



**POLICE REFORM EO203**  
**6 Month Follow-Up Report**

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# Introduction:

The Office of the Nassau County Executive and the Nassau County Police Department submitted a Police Reform Plan pursuant to NYS Executive Order 203 (EO203). Once Nassau County's EO203 Police Reform Plan was accepted by the Governor's Office, the Nassau County Police Department (NCPD) began to institute the proposed changes. The modifications, modernizations and innovations recommended in the NCPD EO203 Police Reform Plan was the result of a collaborative effort with community stakeholders through several different forums such as the Police and Community Trust Initiative (PACT), the Community Collaborative Task Force (CCT), the Commissioner's Community Council (CCC), as well as many public forums such as town hall meetings.

The Nassau County Police Commissioner will report biannually at a public hearing to brief Legislature on the NCPD's progress of implementation and compliance with the EO203 Police Reform Plan. This report outlines where the Department stands on compliance and advancements made for each reform responsibility promised in the EO203 Police Reform Plan. Statistics on all eight (8) categories of transparency are included subsequent to the written portion of this report (Appendix A).

# NCPD Reform Responsibilities:

## Staffing and Recruitment

- As of May 2021, ninety-eight (98) NCPD Applicants are enrolled in the Mentorship Program. This provides the Department with opportunities to keep applicants engaged from pre-registration, through the exam and police academy.
- There are currently three thousand twenty-eight (3,028) applicants pre-registered to take the anticipated 2022 NCPD exam. This number is expected to significantly increase once an exam date is announced and due to the lessening of COVID restrictions enabling the Department to enhance recruitment efforts.
- Since the inception of the NCPD Diversity and Recruitment team in February 2021, there has been three (3) meetings to discuss ideas on how to improve the Department's recruitment efforts in a more inclusive way. Through several diversity recruiting strategies, the team expects to:
  - enlist the support of community leaders, educators and clergy;
  - create and implement a program to not only mentor, but to track, assist and retain recruits;
  - create a permanent recruiting office.

For more information, refer to Department Personnel Order 21-017 – Diversity and Recruitment Team (Appendix B).

- In early 2021, two (2) questions related to racial or implicit biases has been added to the NCPD employment application.
- Although implicit bias topics were formerly woven into other academy topics, implicit bias awareness training has now been enhanced. There is an entirely new component to the police academy curriculum titled "Implicit Bias Awareness". This curriculum is part of recruit instruction and in-service training (for current members).
- In June 2021, the office of the Nassau County Executive formed the Police Diversity Committee to improve diversity in police hiring. This committee will assist with compliance and fulfillment

of police reform and diversity initiatives in all stages of the hiring process: recruitment, testing, and hiring. Nassau County's Police Diversity Committee will advocate for the changes needed to increase the diversity of Nassau's police force. For more information, reference the Police Diversity Committee Press Release (Appendix C).

- The NCPD and the County Executive's Police Diversity Committee has commenced discussions on offering police and civilian preparatory courses.
- The Police Commissioner, the County Executive's Police Diversity Committee, the NCPD Diversity and Recruitment Team, and Nassau County Civil Service are currently developing new practices and procedures to recruit a more diverse police force.

## Training

- As of June 2021, over seven hundred (700) supervisors and detectives have attended the most current NCPD in-service training. The 2021 in-service training topics include: legal updates, use of force, de-escalation, procedural justice, ethical and moral courage, fundamental crisis intervention, unconscious bias, and leadership.
- The Department has implemented yearly online bias training and exam. This training is mandatory for all department employees, sworn and civilian. The deadline for completion was June 1, 2021 and members are in compliance.
- The NCPD will continue to seek external trainers and programs to incorporate into upcoming in-service training curriculum.

## Use of Force

- The NCPD has had three (3) Litigation Review meetings with the Office of the County Attorney. Meetings attendees are the County Attorney or Chief Deputy County Attorney along with their support staff, as well as NCPD Assistant Chief assigned to legal affairs, Chief of Department, Commanding Officer / Deputy Commanding Officer of Legal Bureau and the Commanding Officer of Professional Standards Bureau. Topics covered include but are not limited to: use of force instances, civil cases, and discovery.
- The NCPD and the Nassau County Community College Board has had preliminary discussions in regards to utilizing college students during academy role play scenarios. By involving students in role play, the Department members are exposed to the County's diverse cultures and the students get an idea of what an officer may encounter on a daily basis.

## Body Worn Cameras

- The Department has chosen GTech as the vendor for body worn camera equipment and programs including hardware, software and cloud storage.
- The County vendor Red Land is arranging meetings with community leaders seeking the public's input on the NCPD Body Worn Camera Program.
- Once the Body Worn Camera Department Policy is finalized, it will be posted on the Department website.
- Training for all applicable department members will begin upon completion of the Body Worn Camera Policy and Procedure.

- The Body Worn Camera Program is scheduled to launch in September 2021 for all of the eighth precinct and part of the fifth precinct. The entire program is expected to be underway by December 2021.

## Vehicle Stops

- As mentioned in the Police Reform EO203 report submitted to the governor's office, in September of 2020 the NCPD issued a Department Order commanding officers to record the gender and race/ethnicity of the person(s) subject to field stops and traffic stops, as well as a disposition code for each stop.
- Through previous discussions with community stakeholders, the public suggested the NCPD reports traffic stop data similarly to how the neighboring jurisdiction, Suffolk County, reports in compliance with a consent decree. The Department has reviewed Suffolk's reporting and has met and exceeded those standards. As indicated in the reform report presented to the governor, in January 2021, the NCPD has made the necessary changes to the record management software utilized by officers to record demographic data.
- In response to community suggestions, the Department will not ask an individual their race or ethnicity. Members will report demographics based on appearances only.

## Procedural Justice, Systemic Racial Bias and Racial Justice in Policing

- Since COVID restrictions have recently eased, the NCPD has been able to continue the Young Adult Council (YAC) meetings. The precincts had a combined total of forty-three (43) YAC meetings and utilized a guest speaker. The primary objective of these meetings is to create a comfortable and informal setting to have open and honest discussions with the youth in our communities. One of our most memorable meetings this year was a pizza party outside the first precinct. The Department received an overwhelming amount of positive feedback and hopes to have more meetings of this nature in the near future.
- The NCPD is currently in the procurement stage of a Text to 911 program. Firewalls and all required equipment have been purchased. The Department anticipates being able to send and receive 911 texts by year end.
- The NCPD Language Access plan is available via a link provided on the Department homepage. Language access and limited English proficiency were topics covered in the 2019 in-service training. The academy staff is looking to refresh sworn members on the language access plan in future in-service trainings.
- During community meetings and other public forums, it has been brought to the NCPD's attention that some community members do not feel comfortable directly contacting the police. The NCPD recognizes this concern, and in response, has created the Points of Light Program. The Department also understands the public may be hesitant to approach law enforcement with various concerns, legal issues, and circumstances that may be sensitive in nature. Selected members of the community will be appointed as a "point of light", acting as an intermediary, bridging the gap between community members and the police department. Point of Light Volunteers can be anyone who actively engages with the community, such as religious leaders, advocates, stakeholders, school district members, mentors, coaches, etc. The Point of Light Volunteers will help to establish open dialogue between members of their community and law

enforcement. There are over one hundred (100) community members registered as points of light, many of which are bilingual. Bilingual points of light, provides the Department with the opportunity to enhance communication with those who have limited English proficiency. The NCPD is to protect and serve every community member; with the assistance of the Points of Light, all voices will be heard. This program is currently in the registration phase, online training will commence for registered points of light, followed by program implementation. For further details, reference the Points of Light Program Registration Form (Appendix D).

## Implicit Bias Awareness Training

- As stated in the NCPD EO203 response to the governor's office, the Department recognizes the importance of educating Members on proper and respectful treatment of transgender persons. Procedure OPS 4245 titled "Encounters with Transgender Persons" was issued in February 2021. Through continuous discussions with the community and self-evaluation, the NCPD recognized the need to make amendments to the aforementioned order. These changes include the addition and definition of a Non-Binary Person, and instructing members to properly identify and record these demographics. Order amendments also include addressing transgender and non-binary person(s) by their preferred name and pronouns. See Department Procedure OPS 4245 (Appendix E) for further details.
- The NCPD is continuing to work on a video titled "Respect and Responsibility". This video demonstrates the effect of a perceived negative encounter with a police officer by a member of the community and how the community can report these incidents, as well as encouraging people to come to the police regardless of their immigration status, as the Department will not inquire.
- The NCPD will continue to seek external trainers and programs to incorporate into upcoming Implicit Bias Awareness curriculum.

