



POLICE REFORM EO203
2023 Year-End Follow-Up Report

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Introduction:

The Office of the Nassau County Executive and the Nassau County Police Department (NCPD) 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 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 continue to file reform reports biannually with the 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 eight (8) categories of transparency are included subsequent to the written portion of this report (Appendix A).

NCPD Reform Responsibilities:

Staffing and Recruitment

- Over thirty-three thousand four hundred twenty (33,420) applicants preregistered for the Nassau County Police Test by the deadline on October 31st. Administration of the exam is scheduled between January 5th and January 10th.
 - Community Affairs hosted six (6) prep seminars for the Police Officer Exam. The seminars were attended by hundreds of applicants.
- All applicants that begin the investigation process are provided with literature about the mentorship program and their form is sent to all participating NCPD fraternal organizations. The fraternal organizations continue to engage applicants by keeping the lines of communication open from preregistration, to the exam, through the police academy, and probationary period. The mentorship program successfully assists officers transition from civilian life into a successful law enforcement career. Mentoring provides new officers, especially those from underrepresented populations, with support, guidance, and resources they need to succeed on the job, enjoy their careers, and earn promotions.
 - The Department Head of Fraternal Organizations attended the Police Officer Exam Seminars and delivered a presentation to attendees on the mentorship program including success stories from previous applicants. Exam applicants were able to ask questions and received instructions on how participate.
- The Nassau County Police Department's police exam advertising efforts were tenacious throughout the year. Some forms of advertising include but are not limited to:
 - Recruit informational documents were available in every precinct and routinely posted on the Department's social media accounts.
 - Large signage was placed on county buildings and in high traffic area roadways throughout Nassau County.

- Advertisement for NCPD police officer recruitment was displayed in the Roosevelt Field Mall Food Court throughout the year.
- Social media advertisements through Meta.
- Community Affairs Unit consulted key public leaders, who guide their communities formally or informally, to help us tailor our message and more effectively recruit their populations.
- Community Affairs continues to have a supervisor specifically assigned to recruitment.
- The Department's Community Affairs Unit held or attended approximately seven hundred thirty-four (734) recruitment events during the first half of this year.
- The David S. Mack Center for Training and Intelligence hosted a recruit graduation ceremony on December 12th. Three (3) police officer recruit classes consisting of forty-five (45) NCPD and ten (10) Village Police Department Recruits graduated and are assigned to Patrol.

Training

- The NCPD Police Academy is hosting four (4) different in-service trainings during 2023:
 - In-Service Training for Police Officers:
 - This session began mid-April and ran through May with one make-up week in November. Approximately one thousand seven hundred thirty-eight (1,738) officers were in attendance.
 - The topics reviewed included but were not limited to: body-worn cameras, de-escalation/professional communications, duty to intervene, implicit bias, language line, courtroom testimony and trial preparation, legal and department policy updates, search and seizure, use of force, and wellness.
 - In-Service Training for Detectives and Supervisors:
 - Training was attended by approximately five hundred eighty (580) members running from early March until early April with make-up dates in November.
 - Lecture subjects discussed included body-worn cameras, department policy and procedures, electronic control devices, field training program, handling school incidents, implicit bias, language line, legal updates, professional communications, search and seizure, trial preparation and testimony, use of force, and wellness.
 - EVOC/BSO In-Service Training:
 - All police officers completed the emergency response/non-emergency qualification course and attended motor vehicle stops training.
 - This session occurred from March to December and was attended by one thousand seven hundred twenty-one (1,721) officers.
 - Active Shooter In-Service Training for Detectives and Supervisors:
 - Active Shooter Response Training began in February and concluded by November. This training is held at the Morrelly Homeland Security Center.
 - During 2023, five hundred ninety-five (595) members have attended.
- Nassau County Interim Finance Authority (NIFA) approved funding for the Nassau County Police Training Village. The county broke-ground this July. The training village will be located at the David S. Mack Center for Training and Intelligence, next to Nassau County Community College (NCCC). The village will host regional agencies to train on community-based police responses. The NCPD has partnered with the NCCC, to have diverse students from their criminal justice program participate in scenarios at the training village. The village will be equipped to train members on real-life community-based scenarios in addition to tactical situations, as the

Department recognizes the importance of both. The Community-based scenarios will be inspired by community members (via survey) and patrol officer experiences, then implemented by the Police Academy.

- In recognition of the uptick in national and local occurrences of public video recording of police facilities, the Department created a First Amendment Reference Guide. Below are key points extracted from the guide:
 - Individuals cannot physically interfere with official and lawful police functions or engage in criminal conduct.
 - Officers cannot prohibit recording unless it impedes the performance of their duties.
 - A public place is defined as: open for expressive activity by the public. A non-public place is defined as: facilitating business and not providing a forum for public expression.
 - If the individual(s) is in a non-public facility and/or the individual(s) is disrupting facility operations, members are to confer with a facility representative as to whether the individual is authorized to remain in the space. If the individual(s) is unauthorized, members will request they leave and advise they cannot remain in the space.
 - Members are reminded to be polite, helpful, remain professional, and know when to disengage.
- In August, Department Notification 23-086 informed members the Field Training Officers Program is accepting requests. Field Training Officers are expected to guide recruits in the application of classroom training, instilling and developing the recruit's proper attitude and outlook towards police work and the communities they serve, and evaluating and documenting the recruit's performance. Officers who are selected for the Field Officer Training Program will complete a thirty-six (36) hour course with a curriculum including but not limited to; recent developments in the law, methods and techniques of training, and the evaluation of personnel performance.

