ^[9] - 46:4, 48:21, 53:10, 65:19,
135:2, 170:17, 176:21, 178:7, 179:16

discussed ^[1] - 119:7

discussing ^[4] - 44:16, 105:18, 122:16,
134:21

discussion ^[9] - 4:21, 26:8, 87:20,
130:21, 144:3, 162:17, 164:6,
182:12, 183:11

discussions ^[1] - 183:7

disgusting ^[1] - 121:4

dismiss ^[1] - 184:4

disparities ^[4] - 7:21, 21:17, 23:24,
24:11

disparity ^[2] - 157:18, 158:25

dispatched ^[2] - 98:16, 157:8

dispelling ^[1] - 54:3

disproportionate ^[2] - 31:14, 31:16

disprove ^[1] - 75:23

dispute ^[1] - 184:22

disrespectful ^[6] - 72:9, 89:25, 90:4,
92:11, 93:25, 94:10

disseminated ^[1] - 73:11

distribute ^[2] - 61:3, 82:24

district ^[3] - 102:21, 107:3, 139:15

District ^[3] - 74:11, 79:8, 81:25

districts ^[1] - 119:15

distrust ^[2] - 162:20, 162:23

dive ^[4] - 7:5, 164:19, 165:3, 172:11

diversity ^[2] - 51:5, 121:20

Diversity ^[1] - 146:17

Division ^[10] - 50:15, 56:7, 64:12,
64:23, 79:10, 80:5, 80:10, 81:9,
81:20, 146:21

division ^[3] - 64:7, 64:9, 147:21

divisions ^[2] - 46:13, 64:11

doctor's ^[1] - 10:22

document ^[2] - 7:7, 126:4

documented ^[1] - 177:18

documenting ^[2] - 30:13, 31:13

doling ^[1] - 79:20

dollars ^[4] - 170:23, 178:16, 178:18,
181:7

domestic ^[4] - 32:2, 85:8, 85:12, 95:2

domi ^[1] - 144:9

done ^[44] - 12:22, 16:18, 17:16, 21:23,
36:11, 37:17, 38:9, 39:5, 40:15, 41:8,
41:10, 43:9, 47:2, 62:8, 69:14, 71:23,
93:5, 101:13, 101:25, 102:4, 108:15,
108:17, 116:8, 117:8, 120:20, 124:4,
124:21, 132:20, 134:22, 134:25,
135:2, 135:11, 136:10, 142:15,
143:18, 154:17, 160:5, 170:18,
179:24, 181:5, 181:16, 186:5, 186:21

donuts ^[1] - 170:24

door ^[2] - 126:5, 139:2

doors ^[1] - 156:5

doubled ^[1] - 68:6

doubt ^[2] - 11:16, 12:7

down ^[43] - 8:13, 9:2, 21:4, 21:8, 28:3,
62:10, 76:8, 76:12, 77:4, 77:24, 85:3,
87:17, 87:19, 87:22, 88:5, 88:7,
88:18, 88:23, 88:25, 89:13, 89:19,
91:10, 95:22, 105:17, 106:23, 112:9,
115:24, 116:23, 118:4, 118:5,
121:13, 132:16, 132:22, 134:20,
144:8, 155:19, 163:9, 172:4, 172:18,
173:14, 174:24, 183:11

downloaded ^[1] - 69:5

downs ^[1] - 45:15

dozens ^[1] - 27:8

DOZIER ^[2] - 3:17, 14:7

Dozier ^[3] - 14:5, 14:8, 23:11

drags ^[1] - 121:14

dramatic ^[1] - 17:13

drawn ^[1] - 42:8

drive ^[1] - 168:16

driven ^[1] - 85:17

drives ^[1] - 36:14

driving ^[1] - 99:25

drop ^[2] - 17:13, 120:9

dropped ^[6] - 42:21, 42:23, 42:24, 76:5,
130:17, 143:9

drowning ^[1] - 106:19

drug ^[2] - 16:11, 85:13

drug-dealing ^[1] - 85:13

DSS ^[5] - 154:19, 155:2, 156:18,
156:21, 157:2

dual ^[1] - 58:3

due ^[1] - 74:14

duration ^[3] - 67:20, 67:24, 68:7

during ^[5] - 66:24, 81:8, 96:9, 97:5,
174:7

duty ^[9] - 53:10, 53:11, 78:18, 78:19,
78:22, 78:23, 175:25, 176:6

E

e-mail ^[2] - 73:5, 73:6

e-mailed ^[1] - 70:16

ear ^[1] - 41:4

early ^[4] - 79:14, 148:6, 165:9, 170:22

East ^[5] - 83:14, 83:16, 83:25, 84:5,
182:16

easy ^[1] - 102:24

education ^[1] - 122:10

effect ^[1] - 54:6

effective ^[1] - 131:23

effort ^[2] - 15:9, 63:6

efforts ^[6] - 65:5, 65:25, 104:9, 111:21,
167:23, 168:9

egregious ^[1] - 74:22

Eight ^[2] - 51:5, 52:10

eight ^[9] - 20:25, 50:22, 51:7, 51:22,
55:25, 56:8, 56:20, 58:24, 81:21

Elighth ^[1] - 76:2

EIS ^[1] - 148:6

either ^[9] - 7:12, 20:21, 76:7, 175:16

electrocuted ^[1] - 106:22

Elliot ^[1] - 108:24

Elmont ^[4] - 43:13, 83:15, 83:17, 84:20

email ^[1] - 61:22

embarrassingly ^[1] - 27:21

embrace ^[2] - 108:9, 108:12

emergency [3] - 55:20, 107:8, 125:6
Emergency [1] - 57:9
EMILY [1] - 3:19
Emily [2] - 22:5, 22:10
emotional [4] - 46:19, 47:11, 48:11, 51:18
emotionally [2] - 45:13, 49:10
emphasis [1] - 62:25
emphasizes [1] - 21:16
Empire [2] - 70:20, 71:2
Employee [2] - 46:10, 47:19
employees [2] - 64:25, 149:15
employment [1] - 72:7
employs [1] - 64:23
enacting [1] - 145:10
encompasses [1] - 72:25
encounter [2] - 53:20, 57:7
encounters [2] - 23:21, 23:23
encourage [3] - 147:23, 163:12, 169:7
encouraged [4] - 105:10, 149:24, 149:25, 150:3
encouraging [1] - 12:19
end [8] - 23:2, 35:13, 35:17, 48:19, 117:20, 132:20, 136:6, 141:25, 149:21
ends [3] - 35:23, 104:25, 141:5
enforce [1] - 29:18
Enforcement [2] - 74:16, 75:9
enforcement [10] - 28:23, 36:22, 45:22, 77:22, 100:8, 100:12, 101:16, 101:17, 103:23, 122:9
engage [3] - 15:10, 120:12, 157:12
engaged [1] - 147:23
engaging [1] - 148:13
English [5] - 27:13, 30:11, 34:6, 73:8, 146:8
enhance [1] - 48:3
enormous [1] - 100:20
enrollment [1] - 170:23
ensure [4] - 30:7, 32:16, 163:4, 164:4
ensures [1] - 65:9
entails [1] - 15:3
enter [3] - 61:23, 90:16, 180:20
entering [2] - 20:13, 95:7
enthusiasm [1] - 47:3
entire [1] - 116:4
entirely [1] - 51:8
entities [1] - 114:20
entity [1] - 69:13
entries [1] - 56:9
environment [2] - 154:15
envision [1] - 167:9
EO203 [1] - 53:14
equal [1] - 30:8
equipment [1] - 36:18
Equity [4] - 24:4, 24:7, 24:14, 146:17
ER [1] - 25:9
erroneously [1] - 8:15
especially [8] - 12:25, 26:17, 37:15, 60:17, 63:9, 88:5, 105:6, 143:20
essentially [2] - 29:11, 145:7
esteem [1] - 71:14
ESU [2] - 134:23, 136:9
ethical [3] - 52:9, 53:3, 53:5
ethics [3] - 52:11, 52:14, 52:21
Europe [1] - 104:12
evaluate [1] - 46:5
evaluated [1] - 31:6
event [1] - 93:21
events [5] - 35:5, 66:6, 139:13, 139:14, 139:18

ever-changing [1] - 126:6
everyday [1] - 107:4
evidence [1] - 75:22
evolved [1] - 60:10
exact [1] - 180:7
exacting [1] - 141:10
exactly [6] - 8:19, 14:23, 64:9, 103:12, 145:3, 160:5
exam [2] - 66:18
examine [3] - 19:16, 53:8, 66:15
example [2] - 174:12, 187:2
examples [2] - 66:8, 174:14
excellence [1] - 37:9
excellent [1] - 136:3
excessive [4] - 27:9, 74:8, 74:20, 93:23
excited [1] - 147:17
Excuse [1] - 143:19
Exec [4] - 122:17, 154:7, 179:19, 179:24
EXECUTIVE [1] - 181:24
Executive [10] - 1:15, 21:15, 30:24, 122:20, 146:18, 178:8, 179:10, 181:16, 182:3, 185:2
executive [5] - 10:5, 24:5, 111:8, 114:8, 127:16
exemplary [1] - 116:11
exercises [2] - 50:25, 51:3
exist [4] - 11:17, 13:19, 84:9, 160:22
existence [1] - 141:24
existing [3] - 8:18, 9:11, 27:5
exists [2] - 8:20, 139:2
exonerated [1] - 76:13
expand [1] - 163:3
expanded [1] - 165:6
expects [1] - 105:11
experience [5] - 23:7, 71:11, 151:4, 151:9, 184:21
explain [4] - 42:25, 90:11, 143:17, 186:10
explained [2] - 117:18, 172:14
explaining [3] - 54:4, 76:24, 79:23
explanation [1] - 133:20
explore [1] - 49:9
expound [1] - 142:11
extend [2] - 138:14, 159:11
external [2] - 45:16, 69:13
extra [1] - 173:12
extraordinary [1] - 147:21
extreme [1] - 121:8
extremely [1] - 156:14
eye [1] - 151:4
eye-opening [1] - 151:4
eyes [1] - 150:22

F

facade [1] - 18:25
face [3] - 52:3, 60:5, 142:3
faced [2] - 18:23, 60:7
facilities [1] - 64:16
fact [19] - 7:14, 11:11, 11:19, 15:7, 15:8, 21:9, 21:18, 58:7, 83:24, 104:10, 107:12, 132:7, 134:9, 145:23, 157:22, 160:12, 162:14, 164:8, 172:23
facts [8] - 11:3, 11:4, 44:7, 78:11, 108:13, 108:15, 176:18, 184:23
factual [1] - 184:24
fail [1] - 91:25
failed [2] - 94:11, 173:5
failing [2] - 20:8, 90:6
fails [1] - 92:5
failure [1] - 32:6
fair [4] - 33:11, 37:4, 101:20, 160:10
fairness [3] - 37:9, 37:10, 125:22
falling [1] - 7:18
false [3] - 27:10, 34:11, 35:18
families [4] - 35:6, 47:21, 48:3, 50:9
Family [1] - 72:4
family [8] - 36:25, 37:2, 37:3, 37:5, 48:5, 49:14, 70:22, 150:18
far [12] - 8:5, 11:7, 14:15, 25:7, 28:4, 28:12, 28:13, 38:8, 38:21, 75:9, 81:17, 149:12
father [1] - 106:19
fault [1] - 44:9
favor [5] - 27:10, 104:20, 105:4, 168:18, 169:18
favor" [1] - 144:10
FBI [1] - 58:18
fear [1] - 105:17
featured [1] - 59:5
February [1] - 61:17
Federal [1] - 32:20
feedback [2] - 128:9, 128:19
feelings [1] - 183:8
fell [1] - 24:25
fellow [1] - 71:14
felt [6] - 71:8, 110:2, 129:6, 129:7, 132:2
female [1] - 37:24
Ferro [4] - 41:13, 43:3, 55:8, 80:4
FERRO [3] - 3:8, 55:9, 80:25
Ferros [1] - 80:15
few [9] - 18:22, 35:25, 40:20, 45:17, 49:6, 59:15, 66:8, 95:16, 153:4
field [12] - 7:22, 19:22, 21:2, 57:7, 92:16, 92:18, 92:24, 93:3, 95:20, 98:23, 111:23, 157:15
FIELD [7] - 65:22, 165:17, 165:25, 166:6, 166:24, 167:6, 168:22
Field [7] - 42:9, 65:19, 65:23, 66:9, 86:25, 155:13, 165:17
fielding [1] - 149:19
Fifty [1] - 99:15
fighting [1] - 120:19
figure [3] - 38:13, 157:10, 172:4
file [1] - 91:3
filed [1] - 135:12
files [2] - 93:22, 94:3
fill [5] - 15:17, 165:12, 173:5, 173:9, 174:19
filled [2] - 7:2, 9:16
filling [1] - 64:8
filtered [2] - 135:6, 135:9
final [3] - 13:5, 18:22, 178:4
finally [4] - 9:20, 21:19, 22:8, 111:12
Finally [1] - 16:22
financial [3] - 148:25, 149:3, 185:8
findings [2] - 15:24, 115:6
fine [3] - 112:18, 127:17, 127:18
finger [2] - 34:13, 35:16
fingers [1] - 34:17
fire [1] - 180:5
FIRST [6] - 3:5, 45:6, 148:18, 151:10, 151:17, 159:14
first [37] - 4:25, 25:24, 29:17, 36:7, 41:3, 43:20, 56:18, 60:8, 65:6, 68:17, 68:23, 69:24, 71:10, 75:25, 80:6, 82:7, 82:11, 82:14, 83:7, 88:20, 90:4,

90:15, 94:24, 97:3, 117:20, 126:3, 138:13, 139:7, 140:25, 144:20, 149:12, 151:22, 160:3, 160:13, 180:16, 180:18
First [4] - 5:4, 14:10, 36:6, 45:7
first-hand [2] - 71:10, 149:12
fit [1] - 159:16
five [19] - 14:14, 16:4, 20:23, 51:6, 52:5, 61:10, 74:25, 83:13, 86:22, 86:23, 91:16, 91:21, 91:24, 115:5, 116:15, 166:10, 166:25, 167:2
five-year [1] - 61:10
fix [4] - 39:21, 44:5, 132:23, 170:13
fixed [3] - 12:10, 39:22, 130:4
fixin' [1] - 11:10
flashlight [1] - 173:25
Fleischer [2] - 17:21, 17:23
FLEISCHER [2] - 3:18, 17:22
flip [2] - 89:15, 92:15
Floyd [1] - 109:18
flyers [1] - 66:13
focus [1] - 51:25
focusing [1] - 12:13
folks [3] - 148:14, 163:18, 164:2
follow [4] - 15:11, 23:14, 62:3, 153:5
follow-up [4] - 15:11, 23:14, 62:3, 153:5
followed [2] - 26:12, 28:8
following [2] - 28:6, 51:9
force [14] - 19:22, 21:7, 21:8, 27:9, 56:2, 63:5, 74:8, 74:21, 90:9, 93:24, 96:11, 125:3, 167:10, 167:11
Force [3] - 89:16, 136:9, 174:19
forced [4] - 40:11, 40:12, 72:8, 175:17
FORD [53] - 1:12, 2:2, 4:2, 4:9, 5:24, 6:2, 10:8, 13:22, 17:20, 22:5, 26:2, 29:25, 32:24, 35:22, 44:14, 45:2, 82:25, 86:3, 87:15, 87:25, 88:16, 89:7, 89:12, 90:11, 91:11, 91:14, 92:4, 92:13, 96:25, 98:7, 110:8, 110:15, 112:13, 113:9, 113:14, 113:21, 114:9, 114:24, 115:11, 117:2, 118:8, 118:25, 122:22, 125:24, 128:23, 138:2, 138:7, 159:10, 159:17, 159:21, 184:12, 185:18, 187:19
Ford [4] - 5:23, 72:21, 159:24, 160:4
forefront [2] - 45:22, 49:8
foremost [1] - 160:13
forever [1] - 37:15
forget [2] - 95:8, 110:21
forgetting [1] - 95:17
forgot [2] - 90:17, 116:9
form [8] - 26:20, 26:21, 45:16, 49:15, 70:23, 90:21, 177:18, 187:13
Form [1] - 174:19
formed [3] - 46:4, 146:17, 146:19
former [2] - 24:5, 126:15
forms [1] - 174:11
formulate [1] - 164:10
forth [4] - 36:10, 54:25, 120:13, 186:20
fortunate [1] - 95:15
Forty [1] - 36:22
forward [9] - 40:21, 89:15, 91:4, 92:16, 150:10, 159:5, 166:3, 182:5, 183:16
forwarded [1] - 79:4
founded [15] - 16:24, 16:25, 17:9, 17:11, 17:13, 27:7, 42:23, 76:7, 76:11, 76:25, 152:18, 172:16, 172:20, 174:11, 175:20
four [5] - 10:25, 18:5, 21:3, 22:25, 77:13
Fourth [1] - 78:9

