Monitoring Police Reform in Nassau County

Tracking Implementation Three years after George Floyd's Death

Long Island United to Transform Policing and Community Safety

October 2023

Long Island United to Transform Policing and Community Safety

Long Island United (LIU) is a Black-led, multi-racial, multi-ethnic, multi-generational coalition of organizations, activists, and community members who are working to ensure genuine public safety for all Long Island communities. Our mission is to transform public safety by divesting from policing and investing in our communities. LIU aims to collectively transform a public safety system rooted in violence and systemic racism into one that secures the liberation and healing of all members of our community.

This report was compiled by the Long Island United Police Accountability Working Group.

Acknowledgments

We would like to acknowledge the support of our sister organizations in the fight for police reform; United for Justice in Policing Long Island (UJPLI) and Long Island Advocates for Police Accountability. This includes all their members who bring a deep bench of expertise and support in all our endeavors. We'd also like to express gratitude to the Long Island United Mental Health Working Group for their profound dedication to researching alternative responses for Mental Health, Substance Use Disorder and Homelessness and for assisting with this report. We extend a grateful thanks to our LIU Design Team, who has converted this impossibly dense and difficult information into a digestible report, The New York Immigration Coalition (NYIC) and Long Island Language Advocates Coalition (LILAC) for their Language Access testing and reporting. To LILAC specifically and always for helping us infuse all of our work with the awareness and importance of language access. To the Vera Institute for providing research and reporting on transparency and accountability and to the New York Civil Liberties Union for their vigilance with Freedom of Information requests and reporting. Finally, to the Steering Committee of Long Island United for providing material and emotional support and a sense of camaraderie that forever drives us forward.

Please send press inquiries and interest in joining LIU to LIUTPCS@gmail.com
Thanks to LIAFPA and UJPLI for co-sponsoring this report

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Glossary of Terms

- **AG:** Attorney General

- **DOJ:** United States Department of Justice

- **EO:** Executive Order

- **FOIL:** Freedom of Information Law (request)

- **LEA:** Law Enforcement Agency

- **LEMIO:** Law Enforcement Misconduct Investigation Office (AG's office)

- **LILAC:** Long Island Language Advocates Coalition

- **LIUTPCS:** Long Island United to Transform Policing and Community Safety
    - **LIU:** Abbreviation for Long Island United to Transform Policing and Community Safety

- **MCT:** Mobile Crisis Team

- **NCPD:** Nassau County Police Department

- **NYIC:** New York Immigration Coalition

- **NYS:** New York State

- **OCA:** Office of Court Administration

- **STAT ACT:** Police Statistics Transparency ACT

- **VTL:** Vehicle and Traffic Law (referring to traffic stops)

Executive Summary

When George Floyd was murdered in Minneapolis in May of 2020 there was a massive and emotional response, as millions of protesters took to the street all around the country. In New York State, the Governor, Andrew Cuomo issued Executive Order #203 (EO 203), directing that every New York State municipality with a Law Enforcement Agency, submit a reform plan no later than April 1, 2021. The Executive Order stated that the New York State Director of the Division of the Budget was "authorized to condition receipt of future appropriated state or federal funds upon filing."[1] This meant that if departments did not file a reform plan, they could lose state funding. EO 203 also directed that stakeholders must be consulted and included a list of possible stakeholder categories.

It is important to note that the EO contained no promise to evaluate or even read the reform plans —merely that they must be submitted. Shortly after plans were submitted on April 1, 2021, Governor Cuomo left office, and, to this day, there has been no follow-up by Governor Kathy Hochul. This means nobody knows if the reform plans have been reviewed or evaluated, and there is no strategy to track their implementation. In short, Executive Order 203 was built to evade accountability. Communities and advocates were left alone, again, to check the power of the police.

As part of the Nassau County Police Department's Police Reform Plan, Commissioner Patrick Ryder promised to submit bi-annual reports outlining advances toward promised reforms. The Public Safety Committee of the Nassau County Legislature also promised to hold bi-annual public hearings where the Commissioner would report verbally and publicly and would be available for questions.

To date, the Commissioner has submitted either full or partial reports for the following time periods:

January – June   2021
January – December 2021
January – June   2022 (this report was not a full report and only included data tables)
January – December 2022

He has appeared before the Public Safety Committee of the Legislature once, in the fall of 2022. The public was given 3 minutes per person to comment and were told they were not allowed to direct questions to the Police Commissioner.