Use of Force

- The Nassau County Police Department Use of Force Department Procedure has been updated twice this year. First, Supervisors are instructed to ensure Body Worn Camera (BWC) footage from members at scene is uploaded. The Desk Officer is to verify camera footage was acquired. Second, definitions of Force and Intermediate Weapons have been revised. Force now includes the term "displaying" with regard to firearms and electronic control devices. In the definition of Intermediate Weapon, the phrase "reasonable and necessary" has been changed to "objectively reasonable" in conformity with state law.
- Department Form 258 Use of Force Report has been changed to allow for members to articulate further detail, where as previously, some questions were completed with a checked box. For example, reason use of force was necessary and describing subject's actions must now be explained in free text allowing for more detailed circumstances and explanations.
- The NCPD Legal Bureau continues to meet regularly with the County Attorney's Office both informally as well as formally at the quarterly Litigation Review Meetings.
 - Topics covered during the 2023 Litigation Review Meetings were: civil cases including use of force, false arrest, vehicle accidents, amongst other types of civil actions; discovery and scheduling issues; and policies, procedures and training related to civil actions.

Body Worn Cameras

- Throughout 2023, a total of eight hundred thirty-two thousand five hundred twenty-six (832,526) body worn camera (BWC) recordings have been logged.
- BWC footage for every arrest and complaint continue to be reviewed and the Department persists with regular audits of additional videos. Recordings may be reviewed by patrol supervisors and commanding officers, Internal Affairs Unit, BWC Unit as well as Department Executives.
- The number of corrective actions is expected to decrease year to year as officers become more familiar with Department Procedure and camera technology. Previously, verbal corrective actions relating to technical knowledge such as camera angle or camera placement was documented by an informal tally. Going forward, more serious instances of corrective action resulting in formal documentation will be reported. Thusly, subsequent to arrest, filing of a complaint and/or audits of reviewed footage during 2023, it was determined approximately four hundred thirty-two (432)¹ instances of corrective action have been addressed.

Vehicle Stops

- NCPD Officers continue to record the gender and race/ethnicity of the person(s) subject to field and traffic stops, as well as a disposition code for each stop.
- The Department understands field and traffic stops conducted by plain clothes officers in unmarked vehicles can be unexpected. Plain clothes officers are required to attend regular car stop training to ensure they are properly identifying themselves and conducting themselves professionally while not in uniform.
- As discussed in the Training section, vehicle stops are also a topic reviewed during the EVOC/BSO In-Service Training during the motor vehicle stops lecture.

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

- The NCPD Department Rules, Standards of Conduct have multiple updates.
 - Rule 1: Dedication to Duty and Rule 5: Keeping Supervisors Informed, now consider the following as an “all-important matter” requiring supervisor notification: corruption, fraud, use of excessive force, criminal activity, conflicts of interest or abuse by another officer or employee relating to his or her office or employment.
 - Rule 15: Personal Appearance is no longer gender specific. This rule is now organized by personal appearance category (e.g. hair, cosmetics, jewelry).
 - A Department Notification was issued in May reminding members of Rule 15: Personal Appearance – Tattoos. While on duty, visible tattoos will not be offensive or obscene. Pre-existing markings determined to be offensive or obscene will be entirely covered. Exposed tattoos of any kind on the hands, fingers, face, neck, and head are prohibited.
- In early March, the Department Procedure for Obtaining and Using Interpreters has been modernized. Key revisions are highlighted below:

¹ There was an error in reported instances of Corrective Action in the 2023 Half-Year Report. The correct number of half year corrective action instances should be two hundred sixty-six (266).

- The NCPD recognizes utilizing a Department Interpreter is best for Limited English Proficient (LEP) community members. The Department encourages Members to take the online proficiency test.
- The following new definitions have been added: Language Identification Card (and how to locate it on the Department Intranet), Employee Skills Search Database Program (which includes the proficiency exam), Limited English Proficiency (LEP) Persons, and Interpretative Service.
- As department technology is upgraded, the guide for contacting Language Line is updated congruently.
- It remains Department Procedure, that a minor child should not be used as an interpreter in a high stress situation.
- Language Access continues to be a topic covered during in-service training. The NCPD Language Access Plan remains available for public review on the Department home page.
- To ensure the NCPD Language Access Plan and Language Line are functioning as effectively as promised in the EO203 report, the NCPD continued to conduct audits during 2023.
 - Eighty-six (86) audits were conducted year to date, thirteen (13) calls were not assessed due to connectivity issues. The remaining seventy-three (73) audits were completed with a seventy-eight percent (78%) passing rate. Languages audited include Spanish, traditional Chinese, Farsi, Korean, Haitian Creole, and Italian. Fifty (50) callers were transferred to Language Line and seven (7) callers were assisted by a Spanish speaking officer. The officers that failed to comply with the Department's Language Access Plan were subjected to corrective action and retrained.
 - The NCPD will continue to audit officers and the efficiency of Language Line by testing a sampling of the top six (6) languages spoken in Nassau County.
 - An end of year comparison of 2022 to 2023, there has been approximately a twenty-seven percent (27%) increase in calls to language line.
- The Young Adult Council (YAC) continues to meet and have honest and open discussions with the youth in our communities. The combined precinct YACs met for a total forty-seven (47) times during 2023.