Fox ^[2] - 122:20, 181:25**FOX** ^[1] - 181:24**frame** ^[1] - 22:18**framed** ^[1] - 131:16**frank** ^[3] - 109:6, 163:17, 182:11**Franklin** ^[1] - 1:16**frankly** ^[1] - 161:21**Frassetti** ^[1] - 33:5**fraught** ^[1] - 45:14**fresh** ^[3] - 109:23, 183:21, 184:7**friend** ^[2] - 12:21, 106:10**friendly** ^[1] - 145:5**frisk** ^[1] - 93:4**front** ^[3] - 6:24, 7:11, 156:5**frozen** ^[1] - 153:23**fruitful** ^[1] - 185:20**full** ^[7] - 14:3, 46:20, 47:19, 51:7, 64:25, 90:9, 141:25**full-time** ^[2] - 47:19, 64:25**fully** ^[1] - 70:21**functioning** ^[1] - 64:20**fundamental** ^[1] - 51:17**funding** ^[2] - 29:8, 29:10**Furthermore** ^[1] - 66:21**future** ^[1] - 34:20

G

Garden ^[5] - 83:14, 83:16, 84:2, 84:5, 182:16**gather** ^[4] - 117:19, 164:8, 164:9**gathers** ^[1] - 121:11**general** ^[1] - 26:22**General** ^[10] - 74:18, 78:16, 79:3, 79:4, 79:9, 91:22, 113:23, 114:15, 114:18, 115:2**General's** ^[1] - 75:8**generally** ^[1] - 185:6**generated** ^[1] - 84:13**gentleman** ^[1] - 78:24**gentlemen** ^[2] - 109:2, 115:25**genuine** ^[2] - 15:9, 140:3**genuineness** ^[1] - 15:12**George** ^[1] - 109:18**Giuffre** ^[2] - 5:20, 184:13**GIUFFRE** ^[2] - 5:21, 184:14**giveaways** ^[1] - 36:14**given** ^[4] - 38:15, 50:24, 123:21, 158:17**glad** ^[2] - 111:12, 167:19**glaring** ^[1] - 24:18**glitch** ^[1] - 117:7**glitches** ^[1] - 104:15**God** ^[2] - 13:20, 185:14**goodbye** ^[1] - 33:23**goodness** ^[1] - 138:21**goods** ^[1] - 63:13**Google** ^[1] - 73:7**GOTTEHRER** ^[2] - 3:15, 6:4**Gottelher** ^[1] - 6:5**government** ^[4] - 11:10, 102:17, 167:11, 172:9**grabbing** ^[2] - 97:17, 99:2**grace** ^[5] - 90:7, 95:9, 95:16, 97:6**grad** ^[1] - 141:21**graduate** ^[1] - 141:21**graffiti** ^[1] - 81:13**grand** ^[2] - 63:3, 101:8**granular** ^[1] - 142:12**grateful** ^[2] - 71:15, 110:4**grave** ^[1] - 48:10**great** ^[16] - 11:23, 11:24, 12:8, 13:5, 33:9, 33:10, 47:2, 89:13, 101:12, 119:24, 129:25, 130:24, 136:10, 136:25, 142:15, 150:24**greater** ^[2] - 11:7, 23:25**greatly** ^[1] - 48:3**Green** ^[3] - 83:21, 86:24, 101:6**Greg** ^[1] - 43:20**Gregg** ^[10] - 39:7, 43:3, 67:9, 67:12, 72:15, 80:3, 80:22, 119:6, 123:3, 142:14**GREGG** ^[4] - 3:11, 67:11, 82:6, 143:19**Gregg's** ^[1] - 80:13**grew** ^[1] - 161:24**Gross** ^[1] - 33:6**groundwork** ^[1] - 52:23**group** ^[9] - 24:21, 36:17, 43:15, 43:18, 53:9, 123:10, 136:3, 166:14, 180:15**Group** ^[2] - 6:8, 22:15**groups** ^[5] - 28:17, 29:5, 119:8, 153:18, 159:18**grow** ^[1] - 34:25**growing** ^[1] - 149:14**guess** ^[12] - 113:15, 119:8, 119:10, 129:22, 131:15, 143:3, 157:14, 162:4, 167:4, 174:21, 178:7, 178:15**guilty** ^[1] - 97:20**gun** ^[1] - 95:2**guys** ^[2] - 140:6, 184:5

H

half ^[2] - 30:19, 106:3**hall** ^[1] - 15:18**hammer** ^[1] - 54:23**hand** ^[5] - 57:22, 58:2, 71:10, 149:12, 189:13**handed** ^[3] - 17:8, 17:11, 77:24**handing** ^[2] - 66:13, 139:19**handle** ^[5] - 57:25, 115:24, 136:20, 150:19, 158:11**handled** ^[1] - 110:3**handling** ^[2] - 18:12, 25:7**hands** ^[1] - 28:20**hang** ^[1] - 21:14**happy** ^[8] - 14:10, 104:25, 126:22, 127:2, 128:19, 140:8, 141:3, 143:14**Happy** ^[8] - 50:7, 58:13, 65:16, 80:25, 127:22, 185:14, 187:25, 188:3**hard** ^[10] - 23:4, 40:19, 101:8, 105:5, 125:16, 131:17, 141:9, 169:9, 170:5, 171:5**hate** ^[9] - 32:4, 43:3, 43:16, 80:5, 103:16, 119:4, 119:12, 119:17, 120:21**head** ^[6] - 47:12, 65:20, 72:18, 80:4, 125:15, 159:20**headed** ^[1] - 125:11**headquarters** ^[1] - 61:21**heads** ^[1] - 185:3**Health** ^[3] - 22:14, 68:12, 69:15**health** ^[21] - 13:24, 14:19, 14:20, 24:20, 24:21, 27:17, 29:16, 41:14, 41:16, 45:23, 46:23, 50:8, 57:17, 105:5, 123:11, 123:25, 124:11, 124:22, 125:5, 137:5, 156:11**healthy** ^[8] - 4:20, 41:4, 47:5, 112:3, 112:4, 154:12, 154:16, 155:17**hear** ^[33] - 11:4, 27:15, 39:7, 40:22, 41:12, 42:18, 43:7, 43:15, 43:16, 43:23, 44:6, 86:13, 104:4, 104:25, 109:18, 127:5, 128:7, 129:9, 131:17, 131:18, 131:25, 132:10, 136:23, 137:22, 142:9, 147:17, 165:5, 176:16, 178:16, 178:20, 179:6, 179:8, 181:2**heard** ^[12] - 10:20, 12:11, 31:9, 38:2, 79:20, 105:7, 109:6, 112:25, 130:9, 132:4, 132:13, 183:23**hearing** ^[8] - 110:23, 128:8, 131:14, 132:14, 149:20, 160:8, 164:7, 172:15**hearings** ^[2] - 111:4, 160:7**heart** ^[4] - 33:14, 69:7, 129:9, 129:16**heaviest** ^[1] - 58:4**heavily** ^[1] - 60:13**held** ^[3] - 71:11, 78:10, 160:8**Hello** ^[1] - 14:7**help** ^[20] - 42:3, 48:15, 49:20, 49:21, 56:14, 58:6, 60:3, 69:7, 104:25, 105:14, 105:17, 106:9, 107:5, 111:22, 133:7, 133:13, 143:16, 158:24, 171:10, 186:23**helped** ^[3] - 76:15, 106:8, 123:22**helpful** ^[3] - 136:8, 156:14, 157:13**helping** ^[1] - 126:14**helps** ^[5] - 34:22, 76:17, 133:11, 167:22, 176:13**hereby** ^[1] - 189:8**hereunto** ^[1] - 189:12**heroes** ^[2] - 38:5, 38:6**Hi** ^[1] - 181:24**Hicksville** ^[3] - 26:6, 100:13, 121:23**hide** ^[1] - 38:20**high** ^[1] - 55:24**higher** ^[4] - 66:10, 120:3, 120:4, 162:19**highest** ^[4] - 64:24, 168:3, 168:6, 168:8**highly** ^[1] - 7:5**highway** ^[5] - 99:17, 99:22, 158:13, 158:14**himself** ^[2] - 41:3, 106:7**Hindu** ^[1] - 51:14**hire** ^[1] - 45:10**hired** ^[1] - 166:7**hires** ^[1] - 25:4**hiring** ^[3] - 42:10, 44:18, 164:25**Hispanic** ^[10] - 28:17, 37:24, 51:12, 82:16, 83:11, 166:9, 166:16, 168:20, 168:23, 170:11**Hispanic/Latino** ^[1] - 99:13**history** ^[3] - 40:15, 99:5, 108:19**hit** ^[3] - 40:4, 44:10, 101:7**hits** ^[1] - 161:8**hmm** ^[1] - 112:12**HNT** ^[2] - 125:8, 125:15**hold** ^[4] - 82:22, 124:14, 131:3, 160:7**holding** ^[1] - 53:5**holds** ^[3] - 35:10, 71:7, 177:21**holiday** ^[2] - 63:10, 71:19**holidays** ^[1] - 35:6**home** ^[4] - 37:5, 47:25, 54:23, 137:16**homeless** ^[7] - 153:9, 153:11, 153:19, 153:20, 154:25, 155:24, 156:17**homelessness** ^[2] - 153:14, 156:9**homes** ^[1] - 107:13**honest** ^[8] - 24:16, 161:22, 162:17, 182:12, 182:24, 183:7, 183:11, 183:14**honesty** ^[1] - 171:18**honesty** ^[1] - 162:16**honorably** ^[1] - 50:4**honored** ^[1] - 6:17**hope** ^[10] - 6:12, 15:15, 25:16, 49:23, 71:18, 95:12, 102:8, 109:25, 132:13, 138:3**hoping** ^[2] - 14:2, 186:22**horrible** ^[1] - 109:20**Horrible** ^[1] - 121:4**horrified** ^[1] - 107:2**hospital** ^[7] - 10:24, 34:3, 36:9, 123:17, 124:11, 124:17, 154:13**hospitals** ^[3] - 55:18, 123:14**hostage** ^[3] - 41:14, 57:11, 125:9**Hostage** ^[4] - 56:4, 56:5, 56:23, 57:4**hot** ^[2] - 110:12, 182:9**hour** ^[3] - 8:7, 53:13, 99:20**hours** ^[20] - 43:9, 43:10, 50:14, 50:17, 50:23, 51:5, 51:7, 51:16, 51:22, 52:10, 52:15, 52:22, 53:4, 53:18, 54:2, 54:12, 54:14, 56:21, 139:3, 151:13**house** ^[4] - 90:22, 92:10, 124:18, 155:2**housed** ^[1] - 156:23**Houses** ^[1] - 66:10**houses** ^[1] - 106:18**housing** ^[1] - 154:5**hub** ^[1] - 157:8**huge** ^[1] - 25:11**human** ^[4] - 34:8, 34:15, 52:6**Human** ^[2] - 122:25, 146:20**humans** ^[1] - 34:25**hundreds** ^[2] - 66:5, 181:6

I

ID ^[1] - 144:18**idea** ^[4] - 80:22, 130:24, 182:7, 187:12**identified** ^[6] - 148:13, 166:15, 166:16, 166:17, 166:18, 166:19**identify** ^[4] - 39:25, 141:6, 151:24, 168:23**ills** ^[1] - 13:19**illustrate** ^[1] - 148:9**imagine** ^[1] - 106:25**imbedded** ^[2] - 157:4, 157:11

in-service ^[1] - 54:20
inability ^[1] - 7:4
inappropriate ^[1] - 96:16
incident ^[2] - 81:13, 135:11
incidents ^[3] - 14:20, 81:4, 82:9
include ^[2] - 62:18, 145:14
includes ^[1] - 69:13
including ^[5] - 46:10, 54:11, 59:13, 62:11, 185:8
Inclusion ^[1] - 146:17
incorporate ^[1] - 182:4
incorporated ^[2] - 51:2, 65:12
increase ^[3] - 29:8, 67:25, 170:6
increasing ^[2] - 21:10, 150:8
incredible ^[1] - 104:11
indefinitely ^[1] - 180:8
independent ^[1] - 26:23
independently ^[1] - 31:6
indicated ^[1] - 126:2
indicator ^[1] - 156:10
indicators ^[3] - 51:18, 148:7, 148:16
indifference ^[1] - 19:13
individual ^[3] - 72:13, 174:9, 183:6
individuals ^[9] - 12:19, 15:19, 57:16, 67:20, 67:23, 68:3, 155:3, 156:7, 168:5
influence ^[1] - 47:25
inform ^[1] - 177:24
information ^[25] - 14:19, 18:20, 19:19, 19:24, 24:19, 30:18, 64:17, 66:14, 70:15, 71:5, 81:24, 82:5, 82:21, 113:11, 117:6, 117:7, 121:12, 123:4, 130:24, 130:25, 132:16, 133:10, 135:6, 141:13, 159:5
Information ^[1] - 118:20
infractions ^[4] - 91:17, 100:7, 113:16, 115:13
inhibitors ^[1] - 53:9
initiated ^[8] - 59:15, 84:14, 84:19, 85:10, 85:16, 89:25
initiative ^[1] - 41:24
initiatives ^[6] - 20:5, 58:11, 83:23, 101:13, 111:17, 112:5
injured ^[1] - 41:17
injuries ^[2] - 56:2, 56:10
innocent ^[1] - 97:19
input ^[1] - 60:2
inside ^[1] - 8:20
insisted ^[1] - 130:16
inspector ^[3] - 26:22, 42:9, 81:23
Inspector ^[2] - 65:19, 65:23
INSPECTOR ^[7] - 65:22, 165:17, 165:25, 166:6, 166:24, 167:6, 168:22
instances ^[4] - 56:13, 71:12, 81:8, 97:4
instant ^[1] - 136:12
instantly ^[1] - 95:12
instead ^[1] - 12:13
Instead ^[2] - 27:19, 28:4
instilling ^[1] - 49:12
Institute ^[4] - 7:14, 25:20, 28:7, 112:21
institute ^[1] - 112:24
instituted ^[2] - 41:8, 59:24
institutions ^[1] - 66:10
instruction ^[3] - 50:14, 50:17, 54:14
instructors ^[1] - 51:9
insufficient ^[3] - 23:20, 31:7, 75:22
intake ^[2] - 64:22, 65:3
integrity ^[1] - 37:8
Intel ^[1] - 60:23
intel ^[1] - 61:3
intellectually ^[1] - 45:12

intelligence ^[5] - 47:11, 60:13, 60:22, 61:2, 121:12
Intelligence ^[1] - 60:24
intelligence-led ^[1] - 60:13
intentionally ^[1] - 90:18
interact ^[2] - 39:11, 51:25
interaction ^[5] - 39:6, 52:6, 65:8, 102:25, 171:23
interactions ^[3] - 140:23, 141:19, 161:25
intercede ^[1] - 53:11
interest ^[4] - 9:10, 47:9, 151:11, 165:14
interested ^[1] - 86:8
interesting ^[1] - 44:7
Internal ^[14] - 27:5, 39:19, 72:25, 73:11, 73:12, 73:15, 74:4, 75:6, 79:8, 92:3, 93:11, 114:20, 177:13, 177:22
internal ^[4] - 45:17, 73:22, 73:23, 91:2
internet ^[2] - 145:4, 145:15
interrupt ^[1] - 84:4
interrupted ^[1] - 86:13
interruption ^[1] - 118:2
intervene ^[3] - 53:11, 124:18, 124:19
intervention ^[6] - 51:17, 53:12, 54:9, 54:17, 148:6
interview ^[12] - 21:3, 81:15, 92:17, 92:18, 92:24, 93:3, 95:20, 98:23, 154:21, 154:22, 157:15, 177:7
interviewed ^[1] - 7:24
interviews ^[2] - 7:22, 19:23
introduce ^[2] - 52:21, 54:2
investigated ^[3] - 73:14, 73:21, 96:2
investigating ^[1] - 142:25
investigation ^[12] - 66:25, 67:2, 78:22, 80:9, 81:10, 91:3, 93:13, 142:21, 177:12, 177:17, 177:21, 177:22
investigations ^[5] - 9:7, 9:8, 72:17, 143:17, 179:18
investigative ^[1] - 80:7
Investigative ^[1] - 74:17
invitation ^[3] - 140:7, 159:6, 159:11
invite ^[2] - 149:6, 151:12
involve ^[1] - 178:11
involved ^[7] - 58:25, 73:17, 81:18, 98:3, 153:16, 154:20, 175:23
Islamic ^[1] - 51:14
Island ^[5] - 6:9, 6:20, 30:6, 31:12, 143:20
issue ^[21] - 17:18, 18:11, 22:17, 22:23, 22:24, 23:16, 43:16, 61:24, 61:25, 72:4, 78:15, 107:14, 119:10, 125:5, 158:12, 158:14, 158:15, 169:15, 172:11, 172:22, 180:7
issued ^[8] - 6:21, 6:24, 7:15, 30:12, 31:12, 69:4, 90:22, 158:16
issues ^[17] - 11:9, 11:21, 13:24, 47:23, 51:19, 52:17, 53:7, 54:24, 62:4, 62:11, 62:15, 63:13, 124:22, 131:19, 152:16, 174:23, 179:5
issuing ^[3] - 31:11, 90:3, 99:21
IT ^[1] - 118:6
itself ^[1] - 20:16