In October of 2022, Long Island United to Transform Policing and Community Safety issued a 2-year monitoring report[2] evaluating four areas of reform from the reporting period of January—December 2021; 1) Data and Biased Policing 2) Complaints/Investigations 3) Mental Health Response 4) Transparency and Accountability.

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[1] https://www.governor.ny.gov/sites/default/files/atoms/files/EO_203.pdf
[2] https://tinyurl.com/2YearReport

Three-Year Monitoring Report

This Three-Year Monitoring Report will review every category of reform promised in the original Nassau County Police Reform Plan, including our own Systemic Bias and Data Reporting category used in our Two Year Monitoring Report. We evaluate these categories, against any progress reported in the Commissioner's 2022 report. It will review the original promises made, the status as reported by the Nassau County Police Department in 2022, and share an analysis of any progress claimed to date. Each page contains the links to both the original NCPD 2021 Reform Plan and the NCPD 2022 Follow-Up Report.

As of this report, the Public Safety Committee has not scheduled a second hearing for the Police Commissioner. Considering the promise to hold hearings on a bi-annual basis, we encourage the Committee to honor this commitment and schedule a hearing as soon as possible.

Long Island United to Transform Policing & Community Safety
Police Accountability Working Group

Systemic Bias and Data Reporting

The Nassau County Police Department collects and reports demographic data on the following categories:

• Arrests
• Field Interviews including Pat-Down statistics during Field Interviews
• Use of Force
• Vehicle and Traffic Law Stops (VTL)
• Complaints

This section will include all categories except *Complaints*, which will be included later in the report.

Method of Analysis

Long Island United (LIU) analyzed population demographics across various police-reported categories including Arrest broken out by Arrest type, Field Interviews and Pat-Downs, Use of Force, and Traffic Stops (VTL). During a public hearing in 2022, Commissioner Ryder presented data and noted that the data blended residents of Nassau County with non-residents coming in from the West or the East. This muddied the waters and attempted to remove the use of Nassau population demographics to accurately identify bias. The Commissioner also asserted that many non-white people may be entering the county and are "[coming] here to commit some kind of criminal act."[3] Advocates requested a more scientific statistical break-down and were told they would receive it. To date they have not.

In order to mitigate this attempt to remove population demographics from the equation, LIU's analysis considers two scenarios with two separate sets of assumption about the population with which the NCPD polices. These two scenarios are considered separately, to determine if either or both still show racial bias.

Demographics	Scenario 1 Nassau only	Scenario 2 all counties
Asian / Pacific Islander	12%	14%
Black	11%	19%
Hispanic / Latino	18%	20%
White	56%	42%
American Indian / Alaskan Native	4%	1%

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[3] https://www.wshu.org/long-island-news/2022-02-04/nassau-police-say-non-residents-are-causing-racial-enforcement-disparity-data-suggests-otherwise

Systemic Bias and Data Reporting

In Scenario 1, the demographics of the population policed by the NCPD mirrors that of Nassau County only. Scenario 2 assumes the demographics of the population policed by the NCPD mirrors Nassau, Suffolk, Queens and King's counties, which is, of course a more diverse population. Even if we accept Commissioner Ryder's claim that many people are coming into Nassau from outside the county, it is important to know if Nassau County Policing is racially biased regardless of who they are stopping and where they come from.

For each data category, representation of each demographic is compared to white individuals, with a particular focus on Black and Latino individuals who consistently show over-representation. For each analyzed category, a range of over-representation is provided; they correspond with Scenario 1. It is impossible to ascertain the exact demographics of individuals who may come into contact with the NCPD as the county borders are fluid and these demographics likely shift daily. That said, the likelihood should be close to a value of 1 if there is a true racial parity in police interactions. This approach demonstrates that regardless of the assumed demographics of residents and non-residents, the racial disparities in policing are clear.

Analysis and Conclusions

The data shows almost no change between 2021 and 2022 when it comes to racial bias in policing. People of color continue to be represented at significantly higher rates than white people throughout the shared data. It is also worth noting that across almost all categories, the *n=* sample size has increased over the last year indicating an increase in police activity over the course of the last year.