Implicit Bias Awareness Training

- The Department implicit bias awareness training for NCPD and Village recruits is ongoing. This training has been attended by a total seven hundred eight (708) officers since 2020. (2020: two hundred eleven (211), 2021: two hundred thirty-five (235), 2022: one hundred forty-one (141), 2023: one hundred twenty-one (121)).
- With the addition of the new training village, implicit bias awareness training will be enhanced by utilizing community-based role play scenarios.

Hate Crimes

- The Department continues to utilize Precinct Bias Crime Coordinators in an effort to identify trends and commonalities in bias incidents within each jurisdiction. The Bias Crime Coordinators report to the Chiefs of Department and Detectives to ensure all bias incidents and hate crimes are properly recorded and investigated.

- The NCPD created a dedicated phone line and email address to receive non-emergency bias/hate incident information from the public. “Stop the Hate” (Appendix B) flyer was created and disseminated throughout Nassau communities instructing residents to call/text 516-500-0657 or email CombatBias@pdcn.org to report non-emergency instances of bias/hate crimes.

De-Escalation Training and Practices

- The NCPD invites community leaders to speak with officers about their respective cultures to avoid inadvertently escalating a situation due to unawareness of a particular lifestyle or custom. This also aids officers in utilizing empathy during encounters they may have with members of the communities they serve.
- De-escalation and professional communication are topics covered in this year’s Police Officer in-service training.

Law Enforcement Assisted Diversion Programs (LEADS)

- The Nassau County District Attorney’s Office continues to utilize Diversion Court for drug offenses as well as court specific for DWI infractions.
- The NCPD continues to see a decrease in fatal overdoses from 2021 compared to 2022 and from 2022 in comparison to 2023.
- Earlier this year, the Nassau County Police Department Detectives reimplemented after-care visits subsequent to a reported overdose. After care visits are the final facet of Operation Natalie to resume ensuing COVID restrictions. With all components of Operation Natalie in full swing, the NCPD can utilize all necessary tools to fight the opioid epidemic and continue to drive down the number of overdoses. As a reminder, Operation Natalie’s multi-pronged approach consists of the following:
 - Awareness: identifying the communities most profoundly impacted by the opioid crisis and notifying residents about the Department’s efforts to combat drug addiction and crime
 - Education: informing the public about the ways they can protect themselves, how to recognize the signs of drug abuse, and what treatment resources are available
 - Enforcement: deploying resources to communities experiencing the effects of the opioid crisis and increased property crime
 - Diversion: coordinating with the District Attorney’s Office to find comprehensive alternative-prosecution options for individuals who are arrested and suffer from substance abuse
 - Treatment: providing residents with a list of county resources as well as access to treatment and recovery specialists
 - After Care Visits: following up with individuals who have suffered an overdose and providing them with the opportunity to directly connect with treatment services
- Throughout 2023, five hundred eighty-four (584) arrests were related to Operation Natalie.
- The NCPD continues to seek assistance from DCJS to fund the Youth Police Initiative (YPI) and is in the process of applying for grant funding. The Department hopes to reinstate YPI to continue building trust between youth who are at-risk for delinquency, school failure, gang involvement or violence with the officers who patrol their neighborhoods.

Restorative Justice

- The Department continues to participate in the NYS DCJS Gun Violence Elimination Program and Grant Incentive (GIVE) and the Neighborhood Violence Prevention Program (SNUG).

Community-Based Outreach and Conflict Resolution

- The NCPD continues to engage the community by utilizing the Park, Walk and Talk (PWT) Strategy. Two thousand five hundred ninety (2,590) occurrences of PWT were conducted during 2023.
- Officers remain visible and available to the community through intensified patrol (IP) visits. Officers were assigned to IP Houses of Worship approximately fifty-nine thousand four hundred thirty-nine times (59,439) times and around schools over thirty-two thousand six hundred seventy (32,670) times so far this year.
- The Department continues to train and utilize the PREPARE (partnership, recognition, education, prevention/preparation, activation, response, and execute the plan) method for critical incident responses.
- Community Affairs and members of the Department hosted over six hundred (600) events establishing many opportunities to interact with the community. One hundred sixty-one (161) of these events were held at the Center for Training and Intelligence.
- Beginning in September, the NCPD Senior Explorer Advisors reached out to all schools and youth programs with young adults (fourteen (14) and older), to promote the Law Enforcement Explorer Program while highlighting its personal and community benefits. Recruitment efforts were also focused on Boards of Cooperative Educational Services (BOCES) and Reserve Officers' Training Corps (ROTC) programs, as well as targeted advertising throughout the County's high-trafficked areas. The most effective Law Enforcement Explorer recruitment tool are the Explorers themselves when they discuss their experiences and praise of the program to their friends, peers, and siblings. The NCPD Explorer Open House was hosted at the Center for Training and Intelligence on October 3rd. The Open House was a huge success resulting in the recruitment of over one hundred (100) new explorers. The NCPD Law Enforcement Explorers currently have two hundred forty-seven (247) members enrolled.
- In April, County Executive Bruce A. Blakeman hosted a Nassau County Career Fair and Law Enforcement Open House at Hempstead High School. Hempstead High School Juniors and Seniors were in attendance. An array of demonstrations were conducted by County Departments to include: NCPD Academy showed the physical requirements needed to pass the applicant process; Nassau County Sheriff's Department K9 demonstrated how dogs find drugs and other items; and Fire Marshalls presented ways to determine the cause of a fire. Sworn and civilian NCPD members of various units were present to describe their duties and responsibilities. Those units include: Community Affairs, Emergency Ambulance Bureau, Communications Bureau (911), Public Safety, Crossing Guards, Auxiliary Police, Police Activity League (PAL), Mounted Unit, Bureau of Special Operations (BSO), Emergency Services Unit, Motorcycle Unit, Aviation, Hispanic Society and the Guardians. Additionally, many County agencies attended and were available to explain their operations and services offered by their departments. Some agencies included: County Executive Office, Civil Service Commission, Office

of Asian Affairs, Office of Hispanic Affairs, Office of Minority Affairs, Office of Youth Services, Fire Marshall's Office, Probation Department, Sheriff's Department, and the Aquatic Center.