J

jail ^[1] - 123:16
JAMES ^[1] - 3:9
James ^[3] - 58:21, 64:7, 113:23
January ^[12] - 6:19, 18:10, 19:20, 67:17, 67:22, 68:2, 68:5, 75:16, 82:7,

111:5, 117:16, 132:20
Jeff ^[1] - 184:5
Jeffrey ^[1] - 33:6
JEREMY ^[1] - 3:20
Jeremy ^[2] - 26:2, 26:4
Jewish ^[1] - 51:13
job ^[18] - 10:3, 33:18, 40:4, 45:13, 60:4, 64:11, 66:3, 102:24, 107:25, 127:20, 129:25, 130:12, 136:10, 142:15, 175:14, 175:16, 179:4
John ^[1] - 5:19
join ^[2] - 13:25, 149:9
joined ^[1] - 33:4
joining ^[1] - 4:3
Joseph ^[2] - 26:3, 26:4
JOSEPH ^[2] - 3:20, 26:4
Josh ^[1] - 87:11
judgment ^[1] - 179:2
judgments ^[1] - 27:9
judicial ^[1] - 85:6
July ^[4] - 9:5, 117:20, 130:15, 130:16
jump ^[3] - 82:11, 82:12, 166:21
jumped ^[2] - 132:23, 132:24
jumping ^[1] - 118:25
June ^[3] - 68:3, 75:16, 117:20
jurisdiction ^[1] - 160:23
Justice ^[7] - 50:16, 70:21, 71:2, 79:11, 82:3, 114:13, 114:23
justice ^[3] - 53:17, 53:24, 114:14
justified ^[1] - 174:18

K

KAREN ^[3] - 1:25, 189:7, 189:17
Karen ^[1] - 189:16
KAUFMAN ^[2] - 3:19, 22:6
Kaufman ^[2] - 22:5, 22:10
keep ^[5] - 12:19, 34:2, 39:3, 47:12, 49:11
keeping ^[2] - 47:9, 47:10
Keith ^[1] - 116:2
kept ^[2] - 73:15, 90:21
Keshner ^[5] - 30:2, 30:4, 69:18, 70:2, 70:20
KESHNER ^[2] - 3:21, 30:3
Kevan ^[2] - 140:25, 164:16
KEVAN ^[1] - 2:11
KEVIN ^[2] - 3:5, 3:7
Kevin ^[2] - 45:8, 58:10
key ^[3] - 52:7, 89:20, 112:2
kick ^[1] - 142:14
kid ^[2] - 87:12, 170:20
kids ^[1] - 185:24
kill ^[1] - 106:7
killed ^[1] - 41:17
kind ^[12] - 8:20, 20:15, 60:10, 76:19, 102:8, 105:20, 141:23, 150:9, 154:23, 161:18, 178:5, 187:24
kinds ^[1] - 149:22
King ^[1] - 12:2
Kings ^[1] - 20:20
kiss ^[1] - 33:23
knock ^[1] - 163:9
knowing ^[3] - 78:11, 138:23, 151:11
known ^[3] - 59:23, 69:25, 184:6
knows ^[1] - 162:7
Korean ^[1] - 51:12
Korean-American ^[1] - 51:12

L

lack ^[3] - 19:5, 19:15, 19:17
ladder ^[1] - 114:13
laid ^[2] - 23:24, 52:22
landline ^[1] - 104:8
landlines ^[2] - 145:25, 146:2
lands ^[1] - 80:13
language ^[16] - 27:12, 30:9, 30:25, 31:5, 31:7, 31:25, 32:18, 67:13, 67:16, 68:10, 69:2, 73:9, 93:25, 104:13, 141:15, 143:21
Language ^[18] - 30:6, 31:23, 38:21, 39:4, 39:8, 65:11, 67:9, 67:19, 68:4, 69:10, 71:25, 72:11, 142:9, 144:14, 144:17, 144:20, 145:9, 146:3
larceries ^[5] - 63:3, 63:12, 85:4, 101:8
larceny ^[3] - 63:3, 63:4, 88:19
large ^[2] - 26:18, 83:19
larger ^[1] - 120:10
Last ^[1] - 8:7
last ^[24] - 6:19, 8:24, 13:16, 18:9, 21:10, 23:18, 27:3, 37:16, 43:9, 56:24, 61:8, 80:2, 81:6, 90:10, 97:23, 105:5, 106:3, 108:6, 120:24, 130:14, 153:22, 156:15, 165:24, 170:7
latch ^[1] - 150:10
Latino ^[2] - 31:15, 169:13
Latino/Hispanic ^[2] - 166:23, 167:17
laughter ^[4] - 110:14, 159:16, 159:20, 182:19
law ^[11] - 8:18, 28:23, 36:22, 45:22, 53:15, 62:10, 62:13, 77:21, 114:8, 123:21, 179:13
Law ^[3] - 32:20, 74:16, 75:9
laws ^[1] - 53:15
lawsuit ^[1] - 44:22
lawsuits ^[3] - 7:12, 9:23, 184:20
layer ^[1] - 93:5
layers ^[1] - 73:17
LBG ^[1] - 37:25
lead ^[1] - 126:19
Leader ^[2] - 140:25, 184:19
leader ^[1] - 36:4
leadership ^[2] - 69:8, 127:18
leading ^[2] - 23:23, 184:17
leads ^[1] - 35:9
lean ^[1] - 94:15
learn ^[2] - 110:2, 147:24
learning ^[3] - 66:10, 90:8, 151:9
least ^[5] - 16:4, 16:13, 53:13, 54:20, 109:21
leave ^[2] - 37:19, 154:19
lectures ^[1] - 56:24
led ^[2] - 4:5, 60:13
ledger ^[3] - 90:3, 90:5, 90:16
left ^[4] - 43:9, 48:12, 71:21, 72:14
legacy ^[2] - 106:14, 109:17
legal ^[3] - 51:19, 53:14, 164:21
leger ^[1] - 116:13
LEGISLATGOR ^[13] - 5:8, 82:20, 85:19, 128:24, 133:3, 134:11, 135:5, 135:14, 135:22, 136:22, 137:10, 137:12, 137:21
Legislative ^[3] - 1:15, 27:19, 29:7
legislative ^[3] - 10:6, 26:11, 38:17
legislator ^[5] - 102:10, 106:2, 107:3, 126:13, 126:15
LEGISLATOR ^[75] - 2:2, 2:3, 2:4, 2:5, 2:6, 2:7, 2:8, 5:11, 5:14, 5:17, 5:21,

84:3, 84:8, 85:24, 86:5, 86:18, 87:3, 87:8, 87:14, 88:3, 93:20, 96:3, 96:22, 101:24, 102:5, 109:16, 127:25, 138:8, 138:12, 139:6, 146:9, 147:7, 147:11, 147:15, 150:23, 151:15, 151:19, 152:7, 152:20, 154:24, 155:19, 158:19, 158:23, 159:23, 161:17, 165:21, 166:4, 166:20, 166:25, 167:8, 168:25, 171:13, 171:17, 173:16, 173:23, 174:13, 174:21, 175:13, 175:19, 176:5, 176:9, 177:3, 178:4, 178:14, 180:22, 181:17, 181:22, 182:6, 182:13, 182:15, 182:20, 184:14, 185:22, 186:25, 187:17

Legislator ^[10] - 4:6, 5:7, 5:9, 5:15, 36:5, 127:24, 128:23, 138:7, 184:12, 185:21

legislators ^[2] - 4:19, 127:14

LEGISLATURE ^[1] - 1:2

Legislature ^[5] - 2:14, 10:2, 16:20, 17:16, 50:5

legislatures ^[1] - 159:12

legitimacy ^[2] - 53:22, 53:23

less ^[4] - 10:24, 28:17, 59:7, 167:5

lessened ^[1] - 15:4

letting ^[1] - 154:9

level ^[24] - 9:9, 9:11, 47:16, 73:14, 73:21, 73:22, 73:23, 79:6, 81:23, 90:25, 93:16, 121:24, 134:23, 136:10, 152:11, 161:2, 162:12, 162:22, 167:20, 168:3, 170:19, 177:14, 181:15

levels ^[2] - 113:18, 134:8

LGBTQIA ^[1] - 51:15

LI ^[4] - 14:9, 22:11, 24:3, 26:5

Liaison ^[1] - 64:13

liaison ^[2] - 73:24, 177:14

Liberties ^[2] - 6:7, 17:25

LIBERTIES ^[1] - 3:15

license ^[2] - 77:19, 162:5

LIE ^[1] - 99:18

lies ^[1] - 19:8

life ^[17] - 35:19, 41:22, 45:14, 54:15, 58:11, 61:16, 61:25, 78:25, 99:23, 100:6, 101:4, 103:9, 107:4, 109:25, 128:13, 149:25, 158:12

Life ^[1] - 45:20

lifestyle ^[1] - 47:5

light ^[2] - 44:16, 106:21

lights ^[1] - 100:3

likely ^[10] - 7:23, 16:4, 16:14, 16:16, 20:24, 21:2, 21:3, 21:5, 21:6, 175:3

Lilac ^[2] - 30:12, 31:18

limited ^[2] - 146:7, 159:15

Line ^[17] - 31:23, 38:21, 39:4, 39:8, 65:11, 67:10, 67:19, 68:4, 69:10, 71:25, 72:12, 142:9, 144:15, 144:17, 144:20, 145:9, 146:3

line ^[8] - 21:19, 25:25, 38:4, 83:18, 85:3, 88:20, 89:8, 136:17

lines ^[1] - 103:17

link ^[8] - 38:11, 117:23, 118:4, 118:5, 118:7, 132:22, 132:23, 136:12

list ^[1] - 60:25

listened ^[1] - 110:17

listening ^[6] - 52:7, 56:25, 57:13, 62:20, 64:2, 137:17

literally ^[1] - 145:10

litigated ^[1] - 180:11

litigation ^[1] - 44:17

live ^[3] - 15:11, 57:3, 77:22

livelihoods ^[1] - 21:13

lives ^[8] - 19:11, 21:13, 32:5, 33:21, 38:3, 96:8, 125:18

local ^[4] - 59:25, 61:20, 62:14, 62:15

locations ^[1] - 66:7

look ^[39] - 22:24, 23:5, 23:22, 24:9, 28:19, 35:11, 43:19, 45:23, 51:17, 61:6, 62:2, 82:13, 83:8, 85:2, 85:15, 88:16, 92:20, 98:8, 98:13, 98:15, 98:17, 99:5, 99:7, 105:8, 115:14, 118:13, 119:11, 120:5, 120:21, 147:24, 148:2, 148:3, 150:10, 150:20, 158:8, 159:4, 184:23, 186:17, 186:19

Look ^[1] - 89:21

looked ^[4] - 20:17, 93:15, 126:7, 168:4

looking ^[16] - 25:10, 61:7, 62:5, 96:12, 96:19, 99:3, 109:12, 109:13, 117:24, 120:19, 122:5, 122:8, 147:2, 152:13, 152:19, 181:20

Looking ^[1] - 167:15

looks ^[3] - 25:7, 96:18, 169:23

LORENZO ^[3] - 1:25, 189:7, 189:17

Lorenzo ^[1] - 189:16

Lorna ^[2] - 64:8, 137:16

lose ^[2] - 144:5, 144:18

lost ^[7] - 53:2, 78:25, 106:11, 170:12, 173:20, 175:14, 175:16

loud ^[1] - 100:3

love ^[5] - 24:14, 107:25, 113:6, 149:11, 151:15

loved ^[1] - 33:23

lower ^[3] - 119:14, 170:25, 171:4

lowest ^[1] - 120:14

loyalty ^[1] - 37:8

M

Mackey ^[5] - 10:14, 36:8, 36:19, 36:20, 108:23

MACKEY ^[2] - 3:16, 10:15

Madam ^[4] - 85:25, 138:8, 146:9, 181:12

mail ^[3] - 73:5, 73:6

mailed ^[1] - 70:16

maintain ^[3] - 24:13, 46:17, 59:9

maintaining ^[2] - 52:4, 157:22

maintains ^[1] - 59:12

major ^[1] - 156:9

majority ^[3] - 28:25, 64:25, 168:16

male ^[1] - 37:24

Mall ^[5] - 83:17, 83:22, 84:17, 101:6

mall ^[3] - 84:14, 85:11, 101:9

malls ^[2] - 101:10, 169:10

man ^[6] - 13:6, 13:7, 33:11, 78:25, 95:2

manageable ^[1] - 52:4

management ^[3] - 135:7, 135:18, 149:4

managing ^[1] - 54:18

mandate ^[1] - 152:2

mandated ^[1] - 74:9

mandating ^[1] - 30:25

manner ^[1] - 48:13

mark ^[1] - 7:21

married ^[1] - 87:11

Massapequa ^[1] - 100:13

math ^[1] - 167:3

matter ^[7] - 11:6, 11:19, 17:10, 32:14, 55:2, 178:6

matters ^[3] - 46:5, 54:5, 176:11

Mazi ^[1] - 5:15

MAZI ^[1] - 2:4

MCKEVITT ^[1] - 2:5

MCT ^[1] - 137:19

MDT ^[1] - 95:7

mean ^[13] - 94:19, 103:24, 126:23, 126:24, 148:25, 149:17, 152:18, 171:18, 173:24, 176:10, 179:4, 180:23, 187:2

meaning ^[2] - 9:12, 187:13

meaningless ^[1] - 27:21

means ^[7] - 37:10, 52:25, 53:22, 60:19, 131:11, 144:10, 155:23

meant ^[1] - 110:11

measures ^[1] - 9:24

mechanism ^[1] - 11:7

media ^[2] - 13:2, 121:13

meet ^[6] - 28:11, 48:20, 70:3, 126:9, 137:20, 154:24

MEETING ^[1] - 1:4

meeting ^[11] - 32:9, 43:21, 60:20, 63:25, 70:25, 119:5, 122:25, 123:9, 130:14, 130:22, 137:20

meetings ^[2] - 27:24, 134:12

MELESA ^[1] - 2:4

Member ^[1] - 5:12

member ^[6] - 14:9, 22:11, 24:18, 26:5, 32:15, 130:10

Members ^[1] - 51:9

members ^[32] - 16:3, 19:12, 21:14, 28:25, 45:24, 46:7, 46:8, 46:20, 47:17, 47:20, 48:8, 48:10, 48:22, 49:3, 49:10, 49:12, 50:4, 52:2, 58:16, 58:17, 59:7, 59:14, 60:3, 65:15, 71:14, 72:22, 129:17, 139:22, 145:12, 146:5, 151:5

memo ^[1] - 173:5

memorialize ^[2] - 81:12, 81:14

memory ^[1] - 187:8

men ^[9] - 37:11, 40:6, 40:7, 45:11, 108:20, 109:10, 111:22, 128:6, 171:11

mental ^[23] - 14:19, 14:20, 24:20, 24:21, 27:17, 29:15, 41:14, 41:16, 46:6, 46:23, 55:11, 55:23, 56:21, 56:22, 57:16, 105:5, 123:11, 123:25, 124:10, 124:22, 125:5, 137:5, 156:11

