



POLICE REFORM EO203
1 Year 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 December 2021, two hundred and one (201) NCPD Applicants have been offered enrollment 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 eleven thousand eight hundred eighty-two (11,882) applicants pre-registered to take the anticipated 2022 NCPD exam. NCPD Community Affairs Unit has hosted two hundred sixteen (216) recruitment events in 2021.
- Since the inception of the NCPD Diversity and Recruitment team in February 2021, there has been six (6) 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 continued 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 December 2021, the NCPD Detective Division, supervisors, and over seven hundred (700) police officers 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 a yearly online bias training and exam. The one hour online implicit bias course titled "Changing Perceptions: A Fair and Impartial Policing Approach" is presented by the US Department of Justice, Community Oriented Policing Services (COPS). This training is mandatory for all department employees, sworn and civilian. All 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 four (4) Litigation Review meetings with the Office of the County Attorney. Meetings are held quarterly and 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 continue 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 had meetings with community leaders seeking public input on the NCPD Body Worn Camera Program.
- On August 26, 2021, the NCPD issued a Body-Worn Camera Department Procedure (Appendix D) initializing the implementation of the Body-Worn Camera (BWC) Program. As of December 2021, all of patrol, including units such as Community Oriented Police Enforcement Unit (COPE), Bureau of Special Operations (BSO), and Canine are all equipped with body-worn cameras.
- Approximately 2,050 cameras have been issued to supervisors and police officers, including the recent recruit class graduates. Every Department Member who has been issued a camera has

completed the applicable BWC training. The BWC Program is fully operational with no technical issues.

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.
- The Department continues to successfully collect traffic stop data in accordance with what was promised in the Police Reform Report.
- 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, often holding these meetings outside when weather permits. The precincts had a combined total of seventy-seven (77) 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 faced unexpected purchasing delays for the subscription portion of the Text to 911 Program. The process has since been expedited and the NCPD is looking forward to introducing the program in 2022.
- The NCPD Language Access plan is available via a link provided on the Department homepage. The academy staff has educated Department Members on the most current Language Access Plan during in-service training. The academy staff understands that language access and limited English proficiency is a fluid topic and future in-service trainings will be revised to include the most current updates to the Language Access Plan.
- 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 thirty (130) point of light applicants, including those in progress and completed, 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 E).

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 F) 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. For more information on Operation Natalie Re-Engagement, see media advisory (Appendix G).
- Nassau County joins the nation-wide fight against overdoses as the numbers continue increase. The Department actively participates in the multi-prong approach including: awareness, education, enforcement, diversion, treatment, and after care visits, in an effort to reduce overdoses. The NCPD strategy for addressing overdoses is to further implement the multi-prong approach and re-engage Operation Natalie.
 - During 2021, One thousand one hundred nineteen (1,119) arrests have been conducted relating to Operation Natalie.
- The Youth Police Initiative have had approximately thirty-four (34) meetings until June when the grant expired. 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” (PWT). During 2021, officers have conducted over two thousand two hundred (2,200) Park, Walk, and Talks.
- In addition to PWT, officers have been assigned to intensify patrols (IP) around houses of worship over thirty-one thousand (31,000) times and around schools over twenty thousand (20,000) times. IPs keep officers near locations where they are visible and available to community members.
- 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. To increase effectiveness, the NCPD will integrate the Senior Engagement Program with Smart911. 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.
- In October 2021, the Department open enrollment for new “recruits” to the Law Enforcement Explorer Program. A flyer was disseminated to the public outlining the program benefits and eligibility (Appendix H).

Problem-Oriented Policing and Hot-Spot Policing

- Strategic-Communication (Strat-Com) meetings have continued monthly throughout the year. 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 I).

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 fifteen (15) 75(a) cases have been referred to the Attorney General's Office. Categories of the referred civilian complaints include excessive force and unlawful conduct. In addition to the aforementioned referrals, a total of nine (9) 75(b) cases have been referred to the Attorney General's Office as well.
- 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 were needed. Additional social workers have since been hired. For further details see next section, Mental Health and Homelessness.
- The tiered response model, call script, training role play scenarios, and all applicable Department Policies and Procedures have been finalized, and all effected Department Members have been trained.

- 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

- During 2021, the NCPD has responded to over four thousand four hundred (4,400) aided cases pertaining to mental health.
- 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.
- The 6-month follow-up report stated, in order to achieve the goal of a tiered response for callers in crisis, the Department identified the need for an additional five (5) MCT teams consisting of ten (10) additional Mobile Crisis Social Workers. Since then, twelve (12) Mobile Crisis Social Workers have been 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 (250) 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. Since the implementation of the Body Worn Camera Program, officers are required to state their name once activating their camera.
- In October 2021, Nassau County Executive announced a new policy increasing transparency and combating conflicts of interest in regards to financial integrity in county government (Appendix J).
- 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.



NASSAU COUNTY POLICE DEPARTMENT POLICE REFORM DATA



2021 Yearly Totals

Overall Data Date Range: January 01, 2021 Through December 31, 2021



NASSAU COUNTY POLICE DEPARTMENT ARREST DATA SUPPLIMENTAL



Data Date Range: January 2021 Through December 2021

Arrest Demographics	Male	Female	Unknown/ Other	Total	% of Total
American Indian/Alaskan Native	26	4	0	30	0.3%
Asian/Pacific Islander	471	134	0	605	5.9%
Black	2,812	844	0	3,656	35.6%
Hispanic/ Latino	2,054	523	0	2,577	25.1%
Other	0	1	0	1	0.0%
Unknown	0	3	0	3	0.0%
White	2,529	871	0	3,400	33.1%
Total	7,892	2,380	0	10,272	100.0%

Nassau County Demographpics	% of Population
White	55.8%
Hispanic/ Latino	18.4%
Black/ African American	10.6%
Asian/Pacific Islander	11.7%
Other	3.5%
Total	100.0%

*Demographic information is based off of 2020 Census data

The "Other" Category includes people who can be identified as 2 or more Races. Some examples of this include, but are not limited to, people who are both white and black, black and hispanic, etc.