Arrest Data 2021 v. 2022

Scenario 1 – Nassau only   **Scenario 2 – All counties**

2021 (Jan-Dec)
N = 10,272

	Scenario 1	Scenario 2
Asian/Pacific Islander	0.8	0.5
Black	5.7	2.3
Hispanic/Latino	2.3	1.6
White	1.0	1.0
American Indian/Alaskan Native	0.1	0.3

2022 (Jan – Dec)
n = 12,107

	Scenario 1	Scenario 2
Asian/Pacific Islander	1.0	0.7
Black	5.7	2.4
Hispanic/Latino	2.4	1.7
White	1.0	1.0
American Indian/Alaskan Native	0.2	0.4
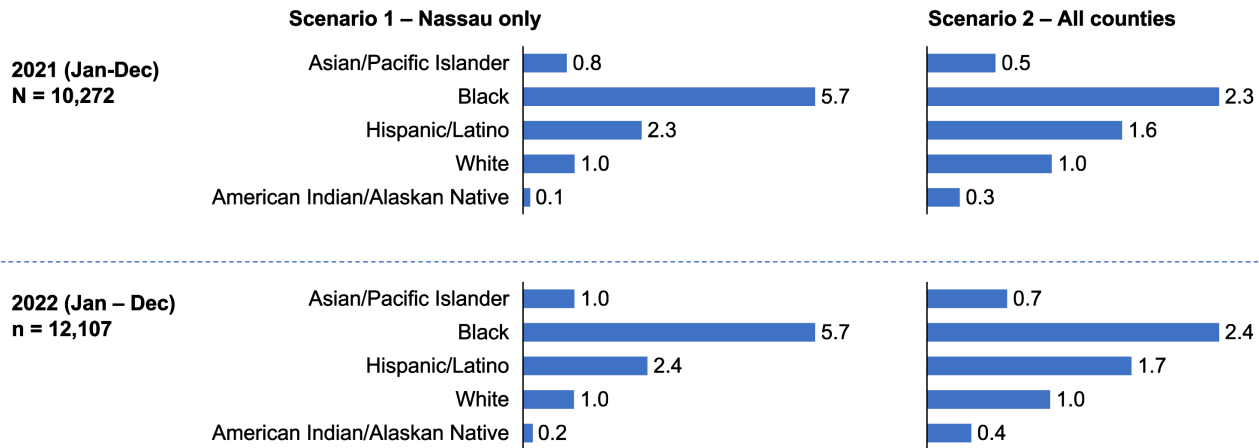
Arrests by Neighborhood

Likelihood of arrest of individuals in demographic as compared to White individuals by arrest category
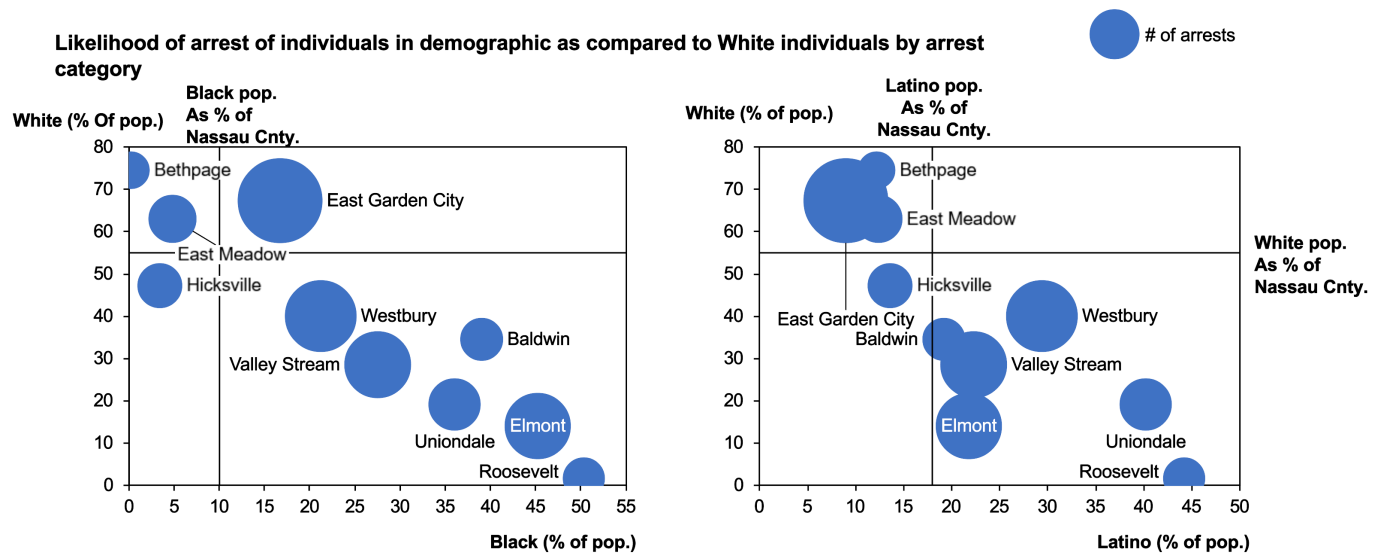
Communities to the right of the vertical partition are disproportionately Black or Latino as compared to the population of Nassau County. Communities above the horizontal partition are disproportionately white as compared to the population of Nassau County. The size of each bubble represents the number of arrests.