Mental ^[1] - 22:14

mental-aided ^[1] - 55:11

mentally ^[2] - 52:19, 153:8

mention ^[3] - 47:7, 49:5, 70:8

mentioned ^[11] - 17:6, 23:11, 23:15, 25:20, 49:9, 85:25, 86:6, 132:15, 157:19, 172:15, 175:8

mentoring ^[4] - 42:10, 42:16, 44:25, 65:20

mentors ^[2] - 186:6, 186:7

mentorship ^[1] - 66:21

message ^[4] - 61:23, 100:21, 101:18, 154:8

met ^[3] - 107:15, 129:18, 130:15

metrics ^[1] - 24:9

MICHAEL ^[1] - 2:13

microcosm ^[1] - 167:13

might ^[8] - 4:22, 61:22, 141:6, 148:17, 151:24, 157:13, 172:13, 173:22

miles ^[2] - 99:20, 120:8

military ^[1] - 103:18

millions ^[3] - 178:16, 178:18, 181:7

mind ^[3] - 47:9, 48:4, 153:3

minded ^[1] - 63:21

mindfulness ^[1] - 47:6

minds ^[3] - 109:23, 149:2, 149:23

mindset ^[1] - 53:10

mine ^[1] - 106:10

Mineola ^[1] - 1:17

minimal ^[1] - 94:8

minimize ^[1] - 125:2

minimum ^[1] - 29:24

ministry ^[1] - 13:9

Minneapolis ^[1] - 22:24

minorities ^[1] - 28:21

Minority ^[6] - 68:12, 88:24, 122:11, 122:23, 140:25, 184:19

minority ^[11] - 29:5, 36:4, 100:24, 100:25, 162:21, 165:2, 167:20, 168:17, 169:8, 169:14, 183:12

minted ^[1] - 70:14

minute ^[2] - 136:18, 169:20

minutes ^[6] - 12:3, 35:25, 67:21, 67:24, 68:8, 138:13

misappropriation ^[3] - 173:19, 173:24, 174:4

mischaracterizations ^[1] - 7:3

mischief ^[1] - 85:6

Misconduct ^[2] - 74:16, 75:9

misconduct ^[2] - 9:4, 76:20

misdirection ^[1] - 7:2

misplaced ^[1] - 173:25

miss ^[3] - 35:4, 35:5, 35:6

missing ^[2] - 23:13, 174:8

mission ^[2] - 46:15

mistake ^[2] - 99:9, 107:19

mistakes ^[1] - 152:9

Mitchell ^[1] - 155:12

mixed ^[1] - 60:14

mobile ^[2] - 20:2, 57:23

Mobile ^[26] - 56:11, 57:22, 58:7, 65:13, 124:4, 124:15, 124:17, 124:18, 124:21, 124:22, 133:21, 134:12, 134:24, 135:7, 135:18, 135:19, 136:2, 136:13, 136:24, 153:3, 153:6, 154:4, 154:11, 156:12, 157:4, 157:10

model ^[2] - 59:10, 60:11

models ^[2] - 60:22, 61:3

modern ^[1] - 26:14

mom ^[1] - 106:6

moment ^[1] - 36:7

moment's ^[1] - 48:7

money ^[3] - 26:16, 180:24, 180:25

monitor ^[1] - 118:9

monitoring ^[1] - 6:22

month ^[11] - 22:25, 23:5, 25:13, 27:2, 60:23, 61:9, 75:4, 82:4, 117:21, 148:23

monthly ^[2] - 48:20, 62:6

months ^[13] - 8:13, 18:6, 18:9, 18:10, 18:14, 22:25, 30:12, 39:15, 63:9, 70:4, 110:20, 117:17, 144:4

moods ^[1] - 47:25

moon ^[1] - 163:15

moral ^[1] - 53:3

morals ^[1] - 52:21

morning ^[2] - 106:16, 157:2

most ^[20] - 21:9, 24:18, 40:15, 55:18, 61:13, 62:9, 86:23, 97:18, 100:3, 102:21, 107:11, 125:8, 152:12, 155:13, 156:3, 165:19, 166:6, 168:12, 175:3

mostly ^[1] - 90:22

motional ^[1] - 45:15

motorists ^[1] - 31:15

motto ^[1] - 37:8
mouth ^[1] - 150:5
move ^[3] - 25:18, 25:24, 183:15
moving ^[1] - 79:25
MR ^[3] - 14:7, 26:4, 33:2
MS ^[4] - 6:4, 17:22, 22:6, 30:3
mufflers ^[1] - 100:3
MULE ^[14] - 2:8, 5:8, 82:20, 85:19, 128:24, 133:3, 134:11, 135:5, 135:14, 135:22, 136:22, 137:10, 137:12, 137:21
Mule ^[2] - 5:7, 128:23
multiple ^[2] - 30:21, 113:18
must ^[8] - 11:15, 15:10, 15:23, 18:20, 37:3, 91:25, 93:3, 93:6

N

name ^[9] - 6:5, 14:6, 14:7, 17:23, 22:10, 30:4, 45:17, 72:22, 162:6
named ^[1] - 25:21
narcotics ^[1] - 62:19
narrative ^[5] - 34:12, 35:19, 37:22, 42:13, 132:5
NASSAU ^[2] - 1:2, 189:5
Nassau ^[56] - 6:6, 6:22, 8:6, 8:23, 9:15, 11:9, 15:9, 15:21, 16:2, 16:12, 17:18, 17:24, 20:12, 20:19, 20:20, 22:23, 24:10, 24:15, 25:19, 28:9, 28:16, 28:18, 29:2, 29:3, 30:4, 30:14, 30:24, 33:3, 39:18, 42:12, 55:16, 59:4, 67:18, 68:9, 68:11, 68:18, 68:21, 69:15, 72:7, 73:3, 86:11, 88:6, 88:8, 101:12, 107:9, 107:15, 109:19, 119:14, 160:18, 160:20, 160:24, 161:23, 162:2, 172:10, 178:9
nation ^[2] - 60:17, 103:5
National ^[4] - 58:19, 58:21, 140:10, 140:15
national ^[1] - 24:8
natural ^[1] - 16:6
nature ^[2] - 11:21, 176:4
NCPD ^[10] - 7:18, 14:11, 15:16, 18:3, 18:12, 18:19, 20:7, 21:19, 25:21, 28:2
NCPD's ^[1] - 19:3
necessary ^[3] - 23:9, 23:10, 49:19
need ^[46] - 12:9, 19:9, 21:25, 22:2, 26:25, 31:3, 32:3, 32:19, 32:22, 34:3, 34:17, 35:2, 43:19, 48:23, 49:21, 53:19, 72:10, 85:14, 90:19, 103:24, 124:20, 128:18, 129:13, 130:3, 130:11, 130:20, 131:2, 131:6, 131:13, 131:21, 131:23, 131:24, 132:9, 133:10, 134:16, 138:6, 141:6, 142:8, 143:5, 143:7, 152:22, 153:19, 156:10, 164:11, 171:10
needed ^[9] - 22:23, 26:25, 30:18, 68:4, 71:9, 105:13, 105:14, 125:3, 156:17
needs ^[7] - 11:10, 69:19, 107:15, 116:18, 120:22, 129:18
negative ^[1] - 48:16
negotiate ^[1] - 58:7
negotiated ^[2] - 55:22, 56:8
negotiating ^[1] - 57:2
Negotiating ^[1] - 57:4
negotiation ^[2] - 41:14, 57:12
Negotiation ^[3] - 56:4, 56:6, 56:23
negotiators ^[1] - 125:9
neighbor's ^[1] - 106:5

neighborhood ^[4] - 62:14, 63:12, 63:15, 102:20
neighborhoods ^[1] - 63:14
neighbors ^[1] - 106:25
nervous ^[1] - 121:25
network ^[1] - 64:18
never ^[16] - 34:13, 43:25, 53:2, 91:20, 103:2, 112:25, 117:9, 119:21, 149:20, 157:3, 176:2, 182:19, 187:5, 187:6
NEW ^[1] - 189:4
new ^[4] - 19:19, 25:5, 90:8, 147:4
New ^[13] - 1:17, 6:6, 17:24, 50:15, 51:6, 52:10, 74:18, 78:20, 82:2, 114:3, 119:11, 120:3, 189:8
newest ^[1] - 19:21
newly ^[3] - 8:3, 70:14, 146:17
Newsday ^[3] - 39:16, 71:23, 142:24
Next ^[1] - 64:3
next ^[9] - 15:13, 28:11, 66:14, 66:18, 67:7, 90:20, 150:11, 171:19, 172:11
nice ^[1] - 119:5
NICHOLAS ^[1] - 3:10
Nicholas ^[1] - 72:22
Nick ^[4] - 72:16, 89:16, 173:11, 177:10
NICOLELLO ^[1] - 1:7
Night ^[1] - 140:15
night ^[2] - 33:22, 156:6
Nights ^[1] - 140:10
nights ^[1] - 78:23
nine ^[11] - 12:4, 40:10, 99:15, 166:18, 168:24, 173:15, 173:21, 175:4, 175:9, 175:13, 175:19
Nine ^[1] - 40:14
nobody ^[3] - 34:15, 117:23, 117:24
Nobody ^[1] - 72:2
nobody's ^[3] - 41:16, 102:9, 128:17
noise ^[1] - 62:19
non ^[14] - 8:11, 20:12, 27:13, 53:12, 82:18, 83:12, 86:17, 87:16, 88:7, 89:4, 89:6, 89:9, 92:19, 99:16
non-English ^[1] - 27:13
non-intervention ^[1] - 53:12
non-resident ^[2] - 8:11, 86:17
non-residents ^[1] - 89:6
non-white ^[1] - 20:12
none ^[5] - 10:24, 42:14, 121:2, 121:8, 186:12
None ^[1] - 120:25
normally ^[1] - 4:13
Notary ^[1] - 189:7
note ^[4] - 6:15, 36:4, 75:20, 156:23
notes ^[3] - 129:2, 137:13, 189:11
nothing ^[5] - 39:2, 104:9, 123:10, 129:14, 162:3
notice ^[1] - 48:7
noticed ^[2] - 172:13, 172:19
notified ^[5] - 66:19, 118:5, 176:25, 177:6, 177:8
notify ^[3] - 133:5, 165:13, 177:16
notions ^[1] - 54:3
notoriety ^[1] - 118:19
novel ^[1] - 26:13
November ^[3] - 1:21, 23:2, 189:13
number ^[37] - 16:23, 23:16, 28:9, 28:12, 30:13, 31:14, 31:17, 39:5, 75:20, 86:16, 86:20, 86:22, 89:2, 89:5, 89:6, 90:21, 94:23, 98:15, 99:6, 99:24, 100:14, 124:8, 142:20, 144:12, 144:19, 144:21, 145:17, 148:19, 153:11, 157:25, 168:19, 171:3,

172:23, 172:24, 174:23, 178:15
numbers ^[51] - 8:3, 20:18, 21:8, 35:12, 41:18, 41:19, 42:20, 42:25, 43:24, 55:12, 56:18, 76:23, 76:24, 77:5, 80:24, 82:11, 87:21, 88:5, 89:19, 97:3, 98:6, 100:9, 101:16, 101:17, 112:14, 114:25, 118:12, 119:25, 120:2, 120:14, 124:23, 142:17, 157:17, 157:18, 164:10, 164:11, 164:25, 165:4, 165:5, 165:16, 165:19, 166:2, 167:18, 167:21, 168:18, 170:7, 170:8, 170:25, 171:15, 171:19
NUMC ^[1] - 55:19
numero ^[1] - 144:10
numerous ^[1] - 132:24
nutrition ^[3] - 47:6, 149:3, 150:16
NY ^[1] - 3:15
NYCLU ^[2] - 9:4, 9:6

O

obviously ^[7] - 116:18, 126:7, 167:24, 176:11, 179:4, 180:23, 183:7
Obviously ^[3] - 122:16, 131:21, 144:6
OCA ^[1] - 8:23
occasions ^[1] - 56:16
occur ^[1] - 84:16
occurred ^[1] - 110:7
occurrence ^[2] - 76:9, 90:23
occurring ^[2] - 14:22, 138:18
occurs ^[1] - 152:4
October ^[3] - 6:22, 68:6, 82:7
OF ^[5] - 3:6, 3:7, 3:8, 189:4, 189:5
off-duty ^[5] - 78:18, 78:19, 78:22, 175:25, 176:6
offer ^[2] - 154:5, 154:6
offer's ^[1] - 24:12
offered ^[1] - 26:9
offering ^[1] - 22:8
offers ^[1] - 97:10
office ^[7] - 75:11, 82:2, 91:4, 117:3, 147:4, 158:4, 179:20
Office ^[11] - 17:24, 46:10, 47:19, 74:12, 74:17, 75:8, 118:20, 122:11, 122:23, 158:17, 169:17
officer ^[50] - 33:19, 34:10, 52:16, 56:19, 66:18, 72:6, 73:25, 74:2, 74:3, 74:4, 74:24, 77:12, 78:2, 78:7, 78:13, 84:14, 90:17, 91:6, 91:16, 92:4, 93:23, 94:16, 95:18, 95:24, 97:4, 98:13, 112:3, 115:17, 115:21, 116:3, 116:5, 116:11, 134:24, 143:6, 143:11, 145:3, 147:16, 151:20, 162:4, 162:9, 163:20, 163:23, 173:4, 174:9, 174:18, 179:15, 180:2, 180:4, 180:6, 180:14
OFFICER ^[1] - 1:8
Officer ^[2] - 12:2
Officer's ^[1] - 88:24
officer's ^[3] - 46:23, 91:12, 113:19
officers ^[71] - 12:24, 13:3, 15:16, 26:24, 28:23, 33:21, 34:4, 34:22, 35:2, 40:10, 45:14, 50:13, 52:17, 56:3, 56:11, 59:11, 61:13, 62:7, 72:18, 75:3, 76:3, 76:15, 76:19, 78:23, 79:21, 79:22, 79:23, 92:25, 94:21, 95:8, 95:17, 104:23, 105:8, 107:22, 113:17, 115:13, 123:20, 125:6, 126:22, 126:24, 127:19, 128:5,

129:10, 133:18, 141:6, 145:15, 145:19, 147:23, 148:10, 159:25, 161:13, 163:6, 163:12, 165:2, 166:8, 167:20, 168:2, 169:21, 170:3, 171:22, 171:24, 174:22, 175:9, 175:13, 175:20, 178:11, 178:20, 178:24, 180:18, 183:18
Officers ^[1] - 31:4
officers' ^[2] - 48:4, 71:15
offices ^[2] - 77:24, 111:20
OFFICIAL ^[1] - 1:25
officials ^[1] - 102:17
often ^[5] - 48:20, 60:24, 133:18, 138:20, 184:21
old ^[1] - 115:15
once ^[9] - 33:8, 46:24, 95:4, 99:4, 132:3, 132:8, 148:23, 176:22, 187:19
one ^[83] - 7:21, 8:15, 12:20, 13:16, 14:16, 26:18, 28:12, 30:19, 38:4, 41:9, 44:15, 45:18, 48:11, 51:2, 54:22, 57:19, 68:17, 71:20, 71:24, 71:25, 75:20, 81:8, 82:12, 82:14, 84:13, 85:23, 86:7, 86:23, 95:19, 97:9, 99:8, 99:24, 100:14, 104:21, 105:11, 105:25, 106:4, 111:5, 115:25, 117:20, 126:4, 140:24, 142:22, 143:23, 144:5, 144:7, 144:10, 148:19, 149:5, 150:11, 150:20, 160:16, 164:16, 164:19, 168:12, 173:21, 175:4, 176:9, 176:12, 176:17, 180:25, 185:23
One ^[4] - 18:7, 58:19, 172:13, 175:5
one's ^[2] - 53:4, 140:22
ones ^[3] - 33:23, 97:10, 99:3
ongoing ^[1] - 147:6
online ^[5] - 18:14, 18:17, 29:22, 117:8, 117:13
open ^[8] - 26:20, 39:18, 63:21, 127:12, 131:14, 139:2, 154:7, 163:2
opening ^[2] - 48:2, 151:4
openness ^[1] - 107:7
opens ^[2] - 42:22, 150:22
operate ^[2] - 19:6, 28:5
operations ^[1] - 61:6
operators ^[3] - 124:3, 149:18, 157:12
opinion ^[3] - 38:25, 126:8, 186:15
opioid ^[1] - 106:7
opportunities ^[2] - 164:5, 186:9
opportunity ^[14] - 10:16, 22:7, 25:2, 38:16, 71:16, 136:16, 138:17, 142:5, 145:20, 150:25, 160:3, 160:11, 160:14, 183:25
option ^[3] - 104:11, 104:14, 154:4
options ^[1] - 154:5
order ^[6] - 39:12, 49:20, 61:19, 64:15, 70:25, 103:23
Order ^[2] - 21:15, 30:24
ordered ^[2] - 9:3, 9:5
organ ^[1] - 140:5
organizational ^[1] - 45:17
organizations ^[6] - 66:24, 127:2, 139:24, 140:5, 140:8, 187:21
organizer ^[1] - 17:23
oriented ^[5] - 52:24, 53:21, 59:4, 59:10, 60:15
original ^[2] - 57:20, 136:11
other" ^[2] - 173:22, 174:20
ours" ^[1] - 58:2
ourselves ^[4] - 33:8, 52:3, 52:5, 123:22
outcome ^[11] - 93:14, 115:7, 157:7, 177:2, 177:9, 177:11, 177:17,

177:20, 177:24, 179:25, 180:9
outcomes [1] - 26:16
outlined [1] - 29:20
Outreach [1] - 65:13
outreach [4] - 12:22, 37:18, 56:12, 170:6
outreaching [1] - 168:14
outside [5] - 51:8, 58:5, 68:18, 68:19, 156:4
overdose [1] - 106:8
overdoses [1] - 100:14
overdue [1] - 18:6
overlooked [1] - 46:24
overnight [1] - 171:18
override [1] - 78:14
overrides [1] - 116:23
oversees [2] - 64:12, 113:25
oversight [12] - 9:21, 10:7, 19:5, 21:25, 25:17, 28:6, 79:5, 79:6, 79:12, 80:14, 80:19, 113:18
overview [1] - 50:18
overwhelming [1] - 113:5
own [12] - 17:17, 29:18, 29:20, 31:4, 37:5, 48:12, 54:18, 78:15, 150:4, 150:21, 169:16, 186:14
owner [1] - 156:16
owners [2] - 43:11, 163:13
Oyster [1] - 99:18