Top 10 Communities with the Most Arrests Compared to CFS Breakdown	# of Arrests	% of Arrests	# of Calls
East Garden City	719	14.6%	5,220
Westbury	723	14.7%	10,955
Elmont	608	12.3%	13,797
East Meadow	457	9.3%	11,668
Valley Stream	488	9.9%	15,351
Uniondale	460	9.3%	10,316
Hicksville	385	7.8%	13,585
Bethpage	407	8.2%	7,530
Baldwin	385	7.8%	11,156
Levittown	303	6.1%	9,952
Total	4,935	48.0%	109,530

When breaking down the number of arrests, Nassau County **Residents** make up **64.4%** of all arrests, 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 arrests to the number of public interactions, arrests account for less than **1.1%** of all interactions.



NASSAU COUNTY POLICE DEPARTMENT ARREST DATA SUPPLIMENTAL



Data Date Range: January 2021 Through December 2021

Top 10 Crimes	Total	7 Major Crimes	American Indian/Alaskan Native	Asian/Pacific Islander	Black	Hispanic/Latino	Other	Unknown	White
PEN 220 - Controlled Substances	1,774	0	5	42	500	354	0	0	873
PEN 155 - Larceny	1,411	376	7	122	547	338	0	0	397
PEN 170 - Forgery & Related	1,272	0	4	88	642	407	0	0	131
PEN 120 - Assault & Related	911	305	5	65	285	220	0	0	336
PEN 145 - Criminal Mischief	779	0	1	62	251	190	0	0	275
PEN 215 - Judicial Proceedings	689	0	4	35	173	138	0	0	339
Warrant	447	0	0	17	226	82	0	2	120
PEN 265 - Firearms & Weapons	446	0	2	12	198	98	0	0	136
VTL 1192 - DWI Related Offenses	348	0	0	26	46	138	0	0	138
PEN 140 - Burglary & Related	284	202	0	7	98	79	0	0	100
Total	8,361	883	28	476	2,966	2,044	0	2	2,845
Percentage	81.4%	10.6%	0.3%	5.7%	35.5%	24.4%	0.0%	0.0%	34.0%

7 Major Crimes	Total	American Indian/Alaskan Native	Asian/Pacific Islander	Black	Hispanic/Latino	Other	Unknown	White
Grand Larceny	372	3	21	159	90	0	0	99
Felony Assault	305	1	18	109	82	0	0	95
Robbery	206	0	11	93	54	0	0	48
Burglary	202	0	4	72	54	0	0	72
Rape	25	0	1	4	17	1	0	2
Murder & Non-Negl. Manslaughter	23	0	0	11	6	0	0	6
Grand Larceny of Motor Vehicle	4	0	1	1	2	0	0	0
Total	1,137	4	56	449	305	1	0	322
Percentage	11.1%	0.4%	4.9%	39.5%	26.8%	0.1%	0.0%	28.3%

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 USE OF FORCE DATA



Data Date Range: January 2021 Through December 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	155	34	189	43.0%	115	0	17	1	0	7	22	27
Hispanic/ Latino	79	13	92	20.9%	62	0	2	0	0	1	12	15
Other	11	1	12	2.7%	9	0	0	0	0	1	1	1
Unknown	0	0	0	0.0%	0	0	0	0	0	0	0	0
White	119	28	147	33.4%	101	0	7	0	1	5	13	20
Total	364	76	440	100.0%	287	0	26	1	1	14	48	63

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	155	34	189	43.0%	45	11	22	1	2	1	62	43
Hispanic/ Latino	79	13	92	20.9%	27	13	4	1	0	2	31	12
Other	11	1	12	2.7%	3	0	0	0	1	3	5	0
Unknown	0	0	0	0.0%	0	0	0	0	0	0	0	0
White	119	28	147	33.4%	24	18	16	0	1	3	64	21
Total	364	76	440	100.0%	99	42	42	2	4	9	162	76

Nassau County Demographics	% of Population
White	55.8%
Hispanic/ Latino	18.4%
Black/ African American	10.6%
Asian/Pacific Islander	11.7%
Other	3.5%
Total	100.0%

*Demographic information is based off of 2020 Census data

The "Other" Category includes people who can be identified as 2 or more Races. Some examples of this include, but are not limited to, people who are both white and black, black and hispanic, etc.

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.



NASSAU COUNTY POLICE DEPARTMENT FIELD INTERVIEW DATA



Data Date Range: January 2021 Through December 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	8	3	0	11	0.4%	1	0.1%	10	0.4%
Asian/Pacific Islander	122	18	0	140	4.6%	24	3.0%	116	5.2%
Black	839	116	2	957	31.6%	315	39.1%	642	28.9%
Hispanic/ Latino	654	86	0	740	24.4%	204	25.3%	536	24.1%
Other	20	4	0	24	0.8%	5	0.6%	19	0.9%
Unknown	10	4	15	29	1.0%	2	0.2%	27	1.2%
White	909	217	1	1,127	37.2%	254	31.6%	873	39.3%
Total	2,562	448	18	3,028	100.0%	805	100.0%	2,223	100.0%

Top 10 Communities with the Most FIs Compared to CFS Breakdown	# of FI's	% of FI's	# of Calls
Westbury	212	16.1%	10,955
New Cassel	155	11.8%	4,887
Farmingdale	154	11.7%	4,277
Baldwin	139	10.6%	11,156
Valley Stream	118	9.0%	15,351
East Meadow	117	8.9%	11,668
Hicksville	114	8.7%	13,585
Elmont	107	8.1%	13,797
Levittown	105	8.0%	9,952
Uniondale	95	7.2%	10,316
Total	1,316	43.5%	105,944

Nassau County Demographics	% of Population
White	55.8%
Hispanic/ Latino	18.4%
Black/ African American	10.6%
Asian/Pacific Islander	11.7%
Other	3.5%
Total	100.0%

*Demographic information is based off of 2020

Census data

The "Other" Category includes people who can be identified as 2 or more Races. Some examples of this include, but are not limited to, people who are both white and black, black and hispanic, etc.