## Hate Crimes

- All modifications, modernizations and innovations to the Department's hate crime procedures and reform responsibilities have been implemented prior to the issuance of the NCPD EO203 response to the governor. See below for a summary of these modifications:
  - A Precinct Bias Crime Coordinator has been implemented in every precinct. The precinct-level coordinator will review all bias incidents and hate crimes to determine commonalities and trends specific to its jurisdiction.
  - The Department has updated the Bias Incidents/Hate Crime Department Procedure OPS 8130 and implemented the below changes:
    - Ethnicity and gender expression have been added as a type of human right.
    - In determining if a bias/hate crime has been committed, the Police Officer will consider seven (7) additional criterion. Some of these include: the presence of social media activity for evidence of bias motivation, if certain areas of the victim's body were targeted by the suspect(s), and multiple incidents occurring in a short time period involving victims of the same identifiable group.
    - If evidence of an inflammatory nature cannot be physically removed, after it has been properly documented for investigatory purposes, the owner of the property will be contacted to ensure that the graffiti is removed as soon as possible.

- Hate crime offenses have been updated to include specified degrees of: Strangulation, Criminal Sexual Act, and Coercion.
- Officers have been notified via Legal Bulletin 20-004 of the amended New York State Civil Rights Law, Section 79-n subdivision 2 for Prohibited Race-Based 911 Calls. The NCPD has added a modus operandi code of “Race Based False 911”, permitting the ability to add this MO code if it applies to the incident thereby enabling the Department to track these incidents and research incidents should they occur.

## De-Escalation Training and Practices

- During the reform process, the Academy staff had many meetings and opportunities to collaborate with community members to learn about cultural differences that may inadvertently lead to escalation. These discussions lead to heavy influence on in-service and recruit academy trainings. The NCPD will continue to invite community stakeholders to speak with officers about their respective cultures and assist them in utilizing empathy during encounters they may have with members the communities they serve.

## Law Enforcement Assisted Diversion Programs (LEADS)

- Due to COVID restrictions, the NCPD was unable to properly engage in all aspects of Operation Natalie, such as the inability to refer to diversion court and to conduct aftercare visits. As New York State begins to return to normal, the County Executive and Police Commissioner announced an Operation Natalie Re-Engagement in June 2021. The Department will actively participate in the multi-prong approach including: awareness, education, enforcement, diversion, treatment, and after care visits, in an effort to reduce overdoses. For more information on Operation Natalie Re-Engagement, see media advisory (Appendix F).
  - From January-June 2021, six hundred and ninety-nine (699) arrests have been conducted relating to Operation Natale.
- The Youth Police Initiative have had approximately thirty-four (34) meetings. Discussions during these meetings are constructive, teaching young adults the skills to effectively resolve conflicts with authority, addressing misperceptions, repairing relationships, and reestablishing trust between youth and the police.

## Restorative Justice

- The NCPD continues to participate in the NYS DCJS Gun Violence Elimination program and Grant Incentive (GIVE) and the Neighborhood Violence Prevention Program (SNUG).
- The Nassau County District Attorney’s Office continues to seek funding to hire a social worker to meet with justice involved youth and individuals after involvement in gang and gun violence. The Community Partnership Program (CPP) is an active partner and continues with reintegration and outreach efforts.

## Community-Based Outreach and Conflict Resolution

- As mentioned in the Police Reform EO203 report submitted to the governor’s office, the Department issued a Patrol Division Administrative Order, PDAO 12-008, 002 encouraging police officers to engage with all members of the community through “Park, Walk, and Talk”. Since the

issuance of the order in September 2020, officers have conducted over one thousand eight hundred fifty (1,850) Park, Walk, and Talks.

- The realignment of the Community Oriented Police Enforcement Unit (COPE) has been implemented prior to the issuance of the NCPD EO203 response to the governor. As of July 2020, COPE is part of the Community Affairs Unit.
- In response to community recommendations, Police Activity Leagues have been created in Lawrence/Inwood and Elmont in September and November 2020 respectively.
- Community members have suggested implementing more bike patrols for a more informal way to interact with officers. All precinct POP officers and all Community Affairs officers are bike trained. This year, over fifty (50) additional members have been trained to patrol on bicycles.
- The Department identified a need to become better engaged with the elderly members of the community. The NCPD created a Senior Engagement Program to protect, inform, and educate. Once enrolled, the NCPD can contact seniors and notify them via phone call, email or text message to relay any important information, such as crime trends targeting elderly victims, or notifications of inclement weather. The Department will utilize police officers to conduct home visits to periodically check on the wellbeing of registered senior citizens.
- The NCPD anticipates many opportunities to interact with communities during the above-mentioned programs as well as through the many occasions planned by Community Affairs and events hosted at the new Center for Intelligence and Training.

## Problem-Oriented Policing and Hot-Spot Policing

- Strategic-Communication (Strat-Com) meetings have recently resumed due to the lifting of some COVID restrictions. Strat-Com is an evidence-based approach to crime fighting and addressing community conditions and quality of life concerns. This model incorporates many tenets of the problem-oriented policing, as it looks at large scale problems rather than individual crimes.
- The NCPD continues to use evidence-based approaches through intelligence-led policing, problem-oriented policing, and hot spot policing models. Resources are deployed based on intelligence.
- As stated in the NCPD EO203 response to the governor's office, the NCPD had twenty-four (24) POP officers. An additional eight (8) officers have been designated POP officers, totaling four (4) in every precinct. POP Officers attend community meetings, are tasked with community outreach, liaison between precincts and schools within their jurisdictions, and oversee the senior engagement program.

## Focused Deterrence

- The Intelligence Unit continues to identify known offenders for each precinct through analysis of persistent offenders in high crime areas, as well as other factors.
- To ensure focused deterrence and other enforcement activities are exercised equally in all communities, officer activity is monitored through multiple layers of review by supervisors, Commanding Officers, and Patrol Executives on a weekly, monthly and biannual basis, respectively.

## Crime Prevention Through Environmental Design (CPTED)

- During each weekend in June 2021, the NCPD participated in a “Clean Up the Parks” initiative in Centennial Park, located in Roosevelt. Three (3) officers and bike patrols cleaned up Centennial Park making a welcoming environment for residents, and to prepare for PAL double-dutch tournaments and tennis programs. The Department received positive feedback from residents in the park as well as responses to related social media posts.
- On June 30, 2021, the County Executive announced the Capital Improvement Plan was approved by Legislature. This four-year (4) plan seeks to invest strategically in crucial infrastructure improvements, important environmental initiatives and economic development projects. Park improvements are one of the key improvements mentioned in this plan. It will provide funding for improvements to County Parks including large scale renovations planned for Centennial Park in Roosevelt, Christopher Morley Park in Roslyn and Wantagh Park. For further details on the Capital Improvement Plan, reference the press release (Appendix G).

## Violence Prevention and Reduction Initiatives

- When possible, the NCPD is continuing with the intelligence-based prosecution initiative within bail reform guidelines.
- As mentioned in the Restorative Justice section, the NCPD’s participation with GIVE and SNUG is ongoing. The GIVE participating partners include: Nassau County Police Department, Nassau County District Attorney’s Office, Nassau County District Attorney’s Community Partnership Program, Nassau County Probation, Nassau County Corrections, Hempstead Police Department, New York State Division of Criminal Justice Services, Nassau County Parole, and Family and Children’s Association / SNUG Outreach. Initiatives for this GIVE session consists of, but is not limited to:
  - utilizing crime analysis to determine hot spots and areas of focus;
  - enforcement methods will be employed to target gun and gang violence;
  - complete intelligence workups related to investigations associated with the newly formed NCPD Gun Suppression Unit;
  - continue to offer and host Police Youth Academy sessions.
- The Community Affairs Unit continues to offer violence prevention and bystander responsibility training.