P

p.m [2] - 1:22, 188:6
packed [1] - 139:20
packet [1] - 82:24
packing [1] - 140:2
page [4] - 23:15, 28:3, 83:7, 92:16
pages [3] - 14:17, 89:15, 128:25
paid [1] - 180:24
pains [1] - 162:10
paired [1] - 139:24
PAL [3] - 37:12, 108:22, 169:18
PALIP [1] - 5:17
PALMER [2] - 3:6, 50:3
Palmer [4] - 41:6, 50:2, 50:10, 56:20
panic [1] - 47:13
paper [2] - 142:20, 164:24
paperwork [1] - 173:9
parade [3] - 106:11, 106:14, 140:19
Park [2] - 59:18, 155:10
park [1] - 43:8
parking [1] - 62:11
parks [1] - 66:11
part [17] - 25:11, 43:5, 44:21, 62:9, 89:24, 92:6, 105:22, 133:9, 133:25, 135:15, 151:3, 151:6, 169:2, 169:4, 170:18, 182:4, 187:14
partially [1] - 104:21
participate [1] - 150:25
particular [2] - 21:20, 176:21
partly [1] - 162:3
parts [2] - 79:14, 123:19
party [1] - 44:2
pass [1] - 136:20
passed [5] - 4:12, 30:25, 95:16, 126:3, 160:6
passion [4] - 107:20, 107:24, 108:13, 129:7
Passion [1] - 107:24
passionate [1] - 71:17

past [11] - 10:21, 17:12, 27:2, 28:15, 30:22, 40:10, 54:21, 63:8, 66:4, 111:15, 187:3
Pastor [1] - 13:23
pastoring [1] - 13:9
pat [1] - 21:4
path [2] - 164:13, 164:14
patience [2] - 83:3, 187:24
PATRICK [1] - 3:4
Patrick [1] - 33:10
Patrol [9] - 41:21, 58:9, 60:9, 77:11, 93:17, 96:8, 136:9, 137:19, 158:17
patrol [10] - 59:20, 61:21, 69:5, 76:4, 80:16, 80:18, 81:7, 81:23, 98:14, 145:7
PATROL [1] - 3:7
patted [1] - 95:22
pattern [2] - 31:8, 31:19
pay [3] - 159:22, 180:8, 180:10
paying [2] - 180:25, 185:4
payouts [1] - 180:3
PBA [4] - 33:3, 147:19, 183:21, 183:23
PCPD [1] - 19:17
PD [2] - 8:16, 15:9
peace [1] - 48:4
Peer [3] - 46:11, 48:6, 48:14
peers [1] - 49:16
penal [1] - 53:15
penalized [1] - 92:2
penalty [1] - 116:24
people [87] - 7:23, 7:25, 20:23, 20:25, 30:7, 32:3, 32:16, 35:18, 40:18, 43:15, 54:13, 63:14, 66:17, 69:7, 86:10, 87:23, 92:21, 97:17, 102:11, 102:23, 103:14, 104:5, 104:22, 105:9, 105:13, 105:21, 107:5, 107:11, 108:16, 108:23, 118:12, 119:8, 119:17, 125:20, 126:18, 126:21, 128:12, 129:22, 129:23, 130:2, 136:23, 137:4, 140:16, 140:18, 148:7, 149:13, 149:14, 149:17, 150:6, 150:9, 152:21, 153:9, 155:21, 156:2, 156:3, 158:4, 162:18, 166:12, 167:24, 167:25, 168:23, 169:12, 170:13, 170:19, 172:10, 186:16, 187:9
people's [3] - 32:5, 149:2, 156:5
per [1] - 133:23
perceived [2] - 176:17, 176:19
percent [4] - 84:13, 99:15, 143:9, 168:24
percentage [3] - 64:24, 99:14, 99:22
percentages [1] - 89:2
perceptions [1] - 48:16
perfect [13] - 13:7, 34:15, 49:8, 104:9, 104:10, 104:16, 108:2, 108:3, 109:4, 128:17, 140:23, 140:24
perfection [1] - 13:8
performed [1] - 59:16
perhaps [2] - 131:15, 132:3
period [11] - 74:25, 75:4, 75:16, 75:19, 90:7, 92:23, 95:9, 95:16, 97:6, 97:7, 116:16
permit [1] - 106:13
persistent [1] - 17:18
person [20] - 34:5, 34:10, 49:20, 55:23, 57:24, 58:6, 72:10, 73:4, 77:16, 94:3, 116:10, 125:4, 150:18, 151:25, 152:19, 154:22, 154:25, 156:16, 156:19, 156:21
person's [1] - 78:9

Personal [1] - 65:21
personal [6] - 10:17, 39:3, 39:10, 45:19, 46:21, 184:21
personally [3] - 63:18, 128:3, 158:4
perspective [2] - 20:16, 183:22
petit [1] - 85:4
phone [5] - 38:13, 44:3, 124:19, 136:13, 156:25
phonetic [1] - 24:23
phrasing [1] - 84:5
physical [3] - 46:6, 46:18, 64:14
physically [3] - 45:12, 49:11, 52:19
pick [1] - 25:2
picked [2] - 98:2, 123:15
picking [1] - 95:5
picture [2] - 116:5, 165:10
piece [2] - 24:17, 57:19
pike [1] - 144:8
Pilip [3] - 5:16, 127:24, 185:21
PILIP [5] - 2:4, 127:25, 185:22, 186:25, 187:17
pitch [2] - 169:25, 171:4
pivot [1] - 153:2
Place [1] - 100:18
place [7] - 9:8, 25:17, 33:15, 41:9, 95:12, 181:9, 181:11
placed [3] - 7:10, 32:5, 152:24
places [1] - 156:3
Plan [10] - 4:12, 6:12, 6:17, 6:25, 8:21, 9:15, 15:8, 27:20, 133:10, 134:2
plan [7] - 4:14, 5:3, 9:17, 25:12, 29:21, 31:7, 68:11
planning [1] - 142:12
plans [1] - 167:21
play [1] - 54:15
playing [1] - 57:3
plays [1] - 35:5
pleased [2] - 131:25, 137:22
pleasure [1] - 67:14
pledge [1] - 4:5
Pledge [1] - 4:7
plenty [1] - 79:11
plug [2] - 125:10, 125:13
plus [1] - 96:12
point [7] - 34:17, 62:22, 102:7, 119:21, 125:25, 145:16, 178:6
pointing [2] - 34:13, 35:16
points [1] - 20:22
Police [40] - 4:11, 6:8, 6:12, 6:17, 6:23, 6:25, 8:21, 9:15, 15:8, 27:20, 41:7, 42:12, 43:6, 58:23, 64:17, 65:23, 65:25, 67:18, 68:10, 68:22, 70:13, 72:7, 133:9, 134:2, 134:13, 135:15, 139:10, 150:2, 160:6, 160:20, 160:24, 161:24, 162:2, 162:13, 165:18, 176:25, 179:22, 180:17, 182:22, 187:22
police [104] - 6:10, 6:15, 8:5, 8:8, 8:19, 10:3, 12:23, 13:2, 15:4, 18:7, 19:25, 22:22, 26:8, 26:10, 26:17, 27:4, 27:23, 28:4, 28:9, 29:9, 29:19, 29:21, 30:15, 33:9, 33:10, 33:19, 33:20, 34:4, 34:10, 34:21, 34:22, 35:2, 36:24, 40:7, 40:14, 49:5, 50:13, 50:20, 52:25, 53:16, 53:22, 54:16, 54:25, 55:5, 56:11, 56:19, 66:4, 66:18, 72:18, 74:14, 76:15, 92:25, 103:23, 103:25, 104:23, 105:23, 107:16, 107:22, 108:8, 110:16, 110:19, 112:3, 112:4, 112:16, 112:21, 113:16, 114:2, 114:4,

116:11, 119:23, 119:24, 120:3, 120:6, 120:10, 120:11, 121:21, 123:13, 123:20, 124:20, 126:2, 131:5, 131:21, 133:18, 134:24, 139:10, 139:25, 147:16, 151:3, 155:3, 155:17, 155:24, 160:17, 160:21, 162:20, 163:18, 163:19, 164:14, 167:10, 167:11, 172:8, 174:9, 178:11, 183:23
POLICE [101] - 36:6, 44:19, 45:4, 49:25, 55:6, 57:18, 64:3, 65:18, 67:7, 71:20, 76:22, 82:10, 83:6, 84:6, 84:10, 85:21, 86:15, 86:21, 87:6, 87:10, 87:18, 88:10, 88:22, 89:10, 89:14, 90:14, 91:13, 91:19, 92:8, 92:15, 94:7, 94:19, 94:22, 96:5, 96:23, 97:12, 98:20, 102:3, 107:18, 110:13, 112:12, 112:23, 113:20, 114:6, 114:16, 115:4, 115:23, 117:15, 118:3, 118:18, 119:19, 123:18, 128:21, 132:19, 134:7, 134:19, 135:10, 135:25, 137:15, 137:24, 138:5, 138:10, 139:4, 142:13, 146:24, 147:9, 147:14, 152:5, 152:8, 153:13, 155:5, 158:10, 158:22, 159:8, 159:19, 161:15, 165:7, 165:23, 168:10, 169:3, 169:22, 170:4, 171:16, 173:2, 174:15, 175:5, 175:11, 175:15, 175:22, 176:7, 176:23, 177:5, 178:13, 179:12, 181:14, 181:19, 182:18, 184:10, 185:16, 186:3, 187:4
policed [1] - 29:5
policies [1] - 46:18
policing [30] - 7:20, 9:19, 19:16, 20:8, 20:22, 24:10, 26:14, 29:4, 29:14, 31:19, 46:22, 52:14, 53:21, 54:7, 59:2, 59:4, 59:9, 59:10, 60:4, 60:11, 60:13, 60:15, 60:22, 62:16, 102:15, 109:19, 123:10, 127:4, 131:23, 132:12
Policing [5] - 6:21, 22:12, 24:4, 24:7, 24:14
policy [3] - 29:23, 69:11, 139:2
politely [1] - 77:18
political [1] - 132:6
politicians [1] - 102:18
politics [1] - 32:14
pool [2] - 106:20, 106:22
POP [3] - 59:11, 126:24, 169:18
pop [1] - 148:7
popping [1] - 148:15
population [5] - 20:18, 20:19, 28:19, 120:11, 171:17
por [1] - 144:10
portion [1] - 172:12
portrayed [1] - 13:2
position [2] - 69:24, 70:14
positions [2] - 149:17, 152:25
positive [5] - 128:9, 128:19, 162:3, 164:6, 171:23
possible [2] - 156:12, 176:10
possibly [2] - 93:4, 146:4
post [2] - 8:22, 118:15
posted [6] - 18:21, 19:20, 28:2, 117:8, 117:22
posting [1] - 66:12
potential [3] - 46:21, 53:7, 66:14
power [3] - 21:24, 29:14, 103:14
powerful [1] - 10:4
practices [5] - 18:24, 19:16, 19:18,

19:25, 134:14
practising ^[1] - 13:10
praising ^[1] - 107:21
praying ^[1] - 14:3
pre ^[2] - 66:17, 166:13
pre-registered ^[1] - 66:17
preachers ^[1] - 13:15
preaches ^[1] - 48:14
precinct ^[9] - 9:8, 9:11, 61:21, 62:6, 75:25, 90:23, 93:16, 145:8, 158:14
Precinct ^[1] - 76:2
precincts ^[5] - 59:11, 61:5, 64:15, 118:21, 144:18
preconceived ^[1] - 54:3
predecessor ^[1] - 59:3
predecessors ^[1] - 11:13
predict ^[1] - 61:11
premise ^[1] - 15:22
preparation ^[1] - 185:25
prepare ^[2] - 93:2, 186:21
prepared ^[1] - 38:16
presence ^[2] - 12:6, 59:23
present ^[3] - 5:3, 11:14, 164:12
presentation ^[4] - 4:11, 127:12, 142:10, 184:16
presented ^[4] - 4:17, 8:2, 23:12, 23:17
President ^[4] - 33:4, 33:5, 33:6, 147:19
president ^[3] - 183:20, 183:24, 187:23
presidents ^[1] - 184:4
PRESIDING ^[1] - 1:8
pressing ^[1] - 20:6
pressure ^[1] - 78:17
pretty ^[4] - 23:19, 63:7, 69:24, 101:7
prevail ^[1] - 101:22
preventative ^[1] - 148:3
prevention ^[2] - 62:25, 149:8
previous ^[1] - 49:9
previously ^[2] - 20:9, 23:25
Previously ^[1] - 24:3
prey ^[2] - 149:2, 149:23
pride ^[1] - 37:11
principles ^[1] - 52:8
priority ^[2] - 21:17, 88:9
prisoner ^[1] - 116:6
private ^[2] - 176:11, 186:13
privately ^[1] - 66:23
proactive ^[4] - 57:12, 113:24, 146:4, 148:4
proactively ^[1] - 96:6
problem ^[15] - 12:14, 12:16, 58:16, 61:24, 72:3, 94:12, 95:24, 106:21, 109:13, 124:12, 129:21, 153:19, 153:20, 169:12, 169:13
problematic ^[2] - 16:19, 20:16
problems ^[7] - 32:8, 53:8, 61:7, 105:15, 132:25, 136:4, 150:22
Procedural ^[1] - 53:17
procedural ^[1] - 53:23
procedure ^[1] - 145:22
procedures ^[1] - 173:17
proceedings ^[1] - 85:7
process ^[18] - 19:14, 39:12, 42:11, 66:25, 69:9, 69:22, 77:8, 81:19, 97:17, 99:2, 103:6, 118:6, 122:5, 147:10, 147:12, 154:20, 157:5, 160:10
processing ^[1] - 174:8
Professional ^[3] - 72:19, 72:24, 74:5
professional ^[2] - 46:21, 51:21
proficiency ^[3] - 30:11, 31:5, 32:18
proficient ^[1] - 146:8

program ^[8] - 44:25, 66:21, 67:4, 149:8, 149:14, 150:8, 150:13, 151:7
Program ^[2] - 59:15, 65:12
programs ^[4] - 30:8, 46:17, 64:19, 148:11
progress ^[6] - 6:23, 18:3, 20:5, 24:24, 95:3, 128:17
progression ^[2] - 152:9, 152:10
promise ^[2] - 6:18, 21:20
promised ^[2] - 27:23, 27:25
promises ^[2] - 18:7, 19:4
promote ^[3] - 45:23, 46:17, 49:2
promotes ^[1] - 67:3
proof ^[1] - 76:9
proper ^[2] - 15:3, 40:19
properly ^[5] - 64:20, 77:16, 115:12, 134:5, 173:10
property ^[6] - 173:19, 173:20, 173:24, 174:4, 174:6, 174:8
Property ^[1] - 64:13
protect ^[5] - 33:25, 111:23, 123:22, 125:3, 180:21
protecting ^[3] - 32:15, 125:20, 128:12
protection ^[3] - 180:13, 180:16, 180:17
protections ^[1] - 179:15
protocol ^[2] - 144:12, 146:10
proud ^[3] - 105:16, 105:22, 107:17
prove ^[1] - 75:23
proven ^[2] - 18:11, 26:15
proverbial ^[1] - 115:16
provide ^[8] - 4:15, 8:9, 53:19, 64:10, 70:24, 71:4, 145:20, 158:7
provided ^[6] - 22:4, 30:7, 30:17, 36:18, 183:22
provides ^[1] - 60:25
providing ^[2] - 14:11, 31:25
PSC ^[1] - 29:20
PTAs ^[1] - 126:25
public ^[24] - 4:11, 4:17, 4:19, 4:25, 7:6, 7:12, 23:4, 31:2, 35:23, 40:14, 65:4, 65:8, 75:12, 84:24, 85:9, 110:22, 112:8, 113:12, 117:25, 128:8, 160:2, 160:13, 163:8, 187:21
Public ^[8] - 5:6, 9:25, 32:10, 74:10, 118:20, 130:10, 133:5, 189:7
PUBLIC ^[2] - 1:11, 3:14
public's ^[3] - 7:4, 25:16, 65:6
PULITZER ^[10] - 2:13, 5:5, 5:9, 5:12, 5:15, 5:18, 5:22, 5:25, 135:19, 188:3
purely ^[1] - 50:20
pushed ^[1] - 35:18
put ^[15] - 8:14, 18:16, 18:25, 23:24, 33:22, 38:3, 41:9, 54:19, 57:2, 57:6, 61:12, 62:23, 103:10, 110:11, 155:17
puts ^[1] - 78:16
putting ^[2] - 128:13, 170:18

Q

Q&L ^[1] - 158:18
quality ^[8] - 41:22, 58:10, 61:16, 61:25, 99:23, 100:6, 101:4, 158:12
Queens ^[2] - 20:20, 87:4
question/answer ^[1] - 187:15
questioning ^[2] - 22:3, 25:15
questions ^[26] - 4:18, 6:11, 10:10, 10:11, 14:18, 20:4, 38:18, 43:24, 45:3, 85:18, 89:18, 102:4, 110:25, 111:10, 112:7, 112:8, 119:2, 127:13, 131:10, 131:13, 131:15, 133:16,

141:13, 146:11, 153:4, 161:3
quick ^[1] - 93:21
quickly ^[3] - 61:16, 121:9, 121:10
quite ^[3] - 132:5, 151:8, 153:4
quote ^[1] - 20:14