When breaking down the number of Field Interviews, Nassau County **Residents** make up **63.5%** of all Field Interviews, while **Non Residents** make up **36.5%**

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 December 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	158	53	16	33	33	76	155	281	805	26.6%
Not Patted Down	491	124	69	130	137	250	339	683	2,223	73.4%
Total	649	177	85	163	170	326	494	964	3,028	100.0%

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	6	5	2	1	2	10	28	32	86	10.7%
Frisked/Officer Safety	140	41	13	27	25	50	111	204	611	76.0%
Furtive Movements	7	1	0	1	1	4	8	22	44	5.5%
Refuse To Comply With PO Direction/Safety	0	1	0	1	1	0	1	3	7	0.9%
Suspect Known Prior	1	1	0	0	0	1	0	1	4	0.5%
Suspect Possible Dangerous Weapon	0	1	1	3	3	11	4	8	31	3.9%
Suspicious Bulge/Object	4	2	0	0	1	0	3	7	17	2.1%
Failed to Indicate a Reason	0	1	0	0	0	0	0	3	4	0.5%
Total	158	53	16	33	33	76	155	280	804	100.0%

Nassau County Demographics	% of Population
White	55.8%
Hispanic/ Latino	18.4%
Black/ African American	10.6%
Asian/Pacific Islander	11.7%
Other	3.5%
Total	100.0%

*Demographic information is based off of 2020 Census data

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 COMPLAINTS DATA



Data Date Range: January 2021 Through December 2021

Total Complainants	Male	Female	Unknown/ Other	Total	% of Total
Asian/Pacific Islander	1	1	0	2	0.5%
Black	26	22	0	48	12.7%
Hispanic/ Latino	6	8	0	14	3.7%
Unknown	37	31	185	253	66.8%
White	40	22	0	62	16.4%
Total	110	84	185	379	100.0%

Nassau County Demographics	% of Population
White	55.8%
Hispanic/ Latino	18.4%
Black/ African American	10.6%
Asian/Pacific Islander	11.7%
Other	3.5%
Total	100.0%

*Demographic information is based off of 2020
Census data

The "Other" Category includes people who can be identified as 2 or more Races. Some examples of this include, but are not limited to, people who are both white and black, black and hispanic, etc.

Complaints	Complaints	% of Total	2021 Founded Allegations	2020 Founded Allegations	2019 Founded Allegations
Improper Procedures	203	41.3%	14	15	22
Unprofessional Conduct	148	30.1%	12	10	20
Other	62	12.6%	32	39	104
Neglect of Duty	17	3.5%	0	3	2
Unlawful Conduct	15	3.1%	8	5	18
Racial/ Ethnic Bias	9	1.8%	0	0	0
False Arrest	9	1.8%	0	0	0
Excessive Force	28	5.7%	0	0	0
Total	491	100.0%	66	72	166

Note: The Breakdown on Gender/ Race of complaints does not equal the total number of complaints. Sometimes a person files multiple complaints/ allegations or there are multiple complaints for the same incident.

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 December 2021

Number of VTL Traffic Stops	Male	Female	Unknown/ Other	Total	% of Total	Warning	Summons Issued	Other	# of Summonses
Asian, East Indian	2,528	786	3	3,317	9.4%	611	2,659	47	6,983
Black	5,521	1,841	17	7,379	20.9%	2,484	4,718	177	16,870
Hispanic/ Latino	6,194	1,483	7	7,684	21.8%	1,692	5,823	169	18,674
Native American	14	2	0	16	0.0%	4	12	0	24
Other	953	309	30	1,292	3.7%	255	999	38	3,127
Unknown	0	0	0	0	0.0%	0	0	0	0
White	9,109	4,028	10	13,147	37.2%	3,241	9,507	399	21,804
Company			2,489	2,489	7.0%	12	2,126	351	14,225
Total	24,319	8,449	2,556	35,324	100.0%	8,299	25,844	1,181	81,707

Top 10 Communities with the Most VTL Stops Compared to CFS Breakdown	# of VTL's	% of VTL's	# of Calls
Massapequa	1,686	4.8%	12,569
Levittown	1,421	4.0%	9,952
Hicksville	1,484	4.2%	13,585
Jericho	1,307	3.7%	4,402
Plainview	1,399	4.0%	6,785
East Hills	1,262	3.6%	2,323
Oceanside	944	2.7%	10,517
Westbury	1,071	3.0%	10,955
Syosset	951	2.7%	6,247
Merrick	1,009	2.9%	5,940
Total	12,534	35.5%	83,275

Nassau County Demographics	% of Population
White	55.8%
Hispanic/ Latino	18.4%
Black/ African American	10.6%
Asian/Pacific Islander	11.7%
Other	3.5%
Total	100.0%

*Demographic information is based off of 2020 Census data

The "Other" Category includes people who can be identified as 2 or more Races. Some examples of this include, but are not limited to, people who are both white and black, black and hispanic, etc.

When breaking down the number of summonses, Nassau County **Residents** make up **56.1%** of all summonses, while **Non Residents** make up **43.9%**

Over **41%** 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 DETECTIVE DIVISION

For Official Use Only - Law Enforcement Sensitive



Detective Division Bias Incidents/Hate Crimes

JANUARY 01, 2021 – DECEMBER 31, 2021

BIAS MOTIVATION	REPORTED INCIDENT	INCIDENTS FOUND TO BE CRIMINAL	ARRESTS
GENDER BIAS (Male, Female, Non-Conforming, Transgender)	3	2	2
AGE BIAS (60 years or older)	0	0	0
ANTI-WHITE	1	1	0
ANTI-HISPANIC	0	0	0
ANTI-BLACK	15	4	4
ANTI-ASIAN	1	0	0
ANTI-OTHER – RACIAL IDENITES (Asian Pacific, American Indian, Multiracial, Unknown)	1	1	0
ANTI-JEWISH	24	19	4
ANTI-CHRISTIAN RELIGIONS	0	0	0
ANTI-ISLAMIC	1	0	0
ANTI-OTHER RELIGION	1	0	0
ANTI-ETHNICITY/NATIONAL ORIGIN/ANCESTRY	0	0	0
SEXUAL ORIENTATION	3	1	0
OTHER PROTECTED PERSONS	0	0	0
TOTALS	50	28	10