- The second annual Law Enforcement and Military Career Fair was hosted at the Police Academy in May. Over thirty (30) national, state, and local police agencies, and all branches of the military were in attendance to provide information and recruit for their respective agencies. Some of these agencies include: Nassau County Police Department, New York State Troopers, New York State Park Police, New York State Environmental Conservation Police, New York City Police Department, Suffolk County Police Department, Nassau County Sheriff's Department, Suffolk County Sheriff's Department, Nassau County Probation Department, New York State Corrections, New York City Corrections, SUNY Police, MTA Police, US Customs and Border Protection, Secret Service, US Park Police, Army, Marines, Navy, Air Force, Space Force, and Coast Guard. Over seven hundred fifty (750) people attended this weekend-long event. The NCPD looks forward to hosting a similar event again next spring.
- In March, a Youth Program Coordinator was appointed to assist with Police Activity League (PAL) activities. PAL continues to foster positive interactions between the youth of our communities and NCPD Police Officers.
- County Executive Blakeman hosted a Black Professionals Round Table with the goal of providing the government with better quality and less costly products made by local businesses in turn creating new jobs and supporting small businesses.
- The Nassau County Police Academy has commenced a Citizen's Police Academy (CPA) earlier this year. The CPA ran for fourteen (14) weeks at the Center for Training and Intelligence. Participants consisted of Civic Association members, government officials, reporters, educators, administrators, and others who may have been critical of the police. The CPA had thirty-seven (37) participants who graduated in June.
- This year, the Police Youth Academy (PYA) was reintroduced and funded through the GIVE Initiative. As a reminder, the PYA is an eight (8) hour course attended by middle and high school students from socioeconomically challenged neighborhoods. The PYA focuses on fostering communication and relationships between police and the youth in our communities by way of training and education in an effort to reduce violence. Through demonstrations and presentations by various NCPD Units, students learn about safety and the dangers associated with gangs, guns, and crime. Subsequent to course completion, students have a more favorable impression of police officers and a better understanding of department policies and procedures, which successively assists in diversifying the Department's recruitment efforts. NCPD Center for Training and Intelligence hosted six (6) PYA sessions this year.
- On October 30th, the Nassau County Police Department Foundation sponsored "Cops and Treats" at Woodward Parkway Elementary School in South Farmingdale. NCPD presence included Aviation Unit, Mounted Unit, Emergency Services Unit, K-9 Unit, Bureau of Special Operations, Motorcycle Platoon, as well as members dressed as superheroes. County Executive Blakeman, NCPD Commissioner Ryder, and Commissioner of Health Dr. Gelman, along with NCPD superheroes provided treats to children and discussed Halloween safety and community outreach.
- NCPD OPS 8260, School Threat Management, was created as a guide on how to respond and handle school threats. This procedure assists in navigating all involved civilian and sworn

Department Members through proper notification, response, and follow up to reports of school threats.

Problem-Oriented Policing and Hot-Spot Policing

- The Department maintains Problem-Oriented Policing (POP) Officer staffing as promised in the EO203 response for a total of twenty-four (24) POP Officers, four (4) in each precinct.
- Hot-Spot policing is a strategy proposed in EO203. Hot-Spot policing by definition is geographical enforcement utilizing resources in areas of high-crime. To ensure the Department's policing methods are fair and just, the NCPD goes beyond hot-spot policing and continues to implement intelligence-led policing. Intelligence-led policing is a crime fighting strategy focusing enforcement and resources through collection and analysis of large amounts of data, not only high-crime areas, but analysis of crime trends and patterns involving repeat offenders, and recurrent and/or potential victims. Also considered in analysis are quality of life issues, traffic stop data, weather patterns, other geographical considerations such as vicinity to highways, events, and holidays. Intelligence-led policing has proven to be effective and efficient.

Focused Deterrence

- The NCPD Intelligence Section continues analysis of persistent offenders in high crime areas to identify known offenders.
- Officer activity continues to be routinely monitored by supervisors, Commanding Officers, and Patrol Executives on a weekly, monthly and biannual basis respectively. This ensures focused deterrence and other enforcement activities are accomplished equally in all communities without bias.

Crime Prevention Through Environmental Design (CPTED)

- The Nassau County Chamber of Commerce informed county residents of an Outdoor Commerce and Beautification Grant and the Main Street Revitalization Program sponsored by PSEG. This grant and program provide financial incentive to improve store fronts and streetscapes through beautification projects. Improving lighting, manicuring landscapes, and upgrading durable safety equipment are just a few items eligible for funding that can help to deter and prevent crime.
- Through crime analysis, crime trends are broken down by geographical data. This information is shared with patrol officers who visit businesses in these areas informing them of local crime and ensuring lighting and surveillance cameras are operable.
- The NCPD Community Affairs Unit with the assistance of the Intelligence Section, along with the Commissioner's Community Councils (CCCs) will work together to identify potential CPTED projects throughout the County. The NCPD will educate CCC members on the principles and purpose of CPTED including the four (4) key components: territorial reinforcement, natural surveillance, natural access control, and maintenance. The NCPD and CCCs have completed numerous projects this year, some are underway, and many suggestions will come to fruition in 2024.