## Model Policies and Procedures

- The NCPD Procedure Development Unit reviews the Department’s policies and procedures to determine if anything needs to be updated and/or modernized. Proposed changes are reviewed by supervisors and Executive Staff. Once approved, the updated policy or procedure is disseminated to Department Members.

## Complaint Tracking

- As indicated in the reform report presented to the governor, online civilian complaints forms are available in English, as well as Spanish, and users have the ability to translate the document through Google. Complaints filed online also have the capability to add evidentiary material related to the complaint through an attachment.

- Dispositions of founded civilian complaints will be made a part of the Civilian Complaint Report provided by the NCPD to the public on a biannual basis.
- Since inception, the NCPD has been in communication with the Attorney General's Law Enforcement Misconduct Office. A total of five (5) cases have been referred to the Attorney General's Office. Categories of the referred civilian complaints include excessive force and unlawful conduct.
- As mentioned previously, the NCPD Commissioner's Executive Staff and the Office of the County Attorney will continue to meet on a regular basis.
- When members of the community inquire about filing a compliment or complaint, patrol cars have the ability to print the "What to Do When Stopped by Police" pamphlet which provides instruction on multiple ways to file. A paper copy of this pamphlet will be available at all precincts and it is electronically available on the department webpage.

## Communications Bureau and 911

- Through open discussions with the Mobile Crisis Outreach Team (MCT) and the NCPD Communications Bureau, the 911 call script for a caller in crisis has been finalized.
- A staffing evaluation has been conducted and it was determined to achieve the Department's goal of a tiered response model for callers in crisis, additional members of the Mobile Crisis Outreach Team are needed. Additional social workers are scheduled for hiring. For further details see next section, Mental Health and Homelessness.
- Once the tiered response model, call script, training role play scenarios, and all applicable Department Policies and Procedures are finalized, training for all effected Department Members will commence. Training is expected to begin mid-July and be completed by August.
- At this time, 911 callers with limited English proficiency communicate through language line. The Department's recruitment and hiring strategies for 911 operators focuses on bilingual applicants with the intention of integrating bilingual call takers into the 911 call center.

## Mental Health and Homelessness

- The Department Policy and Procedure on the tiered mental health response is in the process of being finalized. Below is the collaborative NCPD and MCT's suggested response matrix:
  - Situation 1: MCT assignment, no police response- 911 call is referred to Mobile Crisis Team, once MCT determines there are no safety issues, 911 operator will disconnect.
  - Situation 2: Dual response by NCPD and MCT- if MCT and 911 operator are unable to determine if a safety issue exists, there will be a simultaneous notification for NCPD and MCT to respond.
  - Situation 3: Primary response by NCPD followed by MCT referral- for calls where violence is present, the NCPD will respond. Once the scene is secured, a supervisor will notify MCT.
- To achieve the Department's goal of a tiered response for callers in crisis, it was determined a total of five (5) additional MCT teams are needed. To fulfill this requirement, ten (10) additional Mobile Crisis Social Workers will be hired.

## Supporting Member Wellbeing

- The NCPD Wellness Committee, Employee Assistance Office and Peer Support meet on a regular basis to discuss current trends observed in officer wellness and strategize on ways for Department Members to maintain optimal physical and mental health.
- The Wellness Committee hosts health-related voluntary seminars and training sessions. Year to date, there has been four (4) seminars with approximately two hundred and thirty-seven (237) attendees. These seminars equip participants with tips and tools to manage the mind, body, and nervous system with chronic stress and pain management.
- Wellness is a subject covered during mandatory in-service training. Topics covered during this session are stress relief, suicide prevention, the functions of peer support, wellness committee and employee assistance, and how to utilize/notify critical incidents and peer support.
- Communications Bureau employees are required to attend three (3) hours of wellness training each year. Nearly two hundred (200) members have attended wellness training this year. NCPD Recruits are also required to attend sixteen (16) hours of wellness training during the academy. Year to date, over one hundred eighty (180) recruits completed this training.

## Transparency

- The NCPD agreed to transparent, biannual reporting on the following categories and will post on the Department Webpage. Statistics for the following are provided at the end of this report:
  - Use of Force
  - Crime Statistics
  - Arrest Statistics
  - Civilian Complaints
  - Summons Data
  - Field Stop Data
  - Bias Incidents/Hate Crimes
  - Language Line Usage
- Statistics provided are compared to an estimated one million (1,000,000) public interactions every year. The NCPD has many opportunities to interact with the public, whether on patrol, with specialty squads, the detective division, and during major events.
  - Patrol interactions with the public include but are not limited to:
    - calls for service (inclusive of crime reports, auto accidents, and Park, Walk and Talk),
    - traffic stops,
    - field interviews,
    - motorist assistance,
    - school crossings,
    - precinct desk walk-ins and phone calls,
    - Town Hall and community meetings,
    - licensed premise checks,
    - ATV and bike patrol of town/county parks and beaches,
    - precinct POP Officer school visits,
    - infrastructure visits,

- and Senior Engagement Program well-checks.
- Additional opportunities for public engagement for specialty squads, the detective division, and major events include but are not limited to:
  - Detective Division contacting victims, witnesses and conducting canvasses,
  - Homeland Security Unit interacting daily with school districts, libraries, houses or worship, conducting RAVE tests and security assessments, and training,
  - Community Affairs Unit and the many events planned, recruitment efforts, Senior Engagement Program enrollment, Police Activity League programs, and COPE Officer interactions,
  - Intelligence Section's RAVE Program,
  - and major events such as Belmont Stakes, parades, protests, charity events, and 5k races.
- The Department will provide misdemeanor arrest demographics in compliance with the NYS STAT Act.
- While interacting with the community, Patrol Officers are instructed to have their shield and name plate clearly visible on their outermost garment. Upon implementation of the Body Worn Camera Program, officers will be required to state their name once activating their camera.
- The Nassau Police Commissioner will brief Legislature at a public hearing, at least twice a year, on the NCPD's progress and compliance with the "EO203 Police Reform" plan.



Appendix A

# NASSAU COUNTY POLICE DEPARTMENT POLICE REFORM DATA



**2021 Mid Year Totals**

**Overall Data Date Range: January 01, 2021 Through June 30, 2021**



# NASSAU COUNTY POLICE DEPARTMENT USE OF FORCE DATA



**Data Date Range: January 2021 Through June 2021**

Use of Force - By Force Type	Male	Female	Total	% of Total	Physical Force	ECD Displayed	ECD Used	OC Spray	Baton	Canine	Weapon Displayed	Multiple
Asian/Pacific Islander	0	0	0	0.0%	0	0	0	0	0	0	0	0
Black	57	8	65	39.2%	44	0	7	0	0	6	2	6
Hispanic/ Latino	0	0	0	0.0%	0	0	0	0	0	0	0	0
Other	28	5	33	19.9%	23	0	0	0	0	1	3	6
Unknown	0	0	0	0.0%	0	0	0	0	0	0	0	0
White	57	11	68	41.0%	47	0	5	0	1	1	6	8
<b>Total</b>	<b>142</b>	<b>24</b>	<b>166</b>	<b>100.0%</b>	<b>114</b>	<b>0</b>	<b>12</b>	<b>0</b>	<b>1</b>	<b>8</b>	<b>11</b>	<b>20</b>

Use of Force - By Circumstance	Male	Female	Total	% of Total	Arrest	Family Disturbance	VTL Stop	DWI	Business Dispute	Assault on Citizen	Other	Multiple
Asian/Pacific Islander	0	0	0	0.0%	0	0	0	0	0	0	0	0
Black	57	8	65	39.2%	22	4	8	1	1	0	18	11
Hispanic/ Latino	0	0	0	0.0%	0	0	0	0	0	0	0	0
Other	28	5	33	19.9%	8	3	0	0	1	4	15	2
Unknown	0	0	0	0.0%	0	0	0	0	0	0	0	0
White	57	11	68	41.0%	16	7	4	0	0	2	27	12
<b>Total</b>	<b>142</b>	<b>24</b>	<b>166</b>	<b>100.0%</b>	<b>46</b>	<b>14</b>	<b>12</b>	<b>1</b>	<b>2</b>	<b>6</b>	<b>60</b>	<b>25</b>

Nassau County Demographics	% of Population
White	58.5%
Hispanic/ Latino	17.5%
Black/ African American	13.1%
Asian/Pacific Islander	10.9%
Other	0.1%
<b>Total</b>	<b>100.1%</b>

\*Demographic information is based off of 2019 Census data estimates

Nassau County Police Department estimates having at least one million public interactions each year. When comparing the number of uses of force to the number of public interactions, uses of force account for less than **0.1%** of all interactions.