NCPD - LANGUAGE LINE USAGE
JANUARY 01, 2021-DECEMBER 31, 2021

Language	# of Calls	Call Duration (minutes)	Avg. Time to Connect (seconds)	Percentage of Total
SPANISH	8,441	46,042	9.1	92.05%
MANDARIN	410	3,440	10.7	4.47%
KOREAN	48	311	12.4	0.52%
HAITIAN CREOLE	46	378	8.8	0.50%
ITALIAN	10	80	23.06	0.11%
CANTONESE	5	57	14.3	0.05%
FARSI	4	28	178.0	0.04%
<i>TOTALS</i>	<i>8,964</i>	<i>50,336</i>		



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
Diversity and Recruitment Team	4150	21-017
REFERENCE DOCUMENTS	EFFECTIVE DATE	TERMINATION DATE
	02/08/2021	

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 3rd

CONTACT: 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](#).

###

**Body-Worn Cameras****OPS 6420****1****POLICY**

The policy of the Police Department is to recognize the need to increasingly utilize audio-video technology to further the mission of the Department. The use of a Body-Worn Camera system will improve the Department's ability to objectively document law enforcement interaction with the public by providing recorded evidence of actions, conditions, and statements.

Members of the Force will activate the body-worn cameras (BWCs) [See Definition] when such use is appropriate to the proper performance of their official duties, where the recordings are consistent with this policy and law. This policy does not govern the use of surreptitious recording devices used in undercover operations.

PURPOSE

To establish procedures for the use, maintenance and control of the Department's BWCs.

This procedure will:

- 1) instruct Members of the Force on how and when to use BWCs so that they may reliably record their contacts with the public in accordance with the law,
- 2) enhance the Department's ability to review critical incidents and probable cause for arrest, to assist in gathering evidence, and to improve the accuracy of members' reports and testimony for investigative and prosecutorial purposes,
- 3) provide additional information for member evaluation and training,
- 4) offer the potential benefits of enhancing Department transparency, fostering accountability, encouraging lawful and respectful interactions between the public and the police, thereby increasing public trust.

DEFINITIONS

Activation: is the changing of the body-worn camera's status from standby mode [See Definition] to recording mode [See Definition]. Upon activation, the BWC will respond with an audible "recording" and a red light will continuously flash.

Body-Worn Camera (BWC): a Department-authorized camera worn on the member's person which captures both audio and video to document police activities.

Body-Worn Camera Program Department Administrator (Department Administrator): oversees the Body-Worn Camera Unit (BWC Unit) and has full access to and user rights within the BWC video management system. The administrator's responsibilities include, but are not limited to:

- 1) assigning and tracking BWC equipment,
- 2) coordinating with Information Technology Unit to control passwords and access rights,
- 3) coordinating with Information Technology Unit, Legal Bureau, and the Body-Worn Camera Unit regarding system-related issues,
- 4) coordinating maintenance and overseeing repairs,
- 5) ensuring proper procedures are followed in the uploading, review, and release of BWC video,
- 6) monitoring recordings, per Department policy and applicable law,

- 7) conducting audits and periodic quality control reviews to ensure video data has not been tampered with,
- 8) managing the retention schedule and status of BWC video,
- 9) continuous review of BWC policies and procedures and making recommendations for any necessary changes,
- 10) act as liaison with the BWC vendor.

Bookmark: is a timeline marker, inserted during recording, that serves to navigate to important events. When added to a recording, the bookmark notes the current date and time, and saves the still frame of that moment.

Categorize: is the act of assigning categories to define the type of recorded event or incident. Categories are searchable fields which allow for quickly finding specific BWC video footage. Categories may also have associated forms for capturing additional information specific to a given incident type.

Command Administrator: is a designated supervisor in each command responsible for:

- 1) maintaining the command’s digital log,
- 2) designating a secure area within the Command for the storage of BWCs not being used,
- 3) sending BWCs for repair,
- 4) maintaining liaison with the Department Administrator.

Covert Mode: refers to the function of turning off all sound and indicator lights for the purpose of not overtly indicating that a recording is in progress. When exiting covert mode, the BWC will respond with an audible “covert off” and the status LEDS will power back on.

Deactivation: is the stopping of actively recording an incident and returning to standby mode. When deactivated, the BWC will respond with an audible “stop recording” and the flashing red light will go dark.

Incident: an encounter which requires some degree of law enforcement action or response. For the purposes of this procedure, an incident will have concluded when a member has cleared the scene and given a disposition, or has completed transport of a civilian or arrestee.

Recording Mode: upon activating the BWC and it sounding an audible “recording,” the BWC will be in recording mode. A red light will continuously flash, and an audible beep will sound every 3 minutes as a reminder that a recording is in progress, except while in covert mode [\[See Definition\]](#).

Standby Mode: refers to the BWC being powered on, but not actively recording. When the BWC is powered on, an audible “hello” will sound and a green LED will light to indicate the BWC is on.

SCOPE

Members of the Force

SOURCES

Community Oriented Policing Services, US Department of Justice, and Police Executive Research Form, Implementing a Body-Worn Camera Program – Recommendations and Lessons Learned, 2014.

Getac Wearable Gen3 Body Camera Training Manual, July 31, 2020, Rev: V1.0

International Association of Chiefs of Police, Body-Worn Cameras, April, 2019.

RULES

Municipal Police Training Council, Body-Worn Camera Model Policy, September, 2015.

Police Department City of New York Patrol Guide, Use of Body-Worn Cameras, August, 2020.