Violence Prevention and Reduction Initiatives

- The NCPD continues to participate in the NYS Gun Violence Elimination Program and Grant Incentive (GIVE) and the Neighborhood Violence Prevention Program (SNUG).
- In adherence with the NYS Red Flag Law, the Department has issued a Procedure on Extreme Risk Protection Orders (ERPO). An ERPO is a court order prohibiting a named individual from purchasing, possessing, or attempting to purchase or possess a firearm, rifle, or shotgun. An ERPO petitioner could be a police officer, district attorney, family or household member, school administrator or designee, and/or a licensed healthcare worker. An ERPO is issued when a person is determined to be a threat to themselves or others and therefore should not have access to firearms.

Model Policies and Procedures

- The NCPD Procedure Development Unit continues to review Department policies and procedures to determine if anything needs to be updated or modernized and proposes changes to supervisors and Executive Staff. Once approved, the updated policy or procedure is disseminated to Department Members.
- Year to date, the Department issued thirteen (13) Department Manual Updates which outline thirty-four (34) changes. These updates include but are not limited to: Department Procedure, Policies, Articles, Forms, and Manual Appendices. Relevant manual changes are outlined in sections of this paper or summarized below. For Use of Force, reference the Use of Force Section; for Obtaining and Using Interpreters and Standards of Conduct, see Procedural Justice, Systemic Racial Bias, and Racial Justice in Policing Section; for Extreme Risk Protection Order, see the Violence Prevention and Reduction Initiatives section; for Mental Aided Persons, review the Mental Health and Homelessness Section; and for School Threat Management, refer to Community-Based Outreach and Conflict Resolution section.
 - NCPD Operational Procedure 2115 was updated to include steps ensuring female arrestees are monitored by female officers/detectives in accordance with NYS Commission of Corrections.

Complaint Tracking

- The Nassau County Police Department has maintained contact with the Attorney General's Law Enforcement Misconduct Office since its formation in 2020. The Department has referred a total of twenty-five (25) cases to the Attorney General in 2023. These twenty-five (25) cases include seventeen (17) 75(a) referrals, which are civilian complaints of excessive force, and eight (8) 75(b) referrals.

Communications Bureau and 911

- Current Mobile Crisis Outreach Team staffing consists of ten (10) social workers.

Mental Health and Homelessness

- Throughout 2023, the NCPD responded to over four thousand five hundred eighty (4,580) aided cases pertaining to mental health.

- Department Procedure for Mental Aided Persons has been revised. Key changes are highlighted below:
 - Police Communications Operator remain responsible for assigning a supervisor to the scene, however, Police Officers are now required to request a Patrol Supervisor to the scene if one has not yet been assigned.
 - Officers are still required make a referral to MCT at the scene. The procedure has been revised instructing officers to include the status of the referral in the case narrative as well as indicate when MCT could not be reached and a voicemail was left.
 - Officers are instructed to call Communications Bureau and report the status of the MCT referral.
 - The Desk Officer is now responsible for ensuring MCT referral has been made and documented in the narrative of the case report.
- Precinct POP Officers, Mobile Crisis Outreach Team (MCT), the Coalition for the Homeless, and Adult Protective Services met to educate and collaborate on best practices to serve our homeless community members.
- MCT frequently communicates with precinct supervisors and ESU to review procedures and identify each other's needs. MCT complements ESU by providing additional relevant information to responding ESU members optimizing successful outcomes for mental aided calls.

Supporting Member Wellbeing

- Officer Wellness Training was held at the David S. Mack Center for Training and Intelligence in October. Members of the following Commands, Support Teams, and Committees were in attendance by request: Problem Oriented Policing, Community Affairs, Special Victims Squad, Employee Assistance Office, Missing Persons Squad, Crime Scene Search Unit, Homicide Squad, Peer Support Team, Hostage Negotiation Team, and the Wellness Committee. All other members present attended on a voluntary basis.
- Throughout this year, the Wellness Committee continued to hold voluntary health-related seminars and training. These seminars covered topics such as heart health awareness, injury prevention, iRest, wellness benefits of worship, and discovering gratitude.
- The Department's Wellness Committee, Employee Assistance, and Peer Support continue to 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.
- Communications Bureau (CB) employees are mandated to attend three (3) hour wellness training each year. Communications Bureau is in full compliance with a total of one hundred ninety-five (195) CB employees trained.
- In collaboration with Baseline Health, the NCPD continued preventative wellness physicals for members of the Department at eight (8) locations in August and six (6) locations in December. These physicals include a physical assessment, full blood panels, and ultrasound exams.
- In early June, the NCPD Wellness Committee launched a new NCPD Wellness website which is featured on the department homepage. Some new features include: wellness seminar videos, quick links to department and outside resources, a calendar for upcoming training and events, and eight (8) dimensions of wellness.

- The eight (8) dimensions of wellness contain helpful sources and materials such as health benefits of spending time in nature, daily calm, ten (10) minute mindfulness meditation, and at-home wellness retreats.