# ASSET FORFEITURE AND INTELLIGENCE



## CRIME STATS

*JANUARY - JUNE 2020 vs 2021*

County YTD Totals			
	2020	2021	2020-2021
<i>Start Date</i>	1/1/20	1/1/21	%
<i>End Date</i>	6/30/20	6/30/21	<i>Change</i>
MURDER	5	3	-40.00%
RAPE	7	11	57.14%
CRIMINAL SEXUAL ACT	1	6	500.00%
SEXUAL ABUSE	4	7	75.00%
ROBBERY OTHER	92	88	-4.35%
ROBBERY COMM	58	54	-6.90%
ASSAULT FELONY	190	185	-2.63%
BURGLARY RESIDENCE	135	111	-17.78%
BURGLARY OTHER	193	168	-12.95%
STOLEN VEHICLES	238	211	-11.34%
GRAND LARCENY	1,375	1,237	-10.04%
<b>TOTAL MAJOR CRIMES</b>	<b>2,298</b>	<b>2,081</b>	<b>-9.44%</b>



# NASSAU COUNTY POLICE DEPARTMENT ARREST DATA



**Data Date Range: January 2021 Through June 2021**

Arrest Demographics	Male	Female	Unknown/ Other	Total	% of Total
American Indian/Alaskan Native	14	2	0	16	0.3%
Asian/Pacific Islander	231	65	0	296	5.9%
Black	1,338	410	0	1,748	34.8%
Hispanic/ Latino	1,000	251	0	1,251	24.9%
Other	0	0	0	0	0.0%
Unknown	0	1	0	1	0.0%
White	1,275	429	0	1,704	34.0%
<b>Total</b>	<b>3,858</b>	<b>1,158</b>	<b>0</b>	<b>5,016</b>	<b>100.0%</b>

Nassau County Demograhpics	% of Population
White	58.5%
Hispanic/ Latino	17.5%
Black/ African American	13.1%
Asian/Pacific Islander	10.9%
Other	0.1%
<b>Total</b>	<b>100.1%</b>

\*Demographic information is based off of 2019 Census data estimates

Top 10 Communities with the Most Arrests Compared to CFS Breakdown	# of Arrests	% of Arrests	# of Calls
East Garden City	364	14.3%	2,382
Westbury	361	14.2%	5,318
Elmont	290	11.4%	6,786
East Meadow	262	10.3%	5,761
Valley Stream	233	9.1%	7,565
Uniondale	227	8.9%	4,762
Bethpage	222	8.7%	3,741
Hicksville	220	8.6%	6,729
Baldwin	202	7.9%	5,425
Levittown	169	6.6%	4,812
<b>Total</b>	<b>2,550</b>	<b>50.8%</b>	<b>53,281</b>

When breaking down the number of arrests, Nassau County **Residents** make up **63.9%** of all arrests, while **Non Residents** make up **36.1%** Nassau County Police Department estimates having at least one million public interactions each year. When comparing the number of arrests to the number of public interactions, arrests account for less than **1.1%** of all interactions.



# NASSAU COUNTY POLICE DEPARTMENT COMPLAINTS DATA



**Data Date Range: January 2021 Through June 2021**

Total Complaints	Male	Female	Unknown/ Other	Total	% of Total
Asian/Pacific Islander	1	1	0	2	1.0%
Black	15	11	0	26	12.4%
Hispanic/ Latino	5	2	0	7	3.3%
Unknown	21	14	101	136	64.8%
White	29	10	0	39	18.6%
<b>Total</b>	<b>71</b>	<b>38</b>	<b>101</b>	<b>210</b>	<b>100.0%</b>

Nassau County Demographics	% of Population
White	58.5%
Hispanic/ Latino	17.5%
Black/ African American	13.1%
Asian/Pacific Islander	10.9%
Other	0.1%
<b>Total</b>	<b>100.1%</b>

\*Demographic information is based off of 2019  
Census data estimates

Complaints	Complaints	% of Total	2021 Founded	2020 Founded	2019 Founded
Improper Tactics/ Procedures	109	42.1%	9	15	22
Unprofessional Conduct	77	29.7%	3	8	19
Other	33	12.7%	1	31	98
Neglect of Duty	10	3.9%	0	3	2
Unlawful Conduct	9	3.5%	0	4	16
Racial/ Ethnic Bias	5	1.9%	0	0	0
False Arrest	4	1.5%	0	0	0
Excessive Force	12	4.6%	0	0	0
<b>Total</b>	<b>259</b>	<b>100.0%</b>	<b>13</b>	<b>61</b>	<b>157</b>

**Note:** The Breakdown on Gender/ Race does not equal the total number of complaints. Sometimes a person files multiple complaints/ allegations.

Nassau County Police Department estimates having at least one million public interactions each year. When comparing the number of complaints to the number of public interactions, complaints account for less than **0.1%** of all interactions.



# NASSAU COUNTY POLICE DEPARTMENT SUMMONS DATA



Data Date Range: January 2021 Through June 2021

Number of VTL Traffic Stops	Male	Female	Unknown/ Other	Total	% of Total	Warning	Summons Issued	Other	# of Summonses
Asian, East Indian	1,178	384	2	1,564	8.9%	269	1,268	27	3,439
Black	2,701	885	10	3,596	20.5%	1,178	2,324	94	8,838
Hispanic/ Latino	3,031	702	6	3,739	21.3%	777	2,883	79	9,854
Native American	13	0	0	13	0.1%	3	10	0	22
Other	480	152	25	657	3.7%	146	494	17	1,486
Unknown	0	0	0	0	0.0%	0	0	0	0
White	4,756	2,076	4	6,836	38.9%	1,537	5,087	212	12,220
Company			1,160	1,160	6.6%	9	865	286	7,027
<b>Total</b>	<b>12,159</b>	<b>4,199</b>	<b>1,207</b>	<b>17,565</b>	<b>100.0%</b>	<b>3,919</b>	<b>12,931</b>	<b>715</b>	<b>42,886</b>

Top 10 Communities with the Most VTL Stops Compared to CFS Breakdown	# of VTL's	% of VTL's	# of Calls
Plainview	777	4.4%	3,359
Levittown	787	4.5%	4,812
Massapequa	749	4.3%	6,040
Hicksville	652	3.7%	6,729
Bethpage	630	3.6%	3,741
Jericho	575	3.3%	2,191
Uniondale	514	2.9%	4,762
Westbury	521	3.0%	5,318
East Hills	557	3.2%	1,162
Merrick	542	3.1%	2,998
<b>Total</b>	<b>6,304</b>	<b>35.9%</b>	<b>41,112</b>

Nassau County Demographics	% of Population
White	58.5%
Hispanic/ Latino	17.5%
Black/ African American	13.1%
Asian/Pacific Islander	10.9%
Other	0.1%
<b>Total</b>	<b>100.1%</b>

\*Demographic information is based off of 2019 Census data estimates

When breaking down the number of summonses, Nassau County **Residents** make up **55.4%** of all summonses, while **Non Residents** make up **44.6%**

Over **42%** of all VTL Summonses were issued by the **NCPD Highway Patrol Bureau (HBP)**. A majority of these summonses were issued on the Long Island Expressway (I-495).

Nassau County Police Department estimates having at least one million public interactions each year. When comparing the number of VTL stops to the number of public interactions, VTL stops account for less than **3.6%** of all interactions.