1. Members of the Force will use BWCs in accordance with Department policies and state laws.
2. All BWC equipment and all data, images, video and metadata captured, recorded, or otherwise produced by the equipment, is for official use only and remains the sole property of the Department.
3. Only trained, assigned, and authorized personnel will be required to use BWCs during their assignments.
4. Members will only use BWCs approved and issued by the Department while on duty. No non-Departmental BWC equipment (i.e., personal) or other recording devices will be used.
5. Members will only use BWCs assigned to them. Members will not use a BWC assigned to another member, or not previously assigned to them, without authorization from a supervisor.
6. BWCs are for official use only and will not be utilized for personal reasons or non-work related activities.
7. Members will not erase, reuse, modify, copy, publish, share or tamper with any recording. Only authorized system administrators may manage previously recorded digital recordings in accordance with Departmental policies and state laws.
8. BWC recordings will not be disseminated, copied, or released in any manner outside of the Department without the approval of the Commissioner of Police or his/her designee.
9. Members will not use other electronic devices or other means to intentionally interfere with the capability of the BWC equipment.
10. Members will not intentionally activate BWCs:
 - a. to document any deaths for crime scene purposes, unless directed by a supervisor,
 - b. when discussing tactical planning and strategies,
 - c. during Departmental meetings or training,
 - d. to record the performance of administrative duties and non-enforcement functions,
 - e. to record routine activities within Department facilities,
 - f. where a reasonable expectation of privacy exists, such as dressing rooms, locker rooms or restrooms, unless the member is present in an official capacity,
 - g. to capture discussions between individuals with privilege, such as attorneys, members of the clergy, peer support counselors, and medical professionals.

- 11. Unless a legitimate law enforcement interest/event has such evidentiary value that outweighs an individual’s privacy, members will *not* activate BWCs:
 - a. to record confidential informants or undercover officers,
 - b. to record victims of sex crimes,
 - c. during a strip or body cavity search,
 - d. when an individual is nude or when sensitive human areas are exposed,
 - e. during non-law enforcement encounters while inside medical and psychiatric facilities, or safe centers,
 - f. when present in a court facility, except for the immediate lodging of a prisoner,
 - g. when a potential witness requests to speak to a member confidentially or desires anonymity,
 - h. when a victim or witness requests that he/she not be recorded and the situation is not confrontational,
 - i. when a victim requests that he/she not be recorded as a condition of cooperation and the interests of justice require such cooperation.
- 12. Members will not allow the public to review BWC recordings, unless permission has been obtained from the Commissioner of Police or his/her designee.
- 13. BWCs will be deactivated immediately prior to entering a police facility, except in the case of an arrest. When accompanying a prisoner into a police facility, members will continue recording until the prisoner has been lodged for arrest processing.

**REPLACES
PROCEDURE**

Not applicable.

A. Signing On/Equipment Check

Note: Members assigned to utilize a BWC must use this equipment in accordance with Department policies and state laws. Members are responsible for and will use reasonable care to ensure proper functioning of Department-issued BWCs.

Note: While BWCs are useful for documentation purposes, these do *not* take the place of primary evidence collection, documentation procedures, and written reports.

- 1. At the beginning of each tour,
 - a. *inspects* the BWC to ensure the equipment is fully charged and operating properly,

Note: There are features on the BWC which enable the member to determine, before each tour, if the BWC is operating properly. When powering on the BWC, the left LED will light up green and the BWC will respond with an audible “hello”.

**Member of the
Force**

Supervisor

- b. if there is any equipment malfunction or concerns related to battery life and depletion,
 - (1) *attaches* the BWC to the external battery, **and**
 - (2) *re-tests* the BWC again to ensure proper function,
- c. if the BWC continues to malfunction,
 - (1) *immediately notifies* a supervisor and *specifies* the problem,
 - (2) *notes* the problem in their memo book,

Note: A supervisor will immediately arrange to replace a non-functional BWC. Members will not use a BWC assigned to another member, or BWC not previously assigned to them, without authorization from a supervisor.

- d. *securely attaches* all supplied components of the BWC to the outermost garment to provide the lens a clear view to capture quality video and audio data and *ensures* the BWC is properly positioned to clearly record police activities regardless of uniform attire,
- e. *confirms* the BWC is in standby mode [\[See Definition\]](#) prior to the beginning of the tour.

**Desk Supervisor/
Desk Officer**

- 2. *Ensures* officers under his/her command are equipped with properly functioning BWCs and that the BWCs are utilized:
 - a. as directed by the respective manufacturer’s instructions/ per training guidelines, **and**
 - b. in accordance with Department policy and procedures.
- 3. If notified of a malfunctioning BWC and the problem could not be resolved, *notifies* the Desk Supervisor/Desk Officer.
- 4. If notified of a malfunctioning BWC,

- a. *assigns* a spare BWC to the officer,

Note: Only a desk supervisor/desk officer has the authority to assign a spare BWC.

- b. *records* the newly assigned BWC in **both** the command’s digital log and the GETAC/EVM dashboard portal,
- c. *notifies via email both* the Command Administrator [\[See Definition\]](#) and the Body-Worn Camera Program Department Administrator (Department Administrator) [\[See Definition\]](#) of the newly assigned BWC,
- d. *forwards* BWC to be repaired to the Command Administrator.

**Command
Administrator**

- 5. *Arranges* for BWC repairs, notifying the Department Administrator via email of:
 - a. any new equipment malfunctions,
 - b. missing or damaged BWCs.

Note: The Supervisor and/or Department Administrator will initiate an investigation when notified of a missing or damaged BWC.

**Member of the
Force****B. Activating and Using the BWC**

Note: A member who fails to activate [See Definition] his/her BWC for any incident [See Definition] according to Department policies and rules, whether intentionally or unintentionally, will report the failure to record to his/her supervisor as soon as practical.

1. *Activates* the BWC, *prior* to making contact, in any of the following incidents, unless it is unsafe or impractical to do so:

Note: Upon activation, the BWC will be in recording mode [See Definition]. The BWC will respond with an audible “recording” and a red light will continuously flash while recording.

- a. all calls for service,
- b. self-initiated activities, or any other investigative or enforcement encounters,

Note: Members may activate the BWC before or during any other incident at their discretion, providing the activation does not violate any Department rules.