Field Interviews (FI)

As indicated above, Black and Latino individuals are arrested at significantly higher rates than white individuals across nearly all arrest categories. The data suggest that much of this is due to the over-policing of neighborhoods that are disproportionately Black and Latino. Perhaps more troubling is the category of "field interviews" which is the termino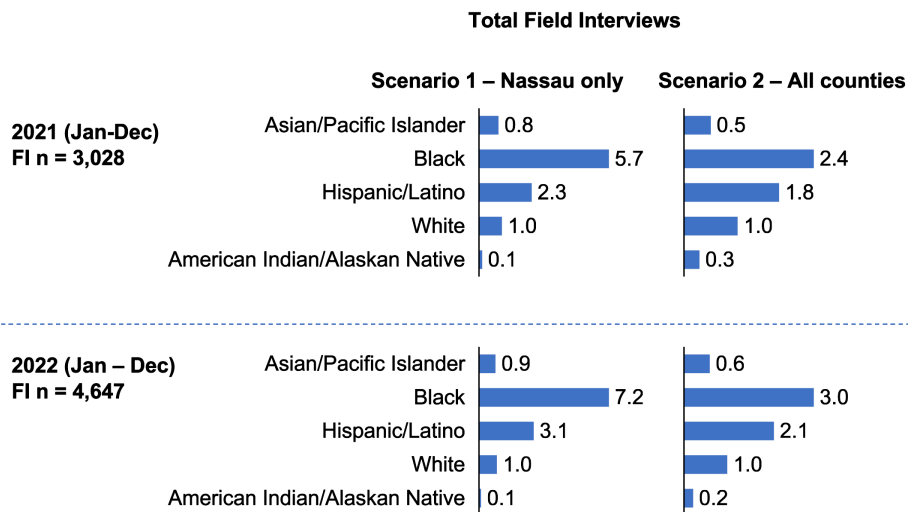logy used for instances in which an individual is stopped by a police officer. Unfortunately with arrest and field stop data reported separately, it is impossible to understand the outcome of field interviews, meaning there is no way to understand if there was a resulting law enforcement action.

Field Interview data has been provided by demographic, community and pat-downs vs. no pat-downs. For pat-downs specifically, data on the time and reason for pat-downs has also been provided.

> There were more overall field interviews and more pat-downs in 2022 than 2021 and the bias reflected in the data actually got worse.

Data on Field Interviews (Charts) 2021 v. 2022

Total Field Interviews

	Scenario 1 – Nassau only	**Scenario 2 – All counties**
2021 (Jan-Dec) **FI n = 3,028**	Asian/Pacific Islander 0.8 Black 5.7 Hispanic/Latino 2.3 White 1.0 American Indian/Alaskan Native 0.1	Asian/Pacific Islander 0.5 Black 2.4 Hispanic/Latino 1.8 White 1.0 American Indian/Alaskan Native 0.3
2022 (Jan – Dec) **FI n = 4,647**	Asian/Pacific Islander 0.9 Black 7.2 Hispanic/Latino 3.1 White 1.0 American Indian/Alaskan Native 0.1	Asian/Pacific Islander 0.6 Black 3.0 Hispanic/Latino 2.1 White 1.0 American Indian/Alaskan Native 0.2

Pat-Downs During Field Interviews

As indicated above, Black and Latino individuals are arrested at significantly higher rates than white individuals across nearly all arrest categories. The data suggest that much of this is due to the over-policing of neighborhoods that are disproportionately Black and Latino. Perhaps more troubling is the category of "field interviews" which is the terminology used for instances in which an individual is stopped by a police officer. Unfortunately, with the data provided, it is impossible to understand the outcome of field interviews, meaning there is no way to understand if there was a resulting law enforcement action.