# NASSAU COUNTY POLICE DEPARTMENT FIELD INTERVIEW DATA



**Data Date Range: January 2021 Through June 2021**

Number of People Field Interviewed	Male	Female	Unknown/ Other	Individual FI's	% of Total	Patted Down	Patted Down %	Not Patted Down	Not Patted Down %
American Indian/Alaskan Native	3	1	0	4	0.3%	1	0.2%	3	0.3%
Asian/Pacific Islander	63	11	0	74	4.8%	13	2.9%	61	5.5%
Black	418	57	0	475	30.5%	191	42.9%	284	25.5%
Hispanic/ Latino	332	42	0	374	24.0%	95	21.3%	279	25.1%
Other	11	3	0	14	0.9%	4	0.9%	10	0.9%
Unknown	7	1	5	13	0.8%	2	0.4%	11	1.0%
White	476	127	0	603	38.7%	139	31.2%	464	41.7%
<b>Total</b>	<b>1,310</b>	<b>242</b>	<b>5</b>	<b>1,557</b>	<b>100.0%</b>	<b>445</b>	<b>100.0%</b>	<b>1,112</b>	<b>100.0%</b>

Top 10 Communities with the Most FIs Compared to CFS Breakdown	# of FI's	% of FI's	# of Calls
Westbury	124	16.7%	5,318
New Cassel	85	11.5%	2,364
Baldwin	84	11.3%	5,425
Valley Stream	76	10.2%	7,565
Farmingdale	70	9.4%	1,917
East Meadow	67	9.0%	5,761
Hicksville	64	8.6%	6,729
Elmont	61	8.2%	6,786
Levittown	56	7.5%	4,812
Bethpage	55	7.4%	3,741
<b>Total</b>	<b>742</b>	<b>47.7%</b>	<b>50,418</b>

Nassau County Demographics	% of Population
White	58.5%
Hispanic/ Latino	17.5%
Black/ African American	13.1%
Asian/Pacific Islander	10.9%
Other	0.1%
<b>Total</b>	<b>100.1%</b>

\*Demographic information is based off of 2019 Census data estimates

When breaking down the number of Field Interviews, Nassau County **Residents** make up **64.4%** of all Field Interviews, while **Non Residents** make up **35.6%**

Nassau County Police Department estimates having at least one million public interactions each year. When comparing the number of field interviews to the number of public interactions, field interviews account for less than **0.4%** of all interactions.



# NASSAU COUNTY POLICE DEPARTMENT FIELD INTERVIEW DATA



**Data Date Range: January 2021 Through June 2021**

Field Interviewed Patdowns vs Not Patdowns	12:00 AM - 2:59 AM	3:00 AM - 5:59 AM	6:00 AM - 8:59 AM	9:00 AM - 11:59 AM	12:00 PM - 2:59 PM	3:00 PM - 5:59 PM	6:00 PM - 8:59 PM	9:00 PM - 11:59 PM	Individual FI's	% of Total
Patted Down	90	26	9	16	21	45	90	148	445	28.6%
Not Patted Down	289	55	28	44	51	97	188	360	1,112	71.4%
<b>Total</b>	<b>379</b>	<b>81</b>	<b>37</b>	<b>60</b>	<b>72</b>	<b>142</b>	<b>278</b>	<b>508</b>	<b>1,557</b>	<b>100.0%</b>

Reason for Patdowns vs Time of Day	12:00 AM - 2:59 AM	3:00 AM - 5:59 AM	6:00 AM - 8:59 AM	9:00 AM - 11:59 AM	12:00 PM - 2:59 PM	3:00 PM - 5:59 PM	6:00 PM - 8:59 PM	9:00 PM - 11:59 PM	Individual FI's	% of Total
Actions Indicate Engaged In Criminal Activity	2	4	0	0	2	7	14	12	41	9.2%
Frisked/Officer Safety	84	18	8	16	13	32	65	107	343	77.1%
Furtive Movements	3	1	0	0	1	3	6	12	26	5.8%
Refuse To Comply With PO Direction/Safety	0	0	0	0	1	0	1	3	5	1.1%
Suspect Known Prior	0	1	0	0	0	1	0	1	3	0.7%
Suspect Possible Dangerous Weapon	0	0	1	0	3	2	3	7	16	3.6%
Suspicious Bulge/Object	1	1	0	0	1	0	1	3	7	1.6%
Failed to Indicate a Reason	0	1	0	0	0	0	0	3	4	0.9%
<b>Total</b>	<b>90</b>	<b>26</b>	<b>9</b>	<b>16</b>	<b>21</b>	<b>45</b>	<b>90</b>	<b>148</b>	<b>445</b>	<b>100.0%</b>

Nassau County Demographics	% of Population
White	58.5%
Hispanic/ Latino	17.5%
Black/ African American	13.1%
Asian/Pacific Islander	10.9%
Other	0.1%
<b>Total</b>	<b>100.1%</b>

\*Demographic information is based off of 2019  
Census data estimates

Nassau County Police Department estimates having at least one million public interactions each year. When comparing the number of field interviews to the number of public interactions, field interviews account for less than **0.4%** of all interactions.



# ***NCPD - BIAS INCIDENT/HATE CRIMES***



***JANUARY 01, 2021 - JUNE 30, 2021***

<b>BIAS MOTIVATION</b>	<b>REPORTED INCIDENT</b>	<b>INCIDENTS FOUND TO BE CRIMINAL</b>	<b>ARRESTS</b>
<b>GENDER BIAS (MALE,FEMALE,NON-CONFORMING,TRANSGENDER)</b>	3	2	2
<b>AGE BIAS (60 YEARS OR Older)</b>	0		
<b>ANTI-WHITE</b>	1	1	0
<b>ANTI-BLACK</b>	10	4	4
<b>ANTI ASIAN</b>	1	0	0
<b>ANTI-OTHER -RACIAL IDENITES (Asian Pacific, American Indian, Multiracial, Unknown)</b>	0	0	0
<b>ANTI-JEWISH</b>	10	7	4
<b>ANTI-CHRISTIAN RELIGONS</b>	0	0	0
<b>ANTI-ISLAMIC</b>	0	0	0
<b>ANTI-OTHER RELIGON</b>	0	0	0
<b>ANTI-ETHNICITY/NATIONAL ORGIN/ANCESTRY</b>	0	0	0
<b>SEXUAL ORIENTATION</b>	2	0	0
<b>OTHER PROTECTED PERSONS</b>	0	0	0
<b>TOTALS</b>	27	14	10



# *NCPD - LANGUAGE LINE USAGE*

## *JANUARY 01, 2021 - JUNE 30, 2021*



<b>Language</b>	<b># of Calls</b>	<b>Call Duration (minutes)</b>	<b>Avg. Time to Connect (seconds)</b>	<b>Percentage of Total</b>
<b>SPANISH</b>	<b>3,939</b>	<b>21,688</b>	<b>9.05</b>	<b>86.52%</b>
<b>MANDARIN</b>	<b>169</b>	<b>1,471</b>	<b>9.98</b>	<b>8.32%</b>
<b>HAITIAN CREOLE</b>	<b>21</b>	<b>197</b>	<b>7.55</b>	<b>0.86%</b>
<b>KOREAN</b>	<b>16</b>	<b>109</b>	<b>17.00</b>	<b>1.03%</b>
<b>ITALIAN</b>	<b>5</b>	<b>62</b>	<b>28.41</b>	<b>0.48%</b>
<b>CANTONESE</b>	<b>4</b>	<b>54</b>	<b>7.16</b>	<b>0.40%</b>
<b>FARSI</b>	<b>2</b>	<b>20</b>	<b>132.00</b>	<b>0.17%</b>
<b>TOTALS</b>	<b>4,156</b>	<b>23,601</b>		



**Nassau County Police Department**  
 Our Mission is to serve the people of Nassau County  
 and to provide safety and an improved quality of life in  
 our communities through excellence in policing.

# Department Personnel Order

ORDER TITLE	FILE	NUMBER
<b>Diversity and Recruitment Team</b>	<b>4150</b>	<b>21-017</b>
REFERENCE DOCUMENTS	EFFECTIVE DATE	TERMINATION DATE
	<b>02/08/2021</b>	

The following Team designations are hereby ordered:

Diversity and Recruitment Team: In furtherance of our mission to serve and protect the people of Nassau County, and to provide safety and an improved quality of life in our communities through excellence in policing, we strive to create a department that contains a broad range of diversity including race, gender, religion, language, sexual orientation, life experience and social background. The Department has instituted a Diversity and Recruitment Team. This team consists of a Chairperson, the Nassau County Police Department Chief of Department and fifteen (15) members who represent each precinct, specialty units, civilians and the Detective Division. The Nassau County Police Department is committed to improving effectiveness and understanding in our interactions with all communities and providing police service that is fair, respectful, compassionate and promotes equality.