Transparency

- In support of the county's commitment to transparency, the Office of Nassau County Comptroller has made details about the County's finances available open source. The County Comptroller's Website and Open Nassau provide details on checkbook and receipts (including payments to vendors, contactors, and programs), budget (projected revenue and expenses), census data, financial reports, and more.
- The Department continues to publicly report statistics on the following categories in agreement with the EO203 response:
 - Arrest Statistics
 - Use of Force
 - Field Interviews
 - Complaints
 - Summonses
 - Bias Incidents/Hate Crimes
 - Language Line Usage
 - Mental Aided Data



NASSAU COUNTY POLICE DEPARTMENT POLICE REFORM DATA



2023 Yearly Totals

Overall Data Date Range: January 01, 2023 Through December 31, 2023



NASSAU COUNTY POLICE DEPARTMENT ARREST DATA



Data Date Range: January 2023 Through December 2023

Arrest Demographics	Male	Female	Unknown/ Other	Total	% of Total
American Indian/Alaskan Native	34	12	0	46	0.3%
Asian/Pacific Islander	786	269	0	1,055	7.4%
Black	3,491	1,191	0	4,682	33.0%
Hispanic/ Latino	3,133	885	0	4,018	28.3%
Other	5	0	0	5	0.0%
Unknown	45	11	0	56	0.4%
White	3,209	1,128	1	4,338	30.5%
Total	10,703	3,496	1	14,200	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.

Top 10 Communities with the Most Arrests Compared to CFS Breakdown	# of Arrests	% of Arrests	# of Calls
Westbury	1,069	15.4%	11,612
East Garden City	1,045	15.0%	6,850
Valley Stream	961	13.8%	19,234
Elmont	791	11.4%	15,413
NYC	570	8.2%	0
East Meadow	550	7.9%	13,115
Uniondale	540	7.8%	11,541
Baldwin	512	7.4%	11,797
Hicksville	480	6.9%	17,259
Hempstead	438	6.3%	586
Total	6,956	49.0%	107,407

Arrest Initiation Breakdown	%
911 Call	58%
Self-Initiated	26%
Unknown/ Other	16%
Total	100%

When breaking down the number of arrests, Nassau County **Residents** make up **63.3%** of all arrests, while **Non Residents** make up **36.7%**. 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 **1.5%** of all interactions.



NASSAU COUNTY POLICE DEPARTMENT ARREST DATA



Data Date Range: January 2023 Through December 2023

Top 10 Crimes	Total	7 Major Crimes	American Indian/Alaskan Native	Asian/Pacific Islander	Black	Hispanic/Latino	Other	Unknown	White
PEN 155 - Larceny	2,911	858	11	253	1,004	902	1	2	738
PEN 220 - Controlled Substances	1,989	0	7	73	603	510	0	3	793
PEN 120 - Assault & Related	1,346	438	2	116	431	361	0	9	427
PEN 145 - Criminal Mischief	1,039	0	5	99	287	300	0	4	344
Warrant	907	0	0	30	373	232	3	10	259
PEN 215 - Judicial Proceedings	842	0	3	61	203	187	0	2	386
PEN 265 - Firearms & Weapons	534	0	4	33	202	126	0	2	167
PEN 170 - Forgery & Related	528	0	2	66	225	174	0	0	61
PEN 140 - Burglary & Related	516	0	0	30	206	144	0	2	134
VTL 511 - Agg Unlicensed Oper	505	0	0	22	276	135	0	1	71
Total	11,117	1,296	34	783	3,810	3,071	4	35	3,380
Percentage	78.3%	11.7%	0.3%	7.0%	34.3%	27.6%	0.0%	0.3%	30.4%

7 Major Crimes	Total	American Indian/Alaskan Native	Asian/Pacific Islander	Black	Hispanic/Latino	Other	Unknown	White
Grand Larceny	855	2	71	313	261	1	1	206
Felony Assault	438	0	32	163	120	0	2	121
Burglary	392	0	22	152	110	0	1	107
Robbery	316	1	14	143	86	0	1	71
Rape	29	0	0	9	13	0	0	7
Murder & Non-Negl. Manslaughter	60	0	3	26	12	0	0	19
Grand Larceny of Motor Vehicle	3	0	0	1	0	0	0	2
Total	2,093	3	142	807	602	1	5	533
Percentage	14.7%	0.1%	6.8%	38.6%	28.8%	0.0%	0.2%	25.5%

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 1.5% of all interactions.



NASSAU COUNTY POLICE DEPARTMENT USE OF FORCE DATA



Data Date Range: January 2023 Through December 2023

Use of Force - By Force Type	Male	Female	Unknown	Total	% of Total	Physical Force	ECD Used/ Displayed	Other	OC Spray	Baton	Canine	Weapon Displayed	Multiple
Asian/Pacific Islander	26	3	0	29	4.3%	17	1	0	0	0	1	3	7
Black	245	67	1	313	45.9%	181	15	1	0	0	4	69	43
Hispanic/ Latino	119	15	0	134	19.6%	78	10	0	0	0	2	25	19
Other	8	1	2	11	1.6%	3	2	0	0	0	0	6	0
Unknown	0	0	0	0	0.0%	0	0	0	0	0	0	0	0
White	152	43	0	195	28.6%	127	16	0	0	0	4	20	28
Total	550	129	3	682	100.0%	406	44	1	0	0	11	123	97

Use of Force - By Circumstance	Male	Female	Unknown	Total	% of Total	Arrest	Family Disturbance	VTL Stop	DWI	Business Dispute	Assault on Citizen	Other	Multiple
Asian/Pacific Islander	26	3	0	29	4.3%	7	0	2	0	0	0	17	3
Black	245	67	1	313	45.9%	114	0	22	0	0	0	150	27
Hispanic/ Latino	119	15	0	134	19.6%	42	0	14	0	0	0	58	20
Other	8	1	2	11	1.6%	5	0	2	0	0	0	4	0
Unknown	0	0	0	0	0.0%	0	0	0	0	0	0	0	0
White	152	43	0	195	28.6%	53	0	6	0	0	0	103	33
Total	550	129	3	682	100.0%	221	0	46	0	0	0	332	83