R

race ^[6] - 15:20, 16:10, 34:5, 44:3, 109:7, 183:12
racial ^[1] - 21:16
racially ^[1] - 29:13
racism ^[1] - 11:16
radio ^[2] - 64:21, 95:5
ran ^[1] - 78:24
range ^[2] - 7:22, 47:23
ranging ^[1] - 47:5
ranking ^[2] - 7:15, 28:9
RANKING ^[1] - 2:6
Ranking ^[1] - 5:12
rash ^[1] - 49:5
rate ^[2] - 41:15, 55:24
rather ^[3] - 29:6, 31:5, 59:12, 123:14, 138:23
Raymond ^[1] - 10:14
re ^[2] - 154:21, 154:22
re-interview ^[2] - 154:21, 154:22
reach ^[6] - 103:18, 122:12, 138:17, 138:23, 177:15, 177:23
reached ^[6] - 12:23, 70:2, 70:7, 152:17, 180:6, 180:12
reaction ^[1] - 10:23
read ^[2] - 58:20, 113:2
readily ^[1] - 145:18
reading ^[3] - 115:6, 186:19, 187:13
readings ^[1] - 36:16
ready ^[2] - 165:13, 171:3
real ^[7] - 9:16, 24:8, 54:15, 57:3, 57:6, 107:8, 164:14
realize ^[2] - 102:24, 104:4
Really ^[1] - 128:11
really ^[24] - 13:24, 60:21, 61:6, 63:15, 103:3, 104:24, 107:6, 107:12, 108:3, 108:4, 125:7, 128:3, 131:18, 136:25, 139:15, 141:24, 145:2, 147:16, 155:25, 163:11, 165:3, 169:9
reason ^[4] - 56:17, 69:6, 95:23, 117:10
reasons ^[5] - 57:8, 57:14, 132:6, 162:22, 185:8
recap ^[1] - 73:2
receive ^[8] - 41:23, 65:10, 65:15, 75:2, 75:5, 92:20, 94:8, 99:24
received ^[7] - 32:11, 71:24, 75:13, 92:22, 92:25, 112:15, 124:6
receives ^[1] - 68:25
receiving ^[1] - 29:16
recent ^[4] - 27:2, 44:17, 165:19, 166:7
recently ^[4] - 8:14, 18:13, 29:6, 115:5
recess ^[1] - 82:23
recognize ^[3] - 49:15, 108:5, 162:6
recommendation ^[1] - 49:19
recommendations ^[1] - 48:23
reconcile ^[3] - 158:9, 158:24, 179:2
record ^[1] - 113:13
recorded ^[1] - 39:24
recordings ^[1] - 143:15
records ^[3] - 9:4, 9:20, 91:12
Records ^[1] - 64:12
recovery ^[3] - 14:3, 51:20, 138:3

recruit ^[6] - 12:23, 56:24, 57:3, 66:3, 68:25, 168:17
recruited ^[1] - 165:8
recruiting ^[2] - 66:2, 146:22
recruitment ^[2] - 42:11, 42:15, 44:18, 44:21, 44:23, 65:20, 65:25, 66:6, 66:13, 146:13, 147:10, 147:12, 164:23, 164:25, 166:11, 167:10, 168:13, 168:16, 168:21, 169:15, 170:17
recruits ^[4] - 50:19, 51:11, 57:5, 66:7
rectified ^[2] - 101:11, 133:8
rectify ^[1] - 62:8
red ^[1] - 100:2
reduce ^[3] - 20:8, 63:7, 152:23
reducing ^[1] - 21:16
reduction ^[2] - 63:8, 75:17
reductions ^[1] - 25:8
refer ^[2] - 74:10, 74:23
referenced ^[1] - 8:17
referral ^[3] - 57:21, 74:15, 74:20
referrals ^[1] - 47:22
referred ^[3] - 74:12, 75:7, 148:15
reflect ^[1] - 167:18
Reform ^[12] - 4:12, 6:12, 6:17, 6:25, 8:21, 9:15, 15:8, 27:20, 114:13, 133:9, 134:2, 160:6
reform ^[4] - 8:5, 8:19, 9:17, 15:4, 18:3, 18:7, 18:12, 19:2, 19:9, 19:10, 19:14, 19:18, 19:20, 21:12, 21:18, 22:22, 23:9, 23:10, 25:12, 26:8, 29:20, 29:21, 37:21, 41:7, 50:21, 53:16, 54:16, 54:25, 69:3, 74:14, 79:15, 91:20, 105:23, 108:9, 110:16, 110:20, 114:5, 126:2, 131:5, 181:10
reforms ^[3] - 14:23, 19:25, 160:17
regard ^[5] - 113:19, 126:16, 134:18, 161:20, 175:8
regarding ^[8] - 6:17, 9:7, 16:23, 28:13, 72:17, 109:7, 124:25, 146:12
regardless ^[4] - 15:20, 30:9, 30:10, 126:10
region ^[1] - 60:18
Regional ^[1] - 17:24
registered ^[1] - 66:17
registration ^[4] - 66:20, 77:19, 162:5, 166:13
regular ^[6] - 26:20, 106:2, 107:3, 134:13, 134:17
regularly ^[1] - 51:10
reinforcing ^[1] - 53:21
rejected ^[1] - 26:10
relate ^[1] - 46:5
related ^[2] - 14:19, 14:21
relates ^[1] - 16:11
relationship ^[6] - 10:18, 24:13, 136:2, 137:2, 139:11, 171:20
relationships ^[3] - 109:3, 139:16, 140:3
Relative ^[1] - 16:2
relaxation ^[1] - 47:8
release ^[1] - 9:19
released ^[4] - 8:3, 14:13, 14:16, 23:18
religion ^[2] - 34:6, 44:3
rely ^[1] - 60:12
remain ^[1] - 18:21
remainder ^[3] - 52:23, 55:25, 62:18
remarks ^[1] - 163:3
remedy ^[1] - 179:17
remember ^[10] - 22:16, 22:21, 47:24, 69:17, 71:10, 124:8, 170:8, 172:14, 175:7, 187:8

reminder ^[1] - 26:25
remiss ^[2] - 49:4, 138:12
removed ^[3] - 18:15, 40:18, 175:9
repeated ^[1] - 18:15
report ^[60] - 6:18, 6:19, 6:22, 6:25, 7:15, 7:18, 8:15, 14:13, 15:3, 15:24, 18:2, 18:5, 18:8, 18:9, 19:21, 22:9, 22:25, 23:6, 23:12, 23:14, 23:15, 25:13, 27:2, 29:19, 30:13, 31:11, 31:12, 31:18, 32:4, 38:8, 38:9, 38:15, 38:21, 39:4, 39:16, 39:23, 44:8, 72:17, 108:14, 113:6, 113:10, 117:9, 117:17, 118:15, 118:23, 119:17, 121:23, 122:2, 130:16, 132:20, 135:11, 135:12, 135:20, 141:16, 142:16, 142:24, 158:7, 158:15, 158:20
reported ^[7] - 71:23, 81:4, 90:24, 93:4, 93:6, 119:13, 137:18
REPORTER ^[1] - 1:25
reporting ^[10] - 27:25, 53:7, 75:16, 118:22, 119:7, 121:15, 121:17, 121:19, 172:24, 175:25
reports ^[13] - 7:12, 9:6, 15:11, 26:20, 27:23, 29:22, 98:10, 110:24, 115:7, 117:13, 118:11, 120:13, 159:2
reposted ^[1] - 18:14
represent ^[2] - 28:17, 107:17
representative ^[1] - 172:9
representatives ^[1] - 127:5
representing ^[3] - 33:20, 46:12, 129:19
request ^[3] - 32:9, 88:12, 133:4
requested ^[1] - 159:6
requesting ^[1] - 12:11
requests ^[2] - 8:17, 127:7
required ^[6] - 29:22, 38:9, 38:10, 68:13, 132:21, 150:6
requirement ^[5] - 50:16, 50:24, 51:24, 52:11, 53:18
requirements ^[1] - 66:20
requires ^[1] - 51:6
research ^[2] - 16:9, 94:4
resident ^[7] - 8:10, 8:11, 26:6, 30:5, 86:17, 89:9
residents ^[21] - 20:13, 82:17, 82:18, 83:12, 86:17, 87:16, 88:6, 88:8, 89:4, 89:6, 92:19, 99:16, 107:12, 164:3, 164:18, 171:22
resign ^[2] - 40:11, 72:8
resignation ^[1] - 12:11
resigned ^[1] - 175:17
resiliency ^[1] - 47:6
resolve ^[1] - 12:15
resources ^[4] - 51:20, 134:4, 145:18, 146:6
respect ^[10] - 35:8, 38:22, 38:23, 51:3, 55:3, 79:22, 103:15, 112:17, 126:21
respected ^[2] - 125:15, 126:20
respectful ^[2] - 39:2, 60:19
respond ^[6] - 34:7, 93:2, 107:19, 126:12, 134:4, 156:13
responded ^[2] - 55:14, 55:20
responding ^[8] - 9:10, 58:8, 85:11, 85:12, 85:14, 94:25, 95:6
responds ^[2] - 80:7, 80:8
response ^[11] - 20:2, 24:19, 27:16, 31:21, 32:11, 55:11, 58:3, 115:10, 136:4, 159:4, 162:8
Response ^[1] - 22:14
response-type ^[1] - 58:3
responses ^[1] - 153:6

responsibility ^[6] - 9:13, 38:12, 49:13, 130:19, 168:3, 168:7
responsible ^[4] - 64:14, 64:18, 68:20, 78:18
responsive ^[2] - 123:5, 138:25
rest ^[5] - 27:14, 40:19, 58:2, 120:20, 159:12
rested ^[1] - 47:10
restructure ^[1] - 122:5
result ^[3] - 49:18, 111:18, 115:21
resulted ^[3] - 27:9, 81:4, 92:24
results ^[1] - 116:21
resurrected ^[1] - 46:3
retail ^[1] - 63:2
retaliation ^[1] - 122:2
retention ^[3] - 143:25, 144:4, 144:23
retire ^[1] - 40:12
retired ^[1] - 47:20
retirement ^[1] - 175:18
retooled ^[1] - 141:7
retrain ^[1] - 90:17
retrained ^[2] - 90:19, 141:7
return ^[1] - 9:4
revamped ^[2] - 145:4, 145:11
revamping ^[2] - 69:11, 145:14
reveals ^[1] - 19:5
Reverend ^[1] - 108:24
review ^[12] - 26:23, 77:8, 91:8, 93:10, 93:11, 96:9, 96:25, 98:12, 98:21, 115:20, 115:22, 178:23
reviewed ^[8] - 62:6, 96:4, 96:14, 98:23, 98:24, 98:25, 179:21
reviewing ^[2] - 77:10, 93:17
revolutionary ^[1] - 26:13
rhetoric ^[1] - 34:14
Rhoads ^[1] - 5:19
RHOADS ^[1] - 2:3
RICHARD ^[1] - 1:7
Ricky ^[2] - 33:5, 184:5
rid ^[1] - 13:19
Rights ^[3] - 79:10, 122:25, 146:21
rights ^[4] - 32:21, 78:10, 79:23, 114:21
rigorous ^[3] - 6:13, 22:3, 25:15
rigorously ^[2] - 6:13, 10:3
rings ^[1] - 44:3
rise ^[1] - 60:16
rising ^[1] - 153:14
risk ^[8] - 33:21, 33:25, 34:10, 55:19, 185:8
risks ^[1] - 53:12
robberies ^[1] - 63:5
robust ^[3] - 23:12, 59:12, 69:12
role ^[4] - 57:3, 60:11, 80:15, 96:9
role-playing ^[1] - 57:3
roll ^[2] - 5:4, 5:6
rolled ^[2] - 94:24, 97:3
rolling ^[2] - 49:7, 61:11
room ^[13] - 28:20, 96:15, 102:8, 102:12, 104:4, 105:3, 109:6, 119:16, 119:20, 129:7, 162:17, 183:3, 183:4
Roosevelt ^[4] - 43:12, 66:9, 86:25, 100:15
roots ^[1] - 61:14
rough ^[1] - 141:9
rough-and-tumble ^[1] - 141:9
roughly ^[2] - 120:10, 167:4
row ^[1] - 113:3
ruin ^[1] - 40:20
run ^[2] - 10:5, 38:19
rung ^[1] - 69:21
running ^[6] - 100:2, 100:19, 101:10,

133:2, 158:5
runs ^[1] - 103:17
Ryder ^[18] - 5:2, 6:11, 10:11, 18:2, 18:18, 20:9, 22:8, 22:20, 23:8, 24:23, 30:21, 33:11, 35:9, 36:2, 46:2, 65:9, 83:4, 140:17
RYDER ^[102] - 3:4, 36:6, 44:19, 45:4, 49:25, 55:6, 57:18, 64:3, 65:18, 67:7, 71:20, 76:22, 82:10, 83:6, 84:6, 84:10, 85:21, 86:15, 86:21, 87:6, 87:10, 87:18, 88:10, 88:22, 89:10, 89:14, 90:14, 91:13, 91:19, 92:8, 92:15, 94:7, 94:19, 94:22, 96:5, 96:23, 97:12, 98:20, 102:3, 107:18, 110:13, 112:12, 112:23, 113:20, 114:6, 114:16, 115:4, 115:23, 117:15, 118:3, 118:18, 119:19, 123:18, 128:21, 132:19, 134:7, 134:19, 135:10, 135:25, 137:15, 137:24, 138:5, 138:10, 139:4, 142:13, 146:24, 147:9, 147:14, 152:5, 152:8, 153:13, 155:5, 158:10, 158:22, 159:8, 159:19, 161:15, 165:7, 165:23, 168:10, 169:3, 169:22, 170:4, 171:16, 173:2, 174:15, 175:5, 175:11, 175:15, 175:22, 176:7, 176:23, 177:5, 178:13, 179:12, 181:14, 181:19, 182:18, 184:10, 185:16, 186:3, 187:4
Ryder's ^[1] - 45:10

S

Sabrina ^[10] - 39:7, 43:2, 43:20, 67:9, 67:12, 71:21, 80:3, 80:22, 142:14, 143:17
SABRINA ^[1] - 3:11
safe ^[6] - 34:2, 71:19, 103:21, 107:13, 127:22, 131:24
safeguards ^[1] - 113:24
safest ^[4] - 113:3, 120:17, 132:3, 132:8
safety ^[3] - 19:11, 26:15, 65:4
SAFETY ^[1] - 1:11
Safety ^[7] - 5:6, 6:21, 9:25, 22:13, 32:10, 130:11, 133:6
sale ^[1] - 170:5
sales ^[1] - 171:4
sat ^[1] - 110:17
satisfied ^[1] - 177:20
Saturday ^[2] - 70:10, 70:18
Saturdays ^[1] - 70:12
save ^[2] - 26:16, 181:23
saves ^[1] - 103:12
saving ^[1] - 125:18
saw ^[4] - 76:23, 100:9, 157:24, 164:23
scenarios ^[1] - 54:15
scene ^[5] - 56:9, 81:12, 121:11, 134:25, 136:8
scenes ^[2] - 55:21, 56:13
schedules ^[1] - 131:4
school ^[4] - 35:5, 59:21, 139:14, 139:18
School ^[1] - 59:14
schools ^[2] - 59:17, 139:22
scratching ^[1] - 185:3
script ^[1] - 123:8
scripts ^[2] - 25:6, 124:2
scrutinize ^[1] - 98:8
scrutinized ^[1] - 79:7
scrutinizing ^[1] - 98:4
season ^[1] - 63:10

seat ^[2] - 110:12, 182:9
seats ^[1] - 15:17
second ^[3] - 28:10, 111:4, 160:8
seconds ^[1] - 58:15
section ^[1] - 35:24
security ^[1] - 64:18
see ^[50] - 14:11, 14:14, 15:18, 17:4, 24:11, 33:11, 37:12, 37:21, 59:14, 60:16, 76:24, 86:7, 88:4, 89:7, 89:18, 89:23, 98:17, 99:7, 101:11, 103:4, 109:23, 110:6, 113:6, 118:23, 124:23, 126:22, 134:21, 135:12, 149:7, 149:10, 149:12, 150:12, 150:13, 150:21, 151:13, 152:15, 153:23, 157:17, 158:25, 164:15, 167:19, 167:25, 169:11, 171:19, 176:13, 182:23, 183:4, 187:5, 187:10, 187:17
seeing ^[6] - 13:25, 31:3, 86:8, 141:4, 159:15, 168:5
seeks ^[2] - 49:20, 60:2
seem ^[2] - 88:18, 123:9
sees ^[2] - 45:14, 182:23
Sella ^[1] - 4:6
self ^[6] - 54:9, 84:19, 85:10, 85:16, 89:25, 175:25
self-initiated ^[4] - 84:19, 85:10, 85:16, 89:25
self-intervention ^[1] - 54:9
self-reporting ^[1] - 175:25
sell ^[1] - 171:9
selling ^[2] - 171:6, 171:8
semi ^[1] - 4:16
seminars ^[3] - 47:4, 147:25, 149:5
send ^[13] - 12:18, 81:11, 88:13, 91:24, 91:25, 100:21, 101:18, 113:6, 116:21, 137:11, 158:11, 170:24
sending ^[1] - 106:5
sense ^[4] - 49:8, 101:21, 109:9, 114:10
sensitive ^[1] - 178:5
sent ^[9] - 4:23, 75:6, 75:10, 81:24, 82:5, 98:14, 114:25, 156:19, 156:23
separate ^[3] - 114:19, 123:10, 175:21
September ^[2] - 75:25, 76:3
Sergeant ^[8] - 67:8, 72:14, 80:3, 80:13, 80:21, 119:6, 123:2, 185:12
sergeant ^[1] - 73:20
SERGEANT ^[4] - 3:11, 67:11, 82:6, 143:19
sergeants ^[1] - 77:13
serial ^[1] - 99:6
serious ^[2] - 56:2, 56:10
serve ^[3] - 18:25, 33:24, 35:7
service ^[10] - 48:2, 52:24, 53:21, 54:20, 55:4, 55:25, 125:6, 145:12, 153:24, 157:6
Service ^[1] - 153:17
service-oriented ^[2] - 52:24, 53:21
services ^[6] - 30:9, 30:17, 46:17, 55:15, 55:20, 72:11
Services ^[4] - 50:16, 67:9, 69:15, 72:5
serving ^[1] - 125:19
Session ^[5] - 178:8, 179:10, 181:16, 182:3, 185:2
sessions ^[1] - 48:25
set ^[7] - 21:10, 22:18, 36:3, 47:12, 139:9, 160:5, 189:12
setting ^[1] - 113:24
settle ^[3] - 178:10, 178:19, 185:7
settled ^[1] - 176:22
settlement ^[3] - 179:23, 182:2, 185:10