Chairperson: Chief of Department Stephen Palmer

Deputy Chairperson: Deputy Inspector Arnold M. Rothenberg, Serial Number 8224

Members:

- Lieutenant Justin E. Garbedian, Serial Number 8997
- Lieutenant James Pettenato, Serial Number 8704
- Detective Sergeant Sabrina S. Gregg, Serial Number 8680
- Detective Sergeant Ieda D. McCullough, Serial Number 7866
- Sergeant Richard J. Bruno, Serial Number 9432
- Sergeant Julio C. Chaves, Serial Number 8166
- Sergeant Joseph S. Cirringione, Serial Number 9307
- Sergeant Michael G. Erb, Serial Number 8807
- Sergeant Michael R. Karp, Serial Number 9109
- Sergeant Ahmad M. Kessba, Serial Number 9413
- Sergeant Jimmy A. Lee, Serial Number 8911
- Sergeant Kristin M. Rhine, Serial Number 8896
- Police Chaplain Derek A. Garcia, Serial Number 6038C
- Police Communications Operator Supervisor Lynn Singleton, Serial Number 4390C

ISSUING AUTHORITY  
**Commissioner**

SIGNATURE  
**Patrick J. Ryder**

ISSUE DATE  
**02/08/2021**

PAGE  
**1 of 1**



**FOR IMMEDIATE RELEASE:** Thursday, June 3<sup>rd</sup>

**CONTACT:** [press@nassaucountyny.gov](mailto:press@nassaucountyny.gov)

## County Executive Curran Announces Police Diversity Committee

**NASSAU COUNTY, NY** – Nassau County Executive Laura Curran today officially announced the formation of the Nassau County Police Diversity Committee, which will seek to improve diversity in County police hiring through the three stages of the hiring process: recruitment, testing, and hiring. The Police Diversity Committee will assist with the implementation of County police reform recruitment and diversity initiatives. County Executive Curran is seeking recommendations from the Committee ahead of the next Police Officer Civil Service exam, which will likely be scheduled in 2022.

Nassau’s Police Diversity Committee will be chaired by Deputy Director for Diversity and Engagement, Bishop Lionel Harvey, and will include the following members:

- Theresa Sanders— President of Urban League of Long Island
- Dr. Jermaine Williams—President of Nassau Community College (NCC)
- Leslie Davis—President of Westbury NAACP
- George Siberón — Executive Director of Hempstead Hispanic Civic Association
- Jay Singh—Member of Asian American Affairs Council and Indian American Association
- Toufique Harun—Muslims for Progress
- Gabriela Castillo – Nassau County Office of Legislative Affairs
- Martha Krisel — Executive Director of Nassau County Civil Service
- Officer Shajarah Williams – Nassau County PD Community Affairs (recruitment)

“My Administration is committed to increasing diversity in Nassau’s police force and will advocate for the changes we need to accomplish this goal. I thank the members of the Nassau County Police Diversity Committee for their commitment to police reform,” said **Nassau County Executive Laura Curran**.

The Nassau County Police Diversity Committee is being formed to improve diversity in police hiring. As part of the County’s ongoing efforts to increase diversity in its police force, the Police Diversity Committee will address:

- **Recruitment:** Focusing on new methods and strategies to reach more potential police officers from minority communities.

- Testing: Working with minority candidates to prepare for each facet of the police examination and hiring process in partnership with NCC where appropriate.
- Training: Supporting minority candidates in the Nassau County Training and Intelligence Center as they complete rigorous academic and physical training.

“This is a great opportunity for the County to take a concentrated look at the hiring practices of the Nassau County Police Department. I am committed and proud to take a leadership role in helping shape the diversity of our police in all aspects, including recruitment, training, testing and the all-important mentorship of young recruits of color,” said **Bishop Lionel Harvey, Chair of the Nassau County Police Diversity Committee.**

“It is imperative to the overall success of recruitment and retention of Police Officers of Color in Nassau County that the community has a voice at the table where strategies will be developed, implemented and monitored for effectiveness. The Urban League of Long Island will serve the will of diverse community members as we work towards an inclusive police force in Nassau County,” said **Theresa Sanders, President of the Urban League of Long Island.**

“I am proud to have been nominated by the County Executive to serve on this important Police Diversity Committee. The task of ensuring that the police force reflect the community served is the overarching goal of this committee. Recruits, particularly those of color must be provided assistance, be it with test taking, mentoring, etc. I, along with my fellow committee members will work to provide our knowledge of our communities to assist in the recruitment of eligible candidates,” said **George Siberón, Executive Director of the Hempstead Hispanic Civic Association.**

“Nassau Community College strives to support the current and future needs of the County and the communities that comprise the County. As President, I am proud of our broadly diversified institution. The College is committed to the maintenance and preservation of a community environment in which respect for the dignity and worth of each individual is demonstrated, and where diversity, equity, and inclusion, as well as the free exchange of ideas can flourish. We commend the County for forming this committee,” said **Dr. Jermaine F. Williams, President, Nassau Community College.**

“It's great to see the County Executive taking this initiative to ensure our police department fully harnesses the rich diversity of Nassau County”, said **Toufique Harun of Muslims for Progress.**

“A diverse mix of voices leads to better discussions, decisions, and outcomes for everyone,” said **Jay Singh, Asian American Affairs Councilmember and member of Indian Association of Long Island.**

The full press conference can be viewed [here](#).

###

# Nassau County

LAURA CURRAN  
NASSAU COUNTY EXECUTIVE



1490 Franklin Avenue  
Mineola, New York 11501  
(516) 573-8800

# Police Department

PATRICK J. RYDER  
POLICE COMMISSIONER

## - POINTS OF LIGHT-

During community meetings and other public forums, it has been brought to the Nassau Police Department's attention that some community members do not feel comfortable directly contacting the police. The NCPD recognizes this concern, and in response, has created the Points of Light Program. The NCPD understands the public may be hesitant to approach law enforcement with various concerns, legal issues, and circumstances that may be sensitive in nature. Selected members of the community will be appointed as a "point of light", acting as an intermediary, bridging the gap between community members and the police department. Point of Light Volunteers can be anyone who actively engages with the community, such as religious leaders, advocates, stakeholders, school district members, mentors, coaches, etc. The Point of Light Volunteers will help to establish open communication between the members of their community and law enforcement. The NCPD is to protect and serve **every** community member, with the assistance of the Points of Light, **all** voices will be heard.



## **Nassau County Police Department Points of Light Introduction**

To Whom it may Concern:

Thank you for your interest in becoming a Nassau County Police Department Point of Light. In order to better serve the community, we need to ask you some additional questions. Please fill out the attached Points of Light Registration Form PDF with the appropriate information. Once complete, please email the form back to [NCPDPointsOfLight@pcdn.org](mailto:NCPDPointsOfLight@pcdn.org). For your convenience, we have created a button at the end of the form that will email the form to the NCPD. Please make sure the following information is entered on the form:

- Name
- Phone Number
- Email Address
- Person Address
- Organization/ Affiliation (up to 3)
- Geographic Location(s) (Towns/ Villages) person can provide services to: (up to 5)
- Language Service(s) Person can provide: (up to 5)
- List all Outreach Communities
- List all Topics/ Services

Once completed, a NCPD employee will review your Registration Form and enter it into our notification database. You will get a confirmation email if all info is complete and when your name is added. If information is missing or needed after you submit the form, a NCPD employee will contact you via email and let you know what else is needed.

Thank you,

Nassau County Police Department

For any questions, comments, or concerns, please email [NCPDPointsOfLight@pcdn.org](mailto:NCPDPointsOfLight@pcdn.org)



## Nassau County Police Department Points of Light Registration Form

**Directions:** To become a community resource for the Nassau County Police Department's Points of Light Program, please complete the below Points of Light Registration Form. Refer to **Page 2** to assign Outreach(es) and/or Topics/ Services that can be provided by this person. **TYPE** the form and Email it to [NCPDPPointsOfLight@pcdn.org](mailto:NCPDPPointsOfLight@pcdn.org) to have the person entered into the database.