- c. requests for consent to search without a warrant, including searches of persons, buildings, or vehicles,

Note: When practical, bookmark [See Definition] the request for consent and the consent for the incidents specified above.

- d. seizure of evidence,
- e. advisement of Miranda rights, when required,
- f. statements made by individuals (subjects and witness) in the course of an investigation or complaint,
- g. civilian and arrestee transports,
- h. any other contact that becomes adversarial after the initial contact in a situation that would not otherwise require recording.

2. *Notifies* members of the public that the interaction is being recorded as soon as reasonably practical, unless such notification could compromise safety or impede an investigation.

Note: Suggested notification: “Sir/Ma’am, I am XXXX of the Nassau County Police Department. This encounter is being recorded”.

Note: During incidents involving traffic stops or field stops, members will also inform the individual of the reason for the stop as soon as practical.

Note: A person’s consent is not required to start or continue recording.

Member of the Force

3. *Considers* bookmarking key or important events as necessary.

4. Once the BWC has been activated, *continues recording* until the event that prompted the activation has concluded, *except* in situations in which continued recording:
 - a. may jeopardize or otherwise compromise the safety of the member(s) or the public,

Note: For example, when at the scene of a bomb, suspected bomb, or suspicious package, members will refrain from using electronic devices, including body-worn cameras, radios, mobile data terminals (MDTs) and cell phones, when within 300 feet of a suspected bomb location. [\[See OPS 12111, Bomb and Bomb Threats\]](#)

 - b. hinders the ability to conduct a proper investigation,
 - c. seriously compromises an individual’s privacy and dignity and that compromise significantly outweighs any legitimate law enforcement interest. Such situations might involve recording in:
 - (1) hospitals or clinical settings when no crime has been committed,
 - (2) houses of worship,
 - (3) shelters,
 - (4) government offices.

Note: Members are not obligated to initiate or cease recording an incident solely at the request of the individual with whom the member is interacting. Consideration may be given to recording only audio.

Note: Members may also consider switching the BWC to covert mode [\[See Definition\]](#), which turns off all sounds and covers indicator lights for the purpose of not overtly indicating that a recording is in progress.

5. **Will not** use BWC video for confirmatory identifications (show-ups).

Note: Show-ups must be done in person, and not by a witness viewing a BWC video of the suspect.

6. *May deactivate* [\[See Definition\]](#) the BWC during an incident if the member is no longer actively engaged in the investigation or interacting with a member of the public.

Note: For example, holding a traffic post at an auto accident scene.

7. *Deactivates recording* upon completion of the incident.

8. *Categorizes* [\[See Definition\]](#) the recording.

9. If, during the course of the tour, the BWC malfunctions or if the BWC was unintentionally activated and a prohibited recording occurred,
 - a. reports to a supervisor immediately,
 - b. proceeds per supervisor’s instructions,
 - c. makes a memo book entry.

Member of the Force

Note: If the BWC was unintentionally activated but the recording is not prohibitive and is of no evidentiary value, the member is *not* required to notify a supervisor. The member must, however, make a memo book entry documenting the unintentional recording.

10. *Makes* a memo book entry regarding the BWC in the following circumstances:
 - a. if assigned to a call but given a disregard by the other responding unit prior to arrival,
 - b. if assigned to a call and a recording is made,
 - c. if not assigned to a call but responds as backup and a recording is made.

Supervisor

Note: If assigned to a call but given a disregard by another unit *and* CB exchanges the call to that unit, no memo book entry is necessary.

11. If at scene, *determines* if immediate upload of BWC footage is necessary and *directs* the officer accordingly.
12. If at the scene of a shooting or other serious incident in which officers were involved, *ensures* an Administrative Officer from the Deadly Force Response Team [[See OPS 12460](#)] collects and secures all BWCs from those officers involved in the incident.

Member of the Force

13. *Uploads* the BWC footage *at least once per tour*, or as directed by a superior officer, at designated locations.
14. At the end of the tour,
 - a. *powers off* the BWC,

Note: The BWC will respond with an audible “goodbye”.

 - b. *charges* the BWC.

C. Data Storage, Security and Retention

**Department Administrator/
BWC Unit**

Note: BWC recordings are considered official investigative materials and, as such, will be handled in accordance with existing Department policy and applicable laws.

1. *Follows* instructions for data storage and preservation methods in accordance with specific manufacturer’s guidelines and recommendations.
2. *Ensures* all BWC recordings will be accessed only:
 - a. by Department-approved system users,
 - b. on Department-approved equipment, *and*
 - c. for viewing and copying for official purposes only.
3. *Logs into* BWC video management system and identifies BWC video recordings that have not been categorized properly.

Note: Each video will be categorized (by the uploading member) to allow for efficient management storage and retrieval of files.

**Department
Administrator/
BWC Unit**

- 4. If a recording has *not* been properly categorized, *contacts* the Command Administrator and *requests* that he/she directs the uploading member to properly categorize the BWC recording.
- 5. *Complies* with retention schedules as dictated by applicable law.

Note: If a BWC recording has evidentiary value in an ongoing investigation, court proceeding or appeals process, the recording will be retained through the pendency of the case or in accordance with applicable law, whichever is greater. Supervisors and investigators may request, through channels, that a BWC recording be retained beyond the prescribed retention period, if necessary.

Note: Non-evidentiary data will be retained for a minimum of six (6) months.

- 6. If no extension of video data retention is required, *manages* the recording(s) in accordance with Department retention procedures and with the approval of the Department Administrator.
- 7. If a recording is deemed to be useful as a training tool, *retains* the recording for as long as practical.

D. Arrest Processing and Sharing of BWC Videos

**Arresting Officer/
Assigned Officer**

- 1. *Assures* all BWC recordings are properly categorized.
- 2. If the case involves an arrest, *identifies* all BWC videos associated with the arrest and if known, any other pertinent BWC video from previous incidents that can enhance the arrest case.

Note: When the arresting/assigned officer and/or /BWC Unit become aware of any pertinent BWC video that is associated with their arrest case (e.g., BWC video containing suspect information, complainant/victim/witness statements, or are of any investigative value in regard to the establishment of probable cause, etc.), regardless of when the video was recorded, will ensure that those BWC video files are properly identified.