Field Interview data has been provided by demographic, community and pat-downs vs. no pat-downs. For pat-downs specifically, data on the time and reason for pat-downs has been provided as follows; Actions indicate engaged in Criminal Activity, Frisked/Officer Safety, Furtive Movements, Refuse to Comply with PO Directions/Safety, Suspect known Prior, Suspect Possible Dangerous Weapon, Suspicious Bulge/Object, Failed to indicate a Reason

This data is perhaps most troubling, as over 80% of pat-downs are related to the categories of "Frisked/Officer Safety"and "Furtive Movements."[4] These categories are *highly ambiguous & do not suggest* any true cause for suspicion, unlike the other 7 categories that are shown in the 2022 NCPD reform update. Additionally, implicit bias will likely play a major role in officers patting down individuals due to feeling unsafe (i.e., "officer safety").

Data on Pat-Downs (Charts) 2021 v. 2022

Pat-downs

	Scenario 1 – Nassau only	Scenario 2 – All counties
2021 (Jan-Dec) Pat-Down n = 805	Asian/Pacific Islander 0.6	0.4
	Black 8.5	3.5
	Hispanic/Latino 3.2	2.2
	White 1.0	1.0
	American Indian/Alaskan Native 0.1	0.1
2022 (Jan – Dec) Pat-Down n = 1,067	Asian/Pacific Islander 0.5	0.3
	Black 10.1	4.2
	Hispanic/Latino 3.9	2.7
	White 1.0	1.0
	American Indian/Alaskan Native 0.1	0.2

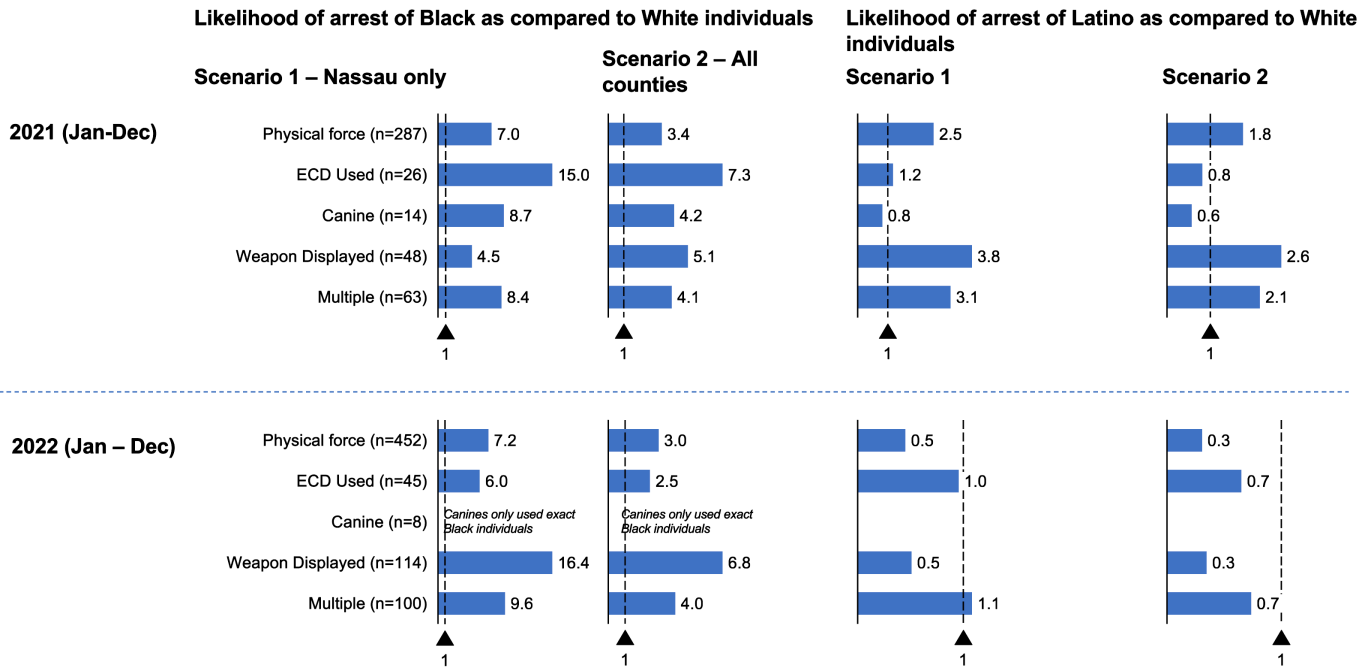*The reason for >75% of pat-downs conducted was "Frisked/Officer Safety"*