PUBLIC SAFETY COMMITTEE 11.22.2022

settling ^[1] - 178:18
seven ^[6] - 10:21, 23:6, 23:18, 23:19, 81:5, 81:16
several ^[4] - 13:15, 57:14, 70:4, 141:20
severely ^[1] - 116:19
severity ^[1] - 95:10
Sewell ^[1] - 125:14
shadow ^[2] - 11:16, 12:7
shame ^[2] - 94:17, 132:7
shape ^[3] - 45:16, 70:23, 103:7
shared ^[3] - 20:7, 21:11, 179:9
sheet ^[1] - 82:14
shelter ^[2] - 155:4, 156:19
shelters ^[1] - 155:21
Shevlin ^[6] - 32:25, 33:3, 38:3, 147:20, 162:25, 183:20
SHEVLIN ^[2] - 3:22, 33:2
Shevlin's ^[1] - 148:20
shields ^[1] - 40:17
shifting ^[1] - 53:10
shooting ^[1] - 95:11
shop ^[2] - 43:11, 156:16
short ^[2] - 7:19, 42:6
shortcomings ^[1] - 108:5
shortly ^[1] - 27:16
Shortly ^[1] - 31:11
show ^[9] - 7:22, 16:9, 35:8, 40:16, 104:24, 140:4, 155:8, 170:10, 170:15
showed ^[2] - 165:14, 170:12
showing ^[4] - 47:4, 161:2, 161:7, 185:24
shown ^[1] - 161:9
shows ^[3] - 7:18, 19:7, 31:18
shy ^[1] - 127:6
sick ^[1] - 137:16
side ^[14] - 42:5, 45:14, 77:22, 78:24, 80:7, 80:16, 80:17, 94:16, 97:18, 103:14, 121:3, 121:8, 123:24, 133:7
sidelines ^[1] - 140:19
sides ^[1] - 89:21
SIELA ^[1] - 2:7
Siela ^[1] - 5:9
sights ^[1] - 139:9
sign ^[7] - 62:13, 91:5, 158:13, 166:12, 170:21, 171:3, 171:11
signed ^[3] - 73:22, 165:8, 170:12
significant ^[3] - 16:10, 62:24, 63:7
significantly ^[2] - 59:6, 60:6
signing ^[1] - 171:2
signs ^[4] - 100:2, 100:19, 157:24, 158:5
Sihk ^[1] - 51:13
similar ^[3] - 65:14, 129:5, 160:17
simple ^[3] - 88:12, 126:4, 139:19
simply ^[3] - 15:2, 15:4, 16:7
single ^[14] - 12:17, 33:21, 37:7, 41:8, 41:10, 68:14, 77:8, 80:5, 82:4, 142:21, 142:22, 144:7, 179:20, 183:5
sit ^[7] - 40:17, 96:15, 109:11, 115:24, 170:3, 172:4, 184:25
sit-down ^[1] - 115:24
sitting ^[2] - 146:20, 155:9
situation ^[3] - 62:9, 155:6, 155:25
situations ^[8] - 48:9, 57:6, 101:21, 102:14, 103:10, 164:21, 178:17, 178:24
six ^[12] - 18:8, 21:4, 21:6, 22:25, 23:5, 25:13, 27:3, 39:15, 51:23, 56:24, 110:20, 117:17
six-month ^[3] - 22:25, 23:5, 25:13
Sixteen ^[1] - 52:15
size ^[1] - 120:8

skill ^[1] - 47:12
skills ^[6] - 47:7, 47:8, 56:25, 57:2, 57:14, 186:24
skin ^[2] - 32:19, 44:11
slap ^[1] - 115:16
sleep ^[1] - 149:3
sleeping ^[1] - 156:3
slides ^[4] - 14:14, 23:6, 23:19
slightly ^[1] - 81:5
slow ^[1] - 155:19
Smith ^[8] - 40:23, 41:5, 44:13, 45:8, 52:19, 111:19, 125:12, 159:11
SMITH ^[6] - 3:5, 45:6, 148:18, 151:10, 151:17, 159:14
SOA ^[1] - 33:5
Social ^[1] - 153:17
social ^[1] - 121:13
society ^[3] - 103:24, 103:25, 105:12
sociologist ^[1] - 58:22
solution ^[1] - 122:21
solutions ^[4] - 12:13, 12:15, 26:9, 26:12
someone ^[9] - 93:21, 93:24, 120:22, 144:19, 149:21, 156:10, 158:11, 175:7, 181:4
Sometimes ^[2] - 56:15, 178:16
sometimes ^[24] - 45:20, 48:13, 60:24, 95:8, 95:11, 95:13, 101:21, 105:21, 117:11, 121:7, 128:7, 131:18, 141:10, 141:24, 148:22, 148:24, 149:20, 150:21, 152:10, 152:22, 176:16, 179:3, 184:25, 185:9
somewhat ^[1] - 129:5
somewhere ^[2] - 155:10, 173:20
son ^[3] - 106:5, 106:15, 106:20
Sorry ^[1] - 166:21
sorry ^[6] - 75:11, 82:21, 84:4, 85:25, 157:20, 185:20
sound ^[3] - 47:9, 49:11, 178:17
Source ^[2] - 83:17, 84:17
South ^[1] - 99:18
Spanish ^[1] - 30:15
speakers ^[3] - 27:13, 30:16, 31:9
speaking ^[3] - 33:19, 113:12, 129:17
speaks ^[2] - 36:19, 144:22
spearheaded ^[1] - 69:6
special ^[2] - 34:9, 61:5
SPECIAL ^[1] - 1:4
specific ^[1] - 146:14
specifically ^[3] - 21:16, 146:11, 148:9
Specifically ^[1] - 165:18
spectrum ^[1] - 46:13
speeding ^[2] - 100:2, 100:17
speedy ^[1] - 138:3
spend ^[2] - 53:13, 151:12
spending ^[2] - 78:7, 123:16
spent ^[2] - 28:3, 101:5
spiraling ^[1] - 151:25
spirit ^[1] - 141:11
spiritual ^[1] - 46:19
spoken ^[2] - 126:17, 136:23
sporting ^[1] - 35:4
square ^[1] - 120:7
SS ^[1] - 189:4
stabilization ^[1] - 25:11
staff ^[7] - 51:7, 111:8, 111:9, 127:16, 134:3, 156:24, 186:6
staffing ^[2] - 134:8, 136:4
stand ^[8] - 4:5, 33:7, 38:6, 40:5, 63:17, 169:19, 169:21
stand-up ^[3] - 4:5, 169:19
standard ^[2] - 15:2, 77:25

standards ^[3] - 26:14, 29:18, 77:23
Standards ^[3] - 72:19, 72:24, 74:5
standing ^[2] - 53:4, 137:19
standpoint ^[4] - 163:24, 172:3, 183:14, 183:24
stands ^[1] - 37:2
start ^[8] - 4:24, 24:24, 44:12, 63:4, 90:7, 95:25, 129:4, 161:12
started ^[2] - 60:7, 61:17
starting ^[3] - 75:24, 86:9, 86:12
starts ^[1] - 183:6
STAT ^[1] - 8:17
state ^[3] - 49:6, 78:20, 114:3
State ^[10] - 50:15, 50:23, 51:6, 51:24, 52:10, 53:18, 54:13, 74:18, 82:2, 189:8
STATE ^[11] - 189:4
statement ^[2] - 13:5, 129:5
States ^[1] - 58:25
stating ^[1] - 130:3
stations ^[1] - 140:2
statistics ^[9] - 33:18, 35:13, 86:6, 101:25, 141:20, 141:22, 142:3, 164:9, 167:15
stats ^[3] - 75:15, 82:5, 164:23
status ^[2] - 6:11, 19:24
stay ^[3] - 91:11, 127:22, 136:17
staying ^[1] - 179:3
stays ^[2] - 91:9, 114:11
Steering ^[2] - 14:8, 22:11
stenographic ^[1] - 189:11
step ^[6] - 10:2, 29:18, 32:13, 90:15, 90:20, 151:22
STEPHEN ^[1] - 3:6
Stephen ^[1] - 50:10
stepped ^[1] - 106:16
steps ^[3] - 125:8, 144:11, 145:10
STEVEN ^[1] - 2:3
Steven ^[1] - 5:19
stigma ^[1] - 48:17
still ^[19] - 9:6, 13:10, 17:4, 58:20, 59:9, 91:23, 109:22, 109:23, 110:5, 120:16, 120:18, 120:19, 143:13, 152:19, 170:5, 178:20, 178:21, 179:3, 186:7
Stillman ^[5] - 42:19, 72:16, 72:22, 76:23, 89:16
STILLMAN ^[7] - 3:10, 72:20, 173:13, 173:18, 174:3, 174:25, 177:11
stolen ^[1] - 174:6
stood ^[2] - 107:20, 108:11
stop ^[10] - 20:24, 35:3, 62:13, 93:4, 100:2, 100:19, 100:22, 157:24, 158:5, 158:12
stopped ^[4] - 20:24, 21:2, 77:17, 95:21
stopping ^[3] - 43:11, 59:20, 99:20
stops ^[6] - 31:14, 85:20, 91:15, 93:3, 93:6, 93:8
stores ^[1] - 156:5
storming ^[1] - 101:9
story ^[2] - 147:22, 149:21
strategy ^[1] - 7:7
Stream ^[3] - 83:16, 83:21, 84:22
street ^[5] - 46:25, 97:16, 98:3, 106:23, 140:16
strengthen ^[2] - 139:11, 139:15
stress ^[4] - 49:15, 51:18, 53:19, 152:21
stressed ^[1] - 160:9
Stressors ^[1] - 45:15
stretching ^[1] - 150:15
stricter ^[1] - 116:24

strictly ^[2] - 114:4, 148:14
strive ^[3] - 109:5, 172:6, 182:21
strives ^[1] - 45:10
striving ^[1] - 13:8
strong ^[3] - 36:10, 47:4, 78:13
structures ^[1] - 64:14
stuff ^[9] - 36:19, 92:17, 98:10, 101:10, 122:18, 168:15, 179:5, 182:17, 187:15
style ^[2] - 53:22, 60:15
stymied ^[1] - 112:19
subject ^[1] - 31:16
subjected ^[2] - 21:4, 21:6
submitted ^[3] - 27:19, 38:10, 132:21
subordinates ^[2] - 9:14, 49:16
substance ^[3] - 16:15, 85:5, 150:18
Substituting ^[1] - 5:18
success ^[1] - 41:15
successful ^[4] - 56:17, 57:8, 57:15, 157:7
successfully ^[1] - 55:22
suffering ^[2] - 27:17, 125:4
Suffolk ^[5] - 20:20, 87:4, 119:11, 119:22, 119:25
Suffolk's ^[1] - 120:8
suggest ^[2] - 148:16, 151:5
suggestions ^[1] - 150:11
suicide ^[2] - 49:7, 149:8
suicides ^[1] - 49:5
suit ^[1] - 26:12
summarize ^[2] - 47:16, 182:8
summary ^[1] - 81:7
summons ^[6] - 19:23, 99:10, 99:11, 99:21, 157:16, 158:2
summonses ^[4] - 31:17, 157:19, 158:15, 158:16
Sunday ^[1] - 106:16
superheroes ^[1] - 36:16
superior ^[1] - 9:11
superiors ^[1] - 9:12
supermarket ^[1] - 83:20
supervisor ^[3] - 73:19, 96:17, 96:18
supervisors ^[1] - 49:17
Supplemental ^[1] - 88:17
supply ^[2] - 8:11, 8:12
support ^[8] - 11:2, 13:11, 13:16, 46:18, 64:7, 64:9, 64:10, 102:22
Support ^[7] - 42:3, 46:11, 48:6, 48:14, 64:5, 64:11, 64:23
supporter ^[2] - 36:11, 148:21
supporting ^[1] - 36:12
supportive ^[1] - 131:11
supposed ^[5] - 19:10, 68:16, 80:19, 95:3, 160:16
surrender ^[1] - 55:22
survived ^[1] - 149:22
SUSAN ^[1] - 3:15
Susan ^[4] - 6:2, 6:5, 38:23, 113:5
Susan's ^[1] - 28:6
suspended ^[1] - 180:8
suspicious ^[1] - 92:22
swastika ^[1] - 121:2
swaying ^[1] - 77:6
sworn ^[3] - 45:24, 58:16, 65:15
symposiums ^[1] - 148:22
symptom ^[1] - 156:2
synopsis ^[1] - 42:7
syringes ^[1] - 106:6
system ^[13] - 12:9, 64:22, 69:13, 71:6, 73:2, 73:7, 73:18, 92:21, 98:5, 114:14, 148:6

T

table ^[2] - 24:12, 43:10
tactical ^[2] - 56:9, 57:10
TAKEN ^[1] - 1:25
tape ^[1] - 39:24
task ^[1] - 11:23
Tatum ^[2] - 181:22, 181:25
taught ^[1] - 50:19
taxpayer ^[1] - 26:16
taxpayers ^[1] - 167:12
teach ^[5] - 51:10, 52:9, 116:14, 186:16, 186:20
teaching ^[2] - 51:23, 102:16
team ^[12] - 11:24, 20:3, 24:19, 36:2, 47:3, 59:2, 65:13, 96:13, 109:12, 138:16, 152:14, 184:15
Team ^[8] - 48:6, 56:4, 56:6, 56:23, 153:6, 156:13
tech ^[1] - 38:12
technical ^[2] - 7:5, 92:9
techniques ^[2] - 47:8, 54:8
Technology ^[1] - 38:10
technology ^[5] - 38:14, 64:17, 104:7, 143:7, 143:10
telephone ^[1] - 73:4
temperamental ^[1] - 117:11
ten ^[1] - 172:22
tension ^[3] - 102:7, 107:20, 129:8
tensions ^[1] - 109:8
terminated ^[2] - 40:12, 175:17
terms ^[9] - 63:22, 137:14, 140:20, 148:4, 157:14, 161:7, 164:25, 167:23, 178:23
Terrace ^[1] - 36:18
terrible ^[1] - 138:20
terrific ^[1] - 148:20
TERRY ^[1] - 3:17
Terryl ^[3] - 14:5, 14:8, 23:11
test ^[23] - 31:4, 165:12, 165:24, 170:10, 170:15, 171:2, 171:12, 185:24, 186:2, 186:4, 186:8, 186:11, 186:12, 186:15, 186:17, 186:21, 186:23, 187:6, 187:7, 187:9, 187:11
testers ^[1] - 30:16
testify ^[1] - 111:8
testing ^[2] - 30:23, 144:16
tests ^[2] - 186:18, 187:3
text ^[4] - 12:17, 61:22, 106:4, 138:20
texted ^[2] - 70:18, 182:15
texter ^[1] - 12:18
texting ^[1] - 138:22
texts ^[1] - 12:18
th ^[1] - 165:18
Thankfully ^[1] - 71:4
thanking ^[1] - 161:12
Thanksgiving ^[11] - 23:3, 49:24, 50:8, 58:13, 65:17, 81:2, 127:23, 128:20, 185:14, 188:2, 188:4
theft ^[1] - 63:13
theme ^[1] - 161:19
themselves ^[7] - 47:21, 52:18, 111:24, 111:25, 150:7, 151:8, 154:18
thereby ^[1] - 46:20
therefore ^[1] - 12:10
thereof ^[1] - 19:17
they've ^[4] - 97:25, 134:9, 136:8
thinking ^[1] - 97:24
thinking" ^[1] - 97:21