**Person Information:**

Name (First Last)	Phone Number: <b>(MUST INCLUDE)</b>	Email: <b>(MUST INCLUDE)</b>
Person Address <b>(MUST INCLUDE TOWN/ VILLAGE)</b>		
Organization/ Affiliation – 1		
Organization/ Affiliation – 2		
Organization/ Affiliation - 3		

**Geographic Location(s) (Towns/ Villages) person can provide services to: (Can Include County Wide)**

Town/ Village - 1 <i>(Can Include County Wide)</i>	
Town/ Village - 2	
Town/ Village – 3	
Town/ Village – 4	
Town/ Village – 5	

**Language Service(s) Person can provide:**

List all Language Services Person can provide <b>OTHER THAN ENGLISH</b>		
	Yes	No
Can this person provide Language services?	<input type="checkbox"/>	<input type="checkbox"/>
Language 1:		
Language 2:		
Language 3:		
Language 4:		
Language 5:		



## Nassau County Police Department Points of Light Registration Form

### Outreaches, Topics/ Services Provided List:

Please choose from the following list of Outreaches, Topics/ Services. If a specific Outreach and/or Topic/ Service cannot be found, enter your own at the end of the list.

Outreach Communities <b>(Check All that Apply)</b>	Topics/ Services <b>(Check All that Apply)</b>
<input type="checkbox"/> Afghan Community	<input type="checkbox"/> Access and Functional Needs (AFN)
<input type="checkbox"/> Bangladeshi Community	<input type="checkbox"/> Addiction/ Treatment
<input type="checkbox"/> Black Community	<input type="checkbox"/> Antigang/ Antigang Prevention
<input type="checkbox"/> Chinese Community	<input type="checkbox"/> Civic
<input type="checkbox"/> Day Laborers	<input type="checkbox"/> Civil Rights
<input type="checkbox"/> Dominican Community	<input type="checkbox"/> Clergy
<input type="checkbox"/> Filipino Community	<input type="checkbox"/> Domestic Violence/ Abuse
<input type="checkbox"/> Hindu Community	<input type="checkbox"/> Education
<input type="checkbox"/> Hispanic/ Latino Community	<input type="checkbox"/> Events
<input type="checkbox"/> Immigrants/ Immigration	<input type="checkbox"/> Health
<input type="checkbox"/> Indian Community	<input type="checkbox"/> Housing
<input type="checkbox"/> Islamic Community	<input type="checkbox"/> Human Rights
<input type="checkbox"/> Jewish Community	<input type="checkbox"/> Immigration
<input type="checkbox"/> Korean Community	<input type="checkbox"/> Language Access
<input type="checkbox"/> LGBT Community	<input type="checkbox"/> LGBTQ
<input type="checkbox"/> Pakistani Community	<input type="checkbox"/> Mentoring
<input type="checkbox"/> Seniors/ Elderly Community	<input type="checkbox"/> Police Reform
<input type="checkbox"/> Sikh Community	<input type="checkbox"/> Public Safety
<input type="checkbox"/> Women	<input type="checkbox"/> Racism
<input type="checkbox"/> Youth/ Millennials	<input type="checkbox"/> Relationship Building
	<input type="checkbox"/> Seniors
	<input type="checkbox"/> Youth/ Schools
<b>↓ ENTER YOUR OWN BELOW ↓</b>	<b>↓ ENTER YOUR OWN BELOW ↓</b>



When you are done filling out the form, you can press the send button to email form to the already prefilled NCPD Contacts. For any questions, please contact [NCPDPointsOfLight@pcdn.org](mailto:NCPDPointsOfLight@pcdn.org)



## Encounters with Transgender or Non-Binary Persons

OPS 4245

1

### POLICY

The policy of the Police Department is to protect the rights and respect the human dignity of all people in the communities we serve. The Department will not tolerate discrimination against any individual based upon age, race, ethnicity, religion, color, sexual orientation, gender, gender identity, gender expression, disability, or any other basis protected by law. Members shall conduct themselves in a professional manner and maintain a courteous, professional attitude in all contacts with the public.

### PURPOSE

To establish specific procedures for arrests, searches, custodialization and detention of transgender or non-binary persons.

### DEFINITIONS

**Gender Expression:** a person's outward representation of gender as expressed in various ways including, but not limited to, one's name, choice of personal pronouns, and any other external characteristics and behaviors that are socially viewed as masculine, feminine, or androgynous.

**Gender Identity:** a person's internal, deeply-held sense of one's gender which may be the same or different from one's gender assigned at birth.

**Government Identification:** a document issued by an authorized government agency with personal information specific to an individual such as a driver's license, passport, or a state identification card.

**Non-Binary Person:** refers to any person whose gender expression [See Definition] or gender identity [See Definition] is *not* exclusively male or female.

**Transgender Person:** refers to any person whose gender expression [See Definition] or gender identity [See Definition] differs from that person's gender assigned at birth.

### SCOPE

All Members of the Force

### SOURCES

*Adkins v. City of New York*, 143 F.Supp. 3d 134 (S.D.N.Y. 2015)  
 NY Exec. Law §§ 296, 296-a & 296-b  
 NY CPL 140.50  
*Terry v. Ohio*, 392 U.S. 1 (1968)

### RULES

[See Department Rules, [ART 17, Rule 6](#)]

### REPLACES

OPS 4245, Revision 0, dated 02/05/2021

### PROCEDURE

#### Police Officer

#### A. Encounters with Transgender or Non-Binary Persons

1. *Encounters* a person believed to be a transgender person [See Definition] or a non-binary person [See Definition].

**Note:** Members of the Department will be respectful in their contact with Superior Officers and *all other persons within and without the Police Department*. [See [ART 5, Rule 6](#)]. Members will not inquire as to a person's gender status during police encounters unless directly relevant.

# Encounters with Transgender or Non-Binary Persons

OPS 4245 1

<b>Police Officer</b>	<b>B. Stops and Questions</b> <ol style="list-style-type: none"><li>1. If an officer has reasonable suspicion that a person possesses a weapon and the officer is concerned for his/her safety, <i>conducts</i> a search.</li></ol> <p><b>Note:</b> A search for a weapon may be conducted by either a male or female officer, regardless of the subject's anatomical sex.</p>
<b>Arresting/Assisting Police Officer</b>	<b>C. Arrest of Transgender or Non-Binary Persons</b> <ol style="list-style-type: none"><li>1. <i>Initiates</i> the Arrest Processing procedure [See OPS 2115] if an arrest is warranted.</li><li>2. <i>Conducts</i> a search incident to arrest [See ART 17, Rule 6].</li></ol> <p><b>Note:</b> A search incident to arrest may be conducted by either a male or female officer, regardless of the subject's anatomical sex.</p> <ol style="list-style-type: none"><li>3. <i>Transports</i> arrestee to arrest processing location.</li></ol>
<b>Arresting/Assisting Police Officer</b>	<b>D. Search and Detention of Transgender or Non-Binary Persons at Arrest Processing Location</b> <ol style="list-style-type: none"><li>1. <i>Obtains</i> government identification [See Definition] from the arrestee, if available.</li></ol> <p><b>Note:</b> An arrestee's gender will be classified on all arrest processing paperwork as it appears on the individual's government identification. If the arrestee does not have government identification, officers should consider the arrestee's gender to be the same as their gender expression. [See Definition].</p> <p><b>Note:</b> If the arrestee expresses a gender identity [See Definition] that differs from the gender indicated on the government identification, note that gender identity in the arrest paperwork.</p> <ol style="list-style-type: none"><li>2. If the arrestee states a preferred name and/or pronouns, <i>addresses</i> the arrestee as such. The arrestee's preferred name will be noted in the "aka" field of the arrest paperwork.</li><li>3. <i>Informs</i> arrestee that it is the policy of the Department to conduct same-sex searches, as per the gender indicated on the government identification, unless the arrestee requests otherwise.</li></ol> <p><b>Note:</b> A search to solely determine gender is prohibited.</p>
<b>Desk Officer</b>	<ol style="list-style-type: none"><li>4. <i>Considers</i> arrestee's government identification, if available.</li><li>5. <i>Provides</i> for second officer to assist/witness search.</li><li>6. If the arrestee requests an officer of a specific gender to conduct the search, <i>assigns</i> a Member of the Force of the requested gender, if available.</li></ol> <p><b>Note:</b> The Department will make every reasonable effort to accommodate the arrestee's request.</p>
<b>Arresting/Assisting Police Officer</b>	<ol style="list-style-type: none"><li>7. <i>Conducts</i> a search of arrestee.</li></ol>