BWC Unit

- 3. *Shares* BWC video as follows:
 - a. with Legal Bureau when a member of the Department becomes aware of potential or actual civil litigation involving a matter captured by a BWC, *and/or*
 - b. with assigned detective/investigator when any portion of an incident under investigation is captured by a BWC.

E. Accessing and Viewing Footage

**Police Officer/
Detective**

- 1. *May review* his/her own BWC recording, or the BWC recordings made by other (uniformed) members of the Department for a given incident, for official purposes, including:

- a. conducting a criminal investigation,
- b. preparing for courtroom testimony or courtroom presentation,
- c. providing testimony pursuant to an administrative inquiry,
- d. reviewing an incident prior to writing a routine report,
- e. training and professional development,
- f. preparing for civil litigation.

Note: In routine cases, the viewing will be utilized as a tool when completing written reports to ensure the accuracy and consistency of events. In officer-involved shootings, use of force cases, or when a (uniformed) member of the Department is the subject of an official Department investigation or is a witness in an official Department investigation, access to recordings may be delayed. However, officers will be permitted to review recordings at a time allowed by the supervisor in charge of the investigation prior to making a statement or report.

Supervisor

- 2. In addition to the permitted access listed in Step 1 (above), *may review* BWC recordings of members of his/her command for the purpose of ensuring compliance with the BWC policy and procedure, including:
 - a. administrative inquires,
 - b. civil claims,
 - c. reports of misconduct,
 - d. meritorious conduct, *and*
 - e. if it is deemed valuable as a training tool.

BWC Unit

- 3. For requests to view BWC recordings originating from *outside the Department*, *releases* of BWC recordings in accordance with the Department’s established procedures. As such, BWC recordings will:
 - a. be subject to the same security restrictions and chain of evidence safeguards as detailed in the Department’s evidence control and records confidentiality policies,
 - b. not be released to anyone other than bona fide criminal justice agencies or prosecutor’s office without prior approval of the Commissioner of Police or his/her designee,
 - c. be otherwise subject to the procedures required by the Freedom of Information Act and subject to the same statutory exemptions from disclosure as any other Departmental records.
- 4. For requests to view BWC recordings originating from outside the Department that have been denied for any reason, *specifies and documents* reasons for the denial.

**Patrol Supervisor/
Supervisor, BWC
Unit/
Training Sergeant**

F. BWC Recordings Used For Training and Administrative Purposes

1. *Periodically review* BWC video as appropriate to:
 - a. provide feedback,
 - b. assess overall officer performance and compliance with procedures,
 - c. take necessary remedial action to address and correct any performance or tactical deficiencies observed,
 - d. determine if BWC video may be useful for training purposes.

Note: Commanding Officer, Police Academy or his/her designee will notify member when member is a participant in a video to be used for training purposes.

2. When made aware that an officer made a prohibited recording, or if an officer failed to record or interrupted the recording of a legitimate law enforcement interest,
 - a. *reviews* all necessary documentation,
 - b. *makes a determination* regarding the circumstances surrounding the infraction,
 - c. *documents* findings,
 - d. *forwards* findings (TOC) and recommends remedial action, if necessary.

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. 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



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 to have the person entered into the database.

Person Information:

Name (First Last)	Phone Number: (MUST INCLUDE)	Email: (MUST INCLUDE)
Person Address (MUST INCLUDE TOWN/ VILLAGE)		
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 <u>OTHER THAN ENGLISH</u>		
	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 (Check All that Apply)	Topics/ Services (Check All that Apply)
<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
↓ ENTER YOUR OWN BELOW ↓	↓ ENTER YOUR OWN BELOW ↓



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



PROCEDURE TITLE

PROCEDURE NUMBER

REVISION

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.

ISSUING AUTHORITY

SIGNATURE

EFFECTIVE DATE

PAGE

Commissioner

Patrick J. Ryder

06/07/2021

1 of 3

Encounters with Transgender or Non-Binary Persons

OPS 4245 1

Police Officer

B. Stops and Questions

1. If an officer has reasonable suspicion that a person possesses a weapon and the officer is concerned for his/her safety, *conducts* a search.

Note: A search for a weapon may be conducted by either a male or female officer, regardless of the subject's anatomical sex.

Arresting/Assisting Police Officer

C. Arrest of Transgender or Non-Binary Persons

1. *Initiates* the Arrest Processing procedure [See OPS 2115] if an arrest is warranted.

2. *Conducts* a search incident to arrest [See ART 17, Rule 6].

Note: A search incident to arrest may be conducted by either a male or female officer, regardless of the subject's anatomical sex.

3. *Transports* arrestee to arrest processing location.

Arresting/Assisting Police Officer

D. Search and Detention of Transgender or Non-Binary Persons at Arrest Processing Location

1. *Obtains* government identification [See Definition] from the arrestee, if available.

Note: 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].

Note: 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.

2. If the arrestee states a preferred name and/or pronouns, *addresses* the arrestee as such. The arrestee's preferred name will be noted in the "aka" field of the arrest paperwork.

3. *Informs* 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.

Note: A search to solely determine gender is prohibited.

Desk Officer

4. *Considers* arrestee's government identification, if available.

5. *Provides* for second officer to assist/witness search.

6. If the arrestee 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 arrestee's request.

Arresting/Assisting Police Officer

7. *Conducts* a search of arrestee.

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**



Laura Curran
Nassau County Executive



Patrick J. Ryder
Police Commissioner



The Nassau County Law Enforcement Exploring Program is learning for life's career education program for young men and women who are 14 (and have completed the eighth grade) through 20 years old.

Law Enforcement Exploring is a unique opportunity to experience the rewards of a police career and tests an individual's ability and commitment to improve the quality of life for the people of Nassau County.

Under the supervision of their police officer advisors, explorers assist the police department at special events such as parades, walk-a-thons and public gatherings.

Law Enforcement Exploring combines classroom training with hands-on role play activities, radio operating procedures, community awareness, crime prevention initiatives, and much more.