PUBLIC SAFETY COMMITTEE 11.22.2022

third ^[6] - 7:16, 25:19, 25:21, 28:10, 28:18, 112:21
THOMAS ^[1] - 2:5
Thomas ^[2] - 108:24, 147:19
thoroughly ^[1] - 96:2
thoughts ^[1] - 10:19
thousands ^[1] - 181:6
Three ^[1] - 115:5
three ^[16] - 12:3, 16:13, 16:15, 20:25, 56:9, 63:8, 75:5, 91:21, 92:7, 95:19, 107:4, 108:11, 113:2, 115:25, 120:2, 120:8
thrilled ^[1] - 136:22
throughout ^[10] - 52:12, 58:24, 61:4, 61:5, 66:7, 98:5, 139:14, 140:9, 162:11
throw ^[1] - 119:22
throwing ^[1] - 119:22
Thursday ^[2] - 137:19, 137:20
tickets ^[4] - 99:14, 100:11, 100:21, 100:25
tied ^[1] - 167:12
tired ^[1] - 34:11
Title ^[1] - 74:15
titles ^[1] - 66:3
Today ^[4] - 38:18, 48:13, 60:16, 164:7
today ^[26] - 4:10, 10:25, 14:24, 15:18, 23:17, 28:19, 31:10, 33:19, 39:7, 40:22, 44:16, 50:4, 60:5, 63:17, 67:5, 67:15, 70:5, 104:14, 141:14, 155:9, 161:11, 164:12, 165:6, 185:11, 187:21
today's ^[1] - 184:16
together ^[8] - 14:2, 34:17, 37:2, 54:19, 139:13, 139:21, 153:16, 157:9
tolerance ^[1] - 120:23
tolerate ^[2] - 40:21, 121:5
TOMMY ^[1] - 3:22
Tommy ^[8] - 32:24, 33:2, 38:2, 129:8, 148:19, 162:25, 183:19, 184:6
tomorrow ^[1] - 156:21
tonight ^[1] - 44:7
took ^[10] - 8:13, 9:2, 69:24, 89:4, 106:17, 115:20, 137:12, 142:18, 151:2, 185:19
tool ^[3] - 65:4, 90:8, 104:17
tools ^[1] - 147:24
top ^[8] - 21:17, 75:2, 83:13, 84:25, 85:2, 86:22, 87:2, 152:11
top-level ^[1] - 152:11
topic ^[4] - 15:5, 15:10, 44:15, 48:25
topics ^[4] - 47:5, 48:23, 49:10, 148:24
total ^[10] - 19:5, 23:21, 82:8, 82:15, 83:9, 88:20, 88:23, 88:25, 89:11, 166:8
totaling ^[2] - 67:21, 67:24
totally ^[2] - 103:25, 176:19
touch ^[2] - 44:20, 127:15
tough ^[3] - 41:2, 44:10, 161:3
toward ^[1] - 50:23
towards ^[2] - 72:13, 94:15
toy ^[1] - 36:14
track ^[3] - 39:20, 62:8, 97:9
traditionally ^[1] - 46:22
traffic ^[9] - 16:11, 16:16, 20:24, 31:14, 62:10, 62:13, 62:16, 85:20, 91:15
tragedy ^[3] - 109:20, 109:22, 109:24
train ^[3] - 57:10, 125:16, 157:11
trained ^[5] - 56:19, 65:9, 103:4, 103:16, 125:9
training ^[25] - 34:23, 34:24, 48:24,

52:24, 56:21, 56:22, 57:10, 57:12, 57:13, 65:10, 65:13, 65:14, 69:2, 69:11, 90:3, 90:5, 90:16, 103:6, 116:13, 124:6, 145:6, 146:12, 146:22, 151:2, 159:7
trains ^[1] - 56:23
transcription ^[1] - 189:10
Transform ^[2] - 6:20, 22:12
transition ^[1] - 136:25
translate ^[1] - 73:10
translation ^[1] - 72:5
translator ^[1] - 73:7
Transparency ^[2] - 18:10, 89:19
transparency ^[17] - 7:8, 7:17, 18:20, 19:15, 25:22, 26:19, 28:13, 42:22, 69:19, 70:5, 79:12, 117:5, 160:19, 161:20, 162:15, 167:24, 176:14
transparent ^[1] - 182:24
transport ^[2] - 155:3, 155:13
transported ^[2] - 55:17, 156:17
transporting ^[1] - 155:16
transports ^[1] - 25:9
treat ^[4] - 37:3, 40:13, 81:10, 162:6
treated ^[1] - 27:13
treating ^[2] - 40:18, 54:25
treatment ^[1] - 51:20
tree ^[1] - 121:3
trend ^[2] - 16:19, 16:21
tri ^[1] - 49:6
tri-state ^[1] - 49:6
trial ^[2] - 102:9, 185:9
tried ^[3] - 112:8, 132:22, 160:9
trooper ^[1] - 78:20
trouble ^[2] - 104:13, 152:2
troubling ^[1] - 19:7
true ^[5] - 12:20, 38:6, 69:21, 163:19, 177:21
truly ^[5] - 18:19, 102:11, 107:23, 167:22, 183:2
Trust ^[2] - 163:15, 163:19
trust ^[12] - 19:10, 121:24, 129:21, 129:23, 130:5, 130:7, 133:12, 163:11, 163:16, 163:21, 163:22, 167:23
trusted ^[1] - 168:7
trusting ^[1] - 172:23
trustworthiness ^[2] - 161:21, 162:16
trustworthy ^[1] - 182:25
truth ^[6] - 11:6, 77:2, 77:4, 94:15, 104:24
truths ^[1] - 52:6
try ^[14] - 24:23, 61:11, 97:8, 109:14, 122:6, 143:21, 154:14, 154:22, 156:11, 158:8, 164:4, 167:9, 167:21, 185:4
trying ^[22] - 39:19, 43:4, 43:7, 48:17, 70:3, 70:5, 70:6, 101:19, 104:2, 105:16, 106:7, 109:2, 119:17, 132:25, 139:9, 147:5, 164:8, 164:9, 164:10, 169:11, 171:9
tu ^[1] - 144:9
Tuesday ^[1] - 1:21
tumble ^[1] - 141:9
tune ^[1] - 153:25
turkeys ^[1] - 36:13
turn ^[15] - 50:2, 83:7, 90:6, 90:12, 92:5, 94:11, 94:13, 94:17, 95:9, 95:17, 97:19, 116:9, 116:12, 116:17, 133:19
turned ^[3] - 95:12, 98:18, 101:15
turning ^[3] - 94:21, 97:5, 97:11
TV ^[1] - 101:11

twenty ^[1] - 143:8
Twenty ^[2] - 51:16, 159:19
Twice ^[1] - 117:15
two ^[26] - 17:12, 21:4, 21:5, 22:16, 23:2, 26:6, 28:20, 34:19, 37:16, 52:22, 53:18, 53:25, 54:21, 74:19, 74:25, 78:23, 87:2, 89:15, 91:17, 91:22, 97:9, 115:8, 116:16, 123:19, 148:22, 166:8
Two ^[1] - 53:3
two-year ^[2] - 74:25, 116:16
type ^[7] - 11:20, 58:3, 81:13, 93:14, 102:20, 134:17, 181:8
types ^[1] - 174:23
typically ^[1] - 157:8

U

Uber ^[3] - 155:20, 156:20, 157:2
Ubering ^[1] - 155:21
Uh-hmm ^[1] - 112:12
unable ^[1] - 32:4
uncomfortable ^[1] - 156:4
under ^[14] - 10:21, 56:7, 69:8, 74:14, 114:4, 114:7, 119:23, 121:15, 141:21, 146:18, 146:20, 152:21, 160:23, 186:13
Under ^[1] - 73:5
undergirded ^[1] - 147:19
underline ^[1] - 186:18
undetermined ^[4] - 75:21, 76:5, 76:8, 76:12
unfortunately ^[3] - 106:12, 179:13, 180:5
Unfortunately ^[2] - 33:7, 78:25
unfounded ^[6] - 42:24, 76:7, 76:13, 78:4
uniform ^[3] - 15:17, 43:14, 103:15
uninvestigated ^[1] - 29:15
Union ^[3] - 6:7, 17:25, 187:22
union ^[3] - 139:25, 180:14, 184:4
UNION ^[1] - 3:15
Uniondale ^[8] - 43:12, 83:15, 83:19, 84:11, 84:16, 84:21, 100:16
unions ^[6] - 46:14, 108:11, 116:2, 139:11, 180:7, 180:13
unique ^[1] - 139:17
Unit ^[11] - 57:9, 59:13, 60:25, 66:7, 75:9, 82:4, 124:4, 133:21, 134:12, 135:18, 136:24
unit ^[14] - 39:19, 55:25, 67:2, 99:17, 99:18, 114:4, 114:7, 121:17, 122:7, 125:16, 134:23, 135:7, 158:13, 158:15
United ^[8] - 6:9, 6:20, 14:9, 22:11, 24:3, 26:5, 31:12, 58:25
united ^[1] - 37:3
units ^[4] - 27:17, 46:9, 46:13, 48:8
universal ^[1] - 52:6
unlawful ^[3] - 74:21, 174:7, 174:17
unless ^[2] - 102:4, 154:17
unnecessarily ^[1] - 137:6
unprofessional ^[1] - 8:7
unquote ^[1] - 20:14
up ^[108] - 4:5, 5:2, 8:14, 10:2, 11:14, 11:25, 12:14, 15:11, 15:23, 17:4, 18:25, 22:18, 23:14, 25:3, 25:24, 28:3, 28:8, 29:7, 32:13, 36:3, 38:24, 42:23, 48:2, 53:4, 58:9, 62:3, 62:17, 71:14, 76:11, 77:2, 77:15, 77:23,

W

78:3, 80:3, 80:10, 81:5, 86:6, 87:12,
91:17, 91:24, 91:25, 92:2, 92:12,
94:24, 95:5, 98:2, 99:6, 100:23,
101:14, 108:11, 113:2, 113:22,
113:24, 114:13, 114:14, 114:25,
115:2, 115:19, 116:16, 117:9, 118:7,
119:21, 120:7, 120:16, 120:18,
122:20, 123:15, 124:13, 125:11,
127:12, 132:3, 132:17, 132:21,
134:3, 139:24, 140:4, 149:5, 149:9,
153:5, 155:8, 161:2, 161:7, 161:9,
161:11, 161:24, 163:11, 165:2,
165:9, 166:13, 167:21, 169:11,
169:19, 170:10, 170:12, 170:15,
170:22, 171:2, 171:3, 171:11, 178:9,
185:24, 187:14
update [4] - 14:11, 19:21, 53:14, 110:19
updated [4] - 4:14, 22:9, 28:8, 145:23
updates [1] - 22:3
updating [2] - 69:10, 146:5
upfront [1] - 50:7
ups [1] - 45:15
upstanding [1] - 15:18
uptick [1] - 153:10
usage [1] - 72:12
user [1] - 144:14
utilize [1] - 25:15
utilized [1] - 67:19

V

Valley [3] - 83:15, 83:21, 84:22
value [1] - 142:3
values [2] - 52:21, 53:5
Varieties [1] - 58:22
variety [2] - 52:16, 62:18
various [5] - 46:9, 48:8, 50:24, 162:21,
185:7
vast [1] - 28:25
vehicle [3] - 62:10, 62:12, 62:16
venue [1] - 186:10
Vera [4] - 7:14, 25:20, 28:7, 112:20
verbal [1] - 18:17
verify [1] - 173:8
versus [1] - 34:18
vertical [1] - 146:20
vest [1] - 33:23
Vice [1] - 5:19
VICE [1] - 2:3
victim [4] - 81:15, 176:25, 177:6, 177:7
victim/witness [1] - 177:8
victims [1] - 27:11
video [9] - 95:23, 95:24, 96:9, 96:21,
98:22, 144:24, 144:25, 145:10,
145:16
videos [2] - 99:7, 106:5
villages [2] - 55:16, 160:15
violation [3] - 16:16, 78:9, 114:21
violations [3] - 16:12, 32:21, 100:22
violence [1] - 32:2
violent [2] - 120:25, 121:9
virtually [1] - 28:22
visible [1] - 28:21
Visit [1] - 59:15
visiting [2] - 43:11, 59:21
visits [1] - 59:17
voice [3] - 33:20, 40:2, 53:20
voluntary [2] - 148:14, 149:14
VTL [1] - 100:6
vulnerable [1] - 45:19

wait [1] - 58:4
waiting [1] - 9:6
Walk [1] - 59:18
walk [5] - 43:8, 121:21, 124:13, 140:15,
161:14
walked [1] - 77:9
walking [3] - 97:25, 103:3, 103:11
walks [1] - 149:25
Walmart [1] - 83:19
wants [6] - 91:6, 91:23, 131:22, 179:24,
183:3, 183:4
warm [1] - 110:14
warming [4] - 154:6, 154:10, 155:6,
155:12
wash [1] - 134:20
watching [1] - 28:22
ways [5] - 63:19, 63:20, 163:17, 163:20,
163:23
wear [1] - 15:16
wears [1] - 105:21
weather [2] - 153:22, 154:17
website [15] - 4:15, 8:13, 8:24, 9:2,
18:13, 19:19, 21:18, 28:2, 29:21,
73:5, 73:6, 86:7, 118:24, 132:15
week [5] - 12:19, 23:18, 57:11, 126:12,
156:15
weeks [2] - 10:21, 78:21
welcome [4] - 25:2, 34:23, 150:24,
151:18
welcomed [1] - 34:21
well-respected [2] - 125:15, 126:20
wellbeing [5] - 45:21, 46:6, 46:19,
48:11, 111:20
wellness [11] - 40:23, 40:24, 40:25,
45:24, 46:7, 46:23, 52:16, 123:20,
147:16, 148:11, 148:25
Wellness [5] - 46:3, 46:4, 46:16, 48:19,
65:12
Westbury [5] - 43:12, 83:15, 83:16,
84:17, 157:24
Westbury/Carle [1] - 100:18
Westchester [1] - 119:11
what'll [1] - 116:14
WHEREOF [1] - 189:12
white [9] - 7:24, 20:12, 20:25, 82:17,
83:11, 99:13, 166:19, 167:16, 170:10
White [1] - 168:19
whites [1] - 16:5
WHITTON [5] - 2:6, 5:14, 101:24, 102:5,
109:16
Whitton [1] - 5:13
whole [6] - 13:18, 103:5, 114:7, 125:25,
156:24, 184:15
wide [2] - 47:23, 64:21
Willet [1] - 11:14
William [2] - 65:23, 165:17
willing [7] - 34:16, 38:3, 39:22, 111:7,
126:9, 160:25, 162:19
willingness [1] - 138:24
WILSON [2] - 3:9, 64:6
Wilson [4] - 42:4, 58:21, 64:4, 64:7
win [1] - 120:17
winter [1] - 153:21
wise [1] - 166:11
wish [3] - 43:25, 103:5, 138:2
wishing [1] - 14:2
WITNESS [1] - 189:12
witnessing [1] - 156:4

woman [1] - 156:20
women [9] - 37:12, 40:6, 40:7, 45:11,
108:21, 109:11, 111:22, 128:6,
171:11
wonderful [2] - 49:24, 137:7
wondering [2] - 142:10, 185:25
word [4] - 37:9, 49:2, 125:21, 150:5
word-of-mouth [1] - 150:5
words [3] - 9:16, 47:11, 187:25
works [3] - 54:23, 69:22, 140:21
world [2] - 54:7, 79:25
worn [5] - 75:24, 76:4, 76:6, 76:10,
76:14
worse [2] - 8:4, 153:21
Worship [1] - 66:11
worst [4] - 7:16, 28:10, 28:11, 112:21
woven [1] - 54:18
wrap [2] - 29:7, 157:5
wrist [1] - 115:16
wrists [1] - 106:6
write [2] - 100:20, 112:9
writer [1] - 4:15
writing [1] - 100:11
written [6] - 99:15, 99:17, 100:25,
110:19, 121:2, 179:14
wrote [2] - 58:22, 124:2

Y

Year [1] - 55:14
year [49] - 7:15, 7:21, 8:8, 8:15, 8:24,
14:16, 15:13, 15:14, 16:25, 23:14,
28:15, 40:10, 61:8, 61:10, 62:24,
66:5, 68:2, 68:5, 68:15, 74:25, 75:7,
75:10, 75:15, 75:19, 81:3, 81:5, 81:6,
81:17, 82:7, 82:8, 90:10, 91:21, 92:7,
94:24, 101:7, 106:3, 110:21, 111:4,
116:16, 117:16, 120:25, 140:10,
166:7, 171:19, 171:25, 175:10,
175:12
year-to-date [2] - 16:25, 68:5
yearly [1] - 48:24
years [29] - 13:9, 15:6, 15:12, 17:12,
22:16, 26:7, 27:4, 34:19, 36:22,
37:16, 48:18, 49:6, 51:23, 54:21,
56:25, 59:15, 70:11, 91:17, 91:22,
104:18, 105:6, 105:19, 108:7, 113:2,
124:10, 184:6
Years [1] - 48:11
yelling [1] - 140:17
yells [1] - 121:5
yesterday [3] - 36:13, 107:21, 182:16
yoga [1] - 150:14
York [13] - 1:17, 6:6, 17:25, 50:15, 51:6,
52:10, 74:18, 78:20, 82:2, 114:3,
119:12, 120:3, 189:8
YORK [1] - 189:4
young [3] - 105:7, 105:9, 171:11
yourself [2] - 181:3, 184:2

Z

Zero [1] - 120:23
zero [2] - 7:8, 27:6
Zoom [1] - 43:17