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 USE OF FORCE DATA



Data Date Range: January 2023 Through December 2023

Top 10 Crimes	Total	7 Major Crimes	American Indian/Alaskan Native	Asian/Pacific Islander	Black	Hispanic/Latino	Other	Unknown	White
PEN 155 - Larceny	2,911	852	0	253	1,004	902	12	2	738
PEN 220 - Controlled Substances	1,989	0	0	73	603	510	7	3	793
PEN 120 - Assault & Related	1,346	439	0	116	431	361	2	9	427
PEN 145 - Criminal Mischief	1,039	0	0	99	287	300	5	4	344
Warrant	907	0	0	30	373	232	3	10	259
PEN 215 - Judicial Proceedings	842	0	0	61	203	187	3	2	386
PEN 265 - Firearms & Weapons	534	0	0	33	202	126	4	2	167
PEN 170 - Forgery & Related	528	0	0	66	225	174	2	0	61
PEN 140 - Burglary & Related	516	0	0	30	206	144	0	2	134
VTL 511 - Agg Unlicensed Oper	505	0	0	22	276	135	0	1	71
Total	11,117	1,291	0	783	3,810	3,071	38	35	3,380
Percentage		11.6%	0.0%	7.0%	34.3%	27.6%	0.3%	0.3%	30.4%

7 Major Crimes	Total	American Indian/Alaskan Native	Asian/Pacific Islander	Black	Hispanic/Latino	Other	Unknown	White
Grand Larceny	850	0	70	310	261	3	1	205
Felony Assault	460	0	34	176	124	0	2	124
Burglary	392	0	22	152	110	0	1	107
Robbery	316	0	14	143	86	1	1	71
Rape	29	0	0	9	13	0	0	7
Murder & Non-Negl. Manslaughter	40	0	1	15	8	0	0	16
Grand Larceny of Motor Vehicle	2	0	0	1	0	0	0	1
Total	2,089	0	141	806	602	4	5	531
Percentage		0.0%	6.7%	38.6%	28.8%	0.2%	0.2%	25.4%

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 2023 Through December 2023

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	21	1	0	22	0.5%	5	0.4%	17	0.5%
Asian/Pacific Islander	235	30	0	265	5.5%	39	3.5%	226	6.1%
Black	1,315	170	0	1,485	30.7%	338	30.0%	1,147	30.9%
Hispanic/ Latino	1,153	155	2	1,310	27.1%	322	28.5%	988	26.6%
Other	44	4	0	48	1.0%	5	0.4%	43	1.2%
Unknown	44	8	49	101	2.1%	10	0.9%	91	2.5%
White	1,388	220	1	1,609	33.2%	409	36.3%	1,200	32.3%
Total	4,200	588	52	4,840	100.0%	1,128	100.0%	3,712	100.0%

Top 10 Communities with the Most FIs Compared to CFS Breakdown	# of FI's	% of FI's	# of Calls
East Meadow	311	15.0%	13,115
Uniondale	278	13.4%	11,541
Hicksville	246	11.8%	17,259
Farmingdale	241	11.6%	4,607
Elmont	191	9.2%	15,413
Roosevelt	191	9.2%	7,989
Westbury	171	8.2%	11,612
Massapequa	156	7.5%	14,014
Valley Stream	146	7.0%	19,234
Levittown	146	7.0%	12,753
Total	2,077	42.9%	127,537

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 **58.3%** of all Field Interviews, while **Non Residents** make up **41.7%**

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 **0.5%** of all interactions.



NASSAU COUNTY POLICE DEPARTMENT FIELD INTERVIEW DATA



Data Date Range: January 2023 Through December 2023

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	199	63	9	38	43	162	221	393	1,128	23.3%
Not Patted Down	896	313	81	249	326	626	449	772	3,712	76.7%
Total	1,095	376	90	287	369	788	670	1,165	4,840	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	18	4	0	4	5	17	17	41	106	9.4%
Frisked/Officer Safety	143	50	6	25	32	117	161	269	803	71.2%
Furtive Movements	20	4	2	1	2	15	24	53	121	10.7%
Refuse To Comply With PO Direction/Safety	3	0	0	1	1	2	1	3	11	1.0%
Suspect Known Prior	3	0	1	1	0	1	0	2	8	0.7%
Suspect Possible Dangerous Weapon	2	1	0	2	2	5	7	13	32	2.8%
Suspicious Bulge/Object	4	1	0	0	1	3	5	10	24	2.1%
Violent Crime Suspected	2	1	0	0	0	0	1	0	4	0.4%
Failed to Indicate a Reason	4	2	0	4	0	2	5	2	19	1.7%
Total	199	63	9	38	43	162	221	393	1,128	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

When breaking down the number of Field Interviews, Nassau County **Residents** make up **58.3%** of all Field Interviews, while **Non Residents** make up **41.7%**



NASSAU COUNTY POLICE DEPARTMENT COMPLAINTS DATA



Data Date Range: January 2023 Through December 2023

Total Complainants	Male	Female	Unknown/ Other	Total	% of Total
Asian/Pacific Islander	4	5	0	9	1.7%
Black	72	18	0	90	16.9%
Hispanic/ Latino	25	6	0	31	5.8%
Unknown	107	86	96	289	54.2%
White	68	46	0	114	21.4%
Total	276	161	96	533	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.