Law Enforcement Exploring exists to accomplish a major goal: to provide the structure and resources needed for the youth of Nassau County to learn about law enforcement and its career opportunities, to make ethical choices, and to achieve their full potential as individuals.

Law Enforcement Exploring's purpose is to provide experiences to help young people mature and to prepare them to become responsible and caring adults.



An important goal of **law enforcement exploring** is to help young adults be responsible and caring people, both now and in the future. Exploring uses "character education activities" to help young adults develop the ability to make responsible choices that reflect their concern for what is at risk and for the people involved.

Because Exploring is voluntary, youth are receptive to new ideas, experiences, and relationships. For the Explorer these relationships provide a connection to new ways of thinking and acting as well as developing a new identity as a responsible, caring young adult.

Teenagers want to belong to a group that provides a supportive place from which they can address the issues that affect them as they grow and develop. These issues include becoming more independent, developing social relationships, re-assessing values and undergoing physical and psychological changes.

Explorers tell us that they have learned to step up and take charge in critical situations and have developed greater self-esteem. The hands-on experience in community policing and problem solving, as well as the professional training received, prepares them for successful police careers.

Exploring programs are based on five areas of emphasis: career opportunities, life skills, citizenship, character education and leadership experience.

Mission Statement:

Law Enforcement Exploring enables young people to become responsible individuals by teaching positive character traits, career development, leadership and life skills so they can make ethical choices and achieve their full potential.

Youth Benefits:

- Stimulated interest in continual education
- Scholarship opportunities
- Career information; insight into future vocation
- Positive alternative to negative youth activities, such as drug abuse and involvement with gangs
- Sense of acceptance and belonging to the "right" group Safe environment for adult like activities
- Opportunities to participate in practical, real and meaningful hands-on experiences
- New career and personal skills
- Opportunities to try leadership roles and develop skills
- Cooperative relationship between adults and youth
- Service to others

Youth development researchers have developed the following framework of developmental assets that give young people a strong foundation for life:

- **Support** – Receive support from family, teachers, and other adults.
- **Empowerment** – Feel useful and safe.
- **Boundaries and expectations** – Move in an environment with rules, structure and high expectations.
- **Constructive use of time** – Spend time creatively on hobbies and with friends.
- **Commitment to learning and positive values** - Learn honesty, integrity, personal responsibility, as well as how to care for others.

For questions about Exploring call Community Affairs at 516-573-7360 or visit the Exploring website www.ncllee.org. New Explorers are accepted once a year in October at Explorer Open House. You can pre-register by visiting the website and clicking on the "Join Now" button. An email will be sent to you with further information.



For Immediate Release: June 30, 2021
Contact: Christine Geed, 516.242.6828
Vicki DiStefano, 516.477.5592

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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FOR IMMEDIATE: Wednesday, October 13 2021

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County Executive Curran Signs New Policy Increasing Transparency and Combating Conflicts of Interest

Policy Builds on County Executive's Commitment to Restoring Trust and Fiscal Integrity in County Government

Mineola, NY – Nassau County Executive Laura Curran today signed a new policy governing countywide procurement and compliance, officially implementing new measures aimed at increasing transparency and flexibility. Building upon prior enhancements to the County's procurement policy, transparency is being further increased through enhanced vendor review to ensure vendors have the capacity and integrity to warrant award of a County contract.

Major changes to County policy include:

1. Enhanced vendor responsibility review
 - a. Enhanced review of vendor ownership and affiliations
 - b. Enhanced review of adverse vendor information
 - c. Formalized responsibility reference checklist
2. New procurement methods, processes, and requirements
 - a. Requests for Expressions of Interest
 - b. Refined process for Requests for Qualifications
 - c. Increased oversight of award of Emergency Contracts
 - d. Increased oversight of contract assignments
 - e. Updated Model RFP
 - f. Enhanced procurement file contents

"Nassau County had been plagued by a culture of corruption and favoritism due to lack of controls and transparency in the county's contracting and procurement process. The policy I am signing today is another important step towards restoring trust and fiscal integrity in County government. We will continue to transform the way Nassau County does business, increasing oversight and implementing strong controls to guard against corruption," said **County Executive Curran**.

The new policy is part of a comprehensive anti-corruption agenda advanced by County Executive Curran, including the following key initiatives.

- Banning county officials from [accepting gifts of any kind from county vendors](#), and [holding party leadership positions](#)
- Bringing transparency to county finances, collaborating with Comptroller's Office to develop [Open Checkbook](#), [Open Budget](#), and [Open Payroll](#)
- Debuting the first-ever [Vendor Code of Ethics](#)
- [Removing an anti-competitive fee](#) for businesses seeking to do business with Nassau.
- Introducing a [new business-friendly portal for vendors](#) to submit claims and disclosure forms online and have them reviewed and approved electronically, strengthening oversight and audit trails
- Phasing out paper-based process across procurement with implemented electronic processes for procurement with increased oversight and stronger audit trails. This includes a [digitized process for disclosure](#) that bolsters oversight of conflicts of interest and potential abuse of power by county officials
- Appointing Nassau County's very first Chief Procurement Officer & Department Chief Contracting Officers

The full updated procurement policy is available for public viewing [here](#). The purpose of the Nassau County Procurement and Compliance Policy is to set forth clearly: (i) the different methods by which the County may procure goods and services, (ii) when each method may be used, (iii) what approvals must be obtained to complete a procurement under each method, and (iv) procurement-related elements of effective contract administration. All County personnel and vendors involved in procurement are directed to familiarize themselves with this procedure and to follow its provisions. The policy summarizes existing state and local law and the policy and preferred practices of Nassau County. All department contracting officers and other personnel will be trained on the new policy immediately. This is part of the regular trainings provided to contracting officers.

In 2018, County Executive Curran ordered an annual review of the policies dictating how over \$1B in county business is spent, including policies and procedures for the procurement process. The policy signed today follows this process, which includes input from the County Legislature, County Comptroller, County Attorney, Inspector General, and select County department heads.