# Encounters with Transgender or Non-Binary Persons

OPS 4245 1

Desk Officer

8. *Notes* the following in the notes section of PDCN Form 79, Physical Condition of Defendant Questionnaire:
  - a. the arrestee's gender, as per government identification,
  - b. the arrestee's gender identity, if stated,
  - c. the gender(s) of officers conducting the search,
  - d. any accommodations made, or not made, and reasons therefore.
9. *Directs* the arresting officer to secure the arrestee in a separate, secure holding location, **if necessary, considering** the privacy of all arrestees.
10. **If not otherwise necessary, directs** the arresting officer to secure the arrestee with other arrestees based on their gender identity.

Arresting/Assisting Police Officer

11. *Confines* the arrestee in a secure holding location.
12. When directed by the Desk Officer, *transports* the arrestee to Detention.

## E. Search and Detention of Transgender or Non-Binary Persons at Detention

Transporting Officers

1. Upon arrival at detention, *secures* the prisoner in the holding area, based on the prisoner's gender identity.
2. *Informs* Desk Officer of transgender or non-binary status of the prisoner.

Detention Police Officer

3. *Addresses* the prisoner by their preferred name and/or pronouns.
4. *Informs* the prisoner that it is the policy of the Department to conduct same-sex searches, as per the gender indicated on the government identification, unless the prisoner requests otherwise.

**Note:** The Department will make every reasonable effort to accommodate the prisoner's request.

Detention Desk Officer

5. If the prisoner requests an officer of a specific gender to conduct the search, *assigns* a Member of the Force of the requested gender, if available.

**Note:** The Department will make every reasonable effort to accommodate the prisoner's request.

Detention Police Officer

6. *Conducts* a search of the prisoner in the presence of a transporting police officer.

Detention Desk Officer

7. *Notes* the following in the notes section of the PDCN Form 79:
  - a. the arrestee's gender, as per government identification,
  - b. the arrestee's gender identity, if stated,
  - c. the gender(s) of officers conducting the search,
  - d. any accommodations made, or not made, and reasons therefore.

8. *Directs* the Detention Police Officer to secure the prisoner:
  - a. in a cell section based on the prisoner's gender identity, **or**
  - b. in a cell without other prisoners, if necessary.

Detention Police Officer

9. *Secures* the prisoner in assigned detention cell.

**Laura Curran**  
*County Executive*



**Patrick J. Ryder**  
*Police Commissioner*

## **Media Advisory**

**June 22, 2021 – (31)**

### **Operation Natalie Re-Engagement**

County Executive Laura Curran and Commissioner of Police Patrick Ryder announce the re-engagement of Operation Natalie. Due to the COVID-19 Pandemic which placed many stressors on our residents, the police departments' multi-prong approach has been reinstated to assist those in need. Mr. Victor Ciappa, Natalie's father will also be present to support this program, as new data will be provided.

Natalie Ciappa passed away from a drug overdose thirteen years ago on June 21, 2008 in garage in Seaford. Operation Natalie was instituted to decrease both fatal and non-fatal overdoses and to provide pathways to recovery.

In addition, K-9 Moose and his handler will provide a demonstration of a search for drugs and there will be an announcement regarding our POP Program.

**When: Tuesday, June 22, 2021 at 1:00pm**

**Where: NCPD Memorial Park  
1490 Franklin Ave.  
Mineola**

**Media is cordially invited to attend**

**PUBLIC INFORMATION OFFICE  
NASSAU COUNTY POLICE DEPARTMENT  
1490 Franklin Ave., Mineola, NY 11501**



For Immediate Release: June 30, 2021  
Contact: Christine Geed, 516.242.6828  
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## **Curran's 2021-2024 Capital Improvement Plan Approved by Legislature**

***Key projects include Completion of Police Academy, Infrastructure Updates and  
Historic Environmental Initiatives***

**Nassau County, NY** –Nassau County Executive Laura Curran's 2021-2024 Capital Improvement Plan was approved by the Nassau County Legislature. The aggressive and comprehensive four-year plan seeks to invest strategically in crucial infrastructure improvements, important environmental initiatives and economic development projects.

"The COVID-19 crisis has shown us how important it is that we commit to smart and transformative capital projects that are critical to the health, safety and quality of life of Nassau residents. Thank you to the Legislature for seeing the importance in this four-year capital plan which not only seeks to improve our infrastructure and resolve critical needs but, makes improvements that attract new residents and businesses so we can continue to meet the challenges of retaining our tax base. The 2021 – 2024 Capital Improvement Plan continues my commitment to restoring and improving infrastructure while investing in big picture projects that will improve the county for generations to come," **said County Executive Laura Curran.**

This \$1.7 billion plan builds on infrastructure successes that the County has achieved over the past year, including the robust Roadway Resurfacing program which will continue through 2024 and the completion of major projects including the new state-of the-art NCPD Center for Training and Intelligence and the Family Matrimonial Center. Impacted by the pandemic related financial challenges, the Capital Plan balances large scale infrastructure improvements with critical asset renewal throughout the County, while also progressing select local improvements that are so critically important to our residents and communities. The Capital Plan is focused on improvement of basic infrastructure, county buildings and environmental upgrades that are critical to quality of life and delivery of services to Nassau County residents.

### Some key projects include:

- **Public Safety:** The plan calls for funding for completion of the Nassau County Police Department Center for Training and Intelligence; a new three-story state of the art police training facility being erected near the Nassau Community College campus. Slated for completion this year, this new resource will revolutionize the training capabilities of the Nassau County Police Department and provide for multi-jurisdictional training opportunities with other regional law enforcement agencies. Additional public safety funding includes the rollout of body cameras and infrastructure upgrades to the Correctional Center.
- **Western Bays Resiliency Initiative:** With support from New York State, Nassau County is moving forward with up to \$800 million in projects to remove harmful discharges and improve water quality in the Western Bays area on the south shore of Nassau County. The Western Bays Resiliency Initiative is the most significant environmental investment we will make in many decades, and it will translate into a tremendous economic boost for the region. This historic upgrade will clean our waterways, restore marshland, improve storm resilience, improve shell-fishing and provide a better ecosystem. Improved water quality means a better quality of life for residents.
- **Family and Matrimonial Court and Family Justice Center:** As the exterior renovations of the Family and Matrimonial Court and Family Justice Center are nearing completion, the project will continue with Phase 2—an interior fit out of the space commencing in 2021.
- **Renovation of Bayville Bridge:** This 1938 era bascule bridge will be completely renovated assuring its continued operation to both residents of the North Shore communities and the recreational boaters that traverse the waters of Mill Creek below it. Construction is expected to begin in mid to late 2021.
- **Nassau Community College:** To further enhance our educational system, the County is dedicating funding to implement major improvements at Nassau Community College’s Cluster C Building. Renovations will provide modern and sustainable spaces for STEM programming as well as renovations to the building that will house the proposed Culinary Arts program.
- **Traffic and Pedestrian Improvements:** A key traffic improvement project highlighted in the Capital Plan is the construction of a 1.4 mile stretch of Austin Boulevard in Oceanside/Island Park to improve pedestrian and vehicle safety, drainage and increased storm resiliency to create a safer and more sustainable corridor. Additional safety and traffic enhancements are planned at Manorhaven Boulevard in Manorhaven and Grand Avenue in Baldwin
- **Park Improvements:** The plan calls for funding for improvements to County Parks including large scale renovations planned for Centennial Park in Roosevelt, Christopher Morley Park in Roslyn and Wantagh Park.

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