2022 Complaints	Complaints	% of Total	2023 Founded Allegations	2022 Founded Allegations	2021 Founded Allegations
Improper Procedures	116	33.0%	8	36	30
Unprofessional Conduct	118	33.5%	15	31	35
Other	57	16.2%	32	127	100
Neglect of Duty	9	2.6%	1	8	0
Unlawful Conduct	13	3.7%	5	10	11
Racial/ Ethnic Bias	14	4.0%	0	0	0
False Arrest	6	1.7%	0	0	0
Excessive Force	19	5.4%	0	1	0
Total	352	100.0%	61	213	176

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 2022 Through December 2023

Number of VTL Traffic Stops	Male	Female	Unknown/ Other	Total	% of Total	Warning	Summons Issued	Other	# of Summonses
Asian, East Indian	8,530	2,429	4	10,963	12.3%	3,634	7,040	288	20,221
Black	13,506	4,593	10	18,109	20.4%	7,230	10,206	673	35,704
Hispanic/ Latino	18,142	4,175	11	22,328	25.1%	7,068	13,778	1,482	46,325
Native American	25	15	0	40	0.0%	12	25	3	74
Other	1,533	313	25	1,871	2.1%	564	1,205	102	3,943
Unknown	0	0	0	0	0.0%	0	0	0	0
White	22,151	9,256	27	31,434	35.4%	12,518	17,332	1,584	40,437
Company			4,157	4,157	4.7%	20	3,959	178	20,962
Total	63,887	20,781	4,234	88,902	100.0%	31,046	53,545	4,310	167,666

Top 10 Communities with the Most VTL Stops Compared to CFS Breakdown	# of VTL's	% of VTL's	# of Calls
Massapequa	5,671	6.4%	14,014
Hicksville	5,226	5.9%	17,259
Levittown	3,583	4.0%	12,753
Merrick	2,378	2.7%	7,596
Jericho	2,974	3.3%	5,408
Westbury	2,635	3.0%	11,612
Syosset	2,963	3.3%	6,618
Wantagh	2,392	2.7%	8,678
Uniondale	2,204	2.5%	11,541
Bellmore	2,009	2.3%	5,353
Total	32,035	36.0%	100,832

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 **57.4%** of all summonses, while **Non Residents** make up **42.6%**

Over **27%** of all VTL Summonses were issued by the NCPD Highway Patrol Bureau (HPB). 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 **8.9%** of all interactions.



NASSAU COUNTY POLICE DEPARTMENT DETECTIVE DIVISION

For Official Use Only - Law Enforcement Sensitive



Detective Division Bias Incidents/Hate Crimes

JANUARY 01, 2023 – DECEMBER 31, 2023

BIAS MOTIVATION	REPORTED INCIDENT	INCIDENTS FOUND TO BE CRIMINAL	ARRESTS
GENDER BIAS (Male, Female, Non-Conforming, Transgender)	5	5	1
AGE BIAS (60 years or older)	0	0	0
ANTI-WHITE	5	5	0
ANTI-HISPANIC	1	1	0
ANTI-BLACK	15	15	4
ANTI-ASIAN	4	4	0
ANTI-OTHER – RACIAL IDENITES (Asian Pacific, American Indian, Multiracial, Unknown)	1	1	1
ANTI-JEWISH	47	47	5
ANTI-CHRISTIAN RELIGIONS	0	0	0
ANTI-ISLAMIC	4	4	1
ANTI-OTHER RELIGION	1	1	1
ANTI-ETHNICITY/NATIONAL ORIGIN/ANCESTRY	0	0	0
SEXUAL ORIENTATION	0	0	0
OTHER PROTECTED PERSONS	0	0	0
TOTALS	83	83	13

NCPD - LANGUAGE LINE USAGE
JANUARY 01, 2023-December 31, 2023

Language	# of Calls	Avg. Call Duration (minutes)	Avg. Time to Connect (seconds)	Percentage of Total
SPANISH	14,237	42,616	9.13	89.39%
MANDARIN	764	3,346	21.97	4.79%
HAITIAN CREOLE	194	1,151	15.73	1.21%
KOREAN	61	234	38.56	0.38%
ITALIAN	20	114	42.96	0.12%
CANTONESE	19	47	14.84	0.11%
FARSI	19	98	9.94	0.11%
TOTALS	15,314	47,608		



NCPD MENTAL AIDED DATA

January 1, 2023 – December 31, 2023



Total Case Reports <i>(PD Responded to Scene)</i>	4,580
Total Transports to Hospital	4,295
Use of Non-Lethal Force	111
Calls Answered by MCT	249
MCT Involvement <i>(On Scene, Notified 911, Scheduled Appt.)</i>	1,101

BRUCE A. BLAKEMAN
COUNTY EXECUTIVE



PATRICK J. RYDER
COMMISSIONER OF POLICE



THE **HATE!**
REPORT **BIAS** AND **HATE**

To Report a Bias Incident:

- Call **911** for Crimes in Progress/Emergencies.
- Call/Text/Send Photos to the Dedicated Bias Incident Hotline: **516-500-0657**
 - All calls will be returned during business hours
- Send Information/Photos to the Dedicated Bias Incident Email:
COMBATBIAS@PDCN.ORG

Recognize it → Report it → Stop it

Be Alert! If You See Something, Say Something

Crime Stoppers 1-800-244-TIPS

Rewards up to \$500 for information leading to a
Bias Incident or Hate Crime arrest