Use of Force

Use of Force data has been provided broken down by demographic, type of force, and circumstances for force. Inconsistent with other data, Use of Force data is not available by community. There is no clear reason for omitting this data and no rationale has been provided. In the 12-month period for which data was provided, there were 720 Use of Force incidents. Black people are ~3.6-8.6x more likely to be subjected to Use of Force than white people when interacting with police with weapons being displayed at a rate of 6.8-16.4x higher than white people. Perhaps most notably, weapons are displayed against Black people at a rate of 6.8-16.4x that of white people. The bulk of these Use of Force incidents are associated with a circumstance of "other" or "multiple" making it impossible to understand why Use of Force was used in the majority of incidents. **It is also worth noting that the total number of Use of Force incidents increased from 438 to 720 between 2021 and 2022 with bias patterns getting worse, meaning on net, Black people were subjected to significantly more Use of Force incidents in 2022 than in 2021.**

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[4] https://www.nassaucountyny.gov/DocumentCenter/View/40185/2022-Year-End---Police-Reform-Report

Black people are ~3.6-8.6x more likely to be subjected to Use of Force than white people when interacting with police with weapons being displayed at a rate of 6.8-16.4x higher than white people. Perhaps most notably, weapons are displayed against Black people at a rate of 6.8-16.4x that of white people, which represents a significant increase over 2021.
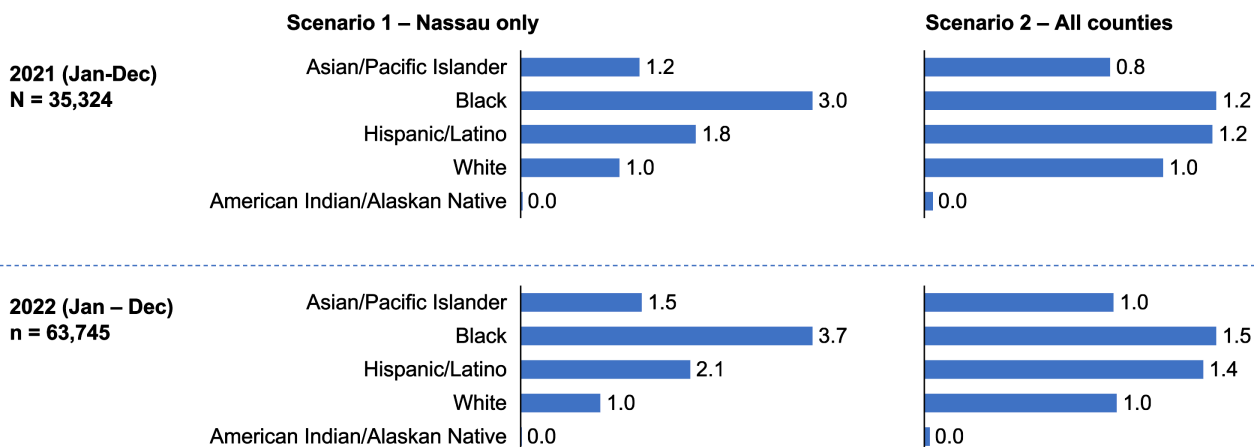
Data on Use of Force

Likelihood of arrest of Black as compared to White individuals

Likelihood of arrest of Latino as compared to White individuals

	Scenario 1 – Nassau only	Scenario 2 – All counties	Scenario 1	Scenario 2
2021 (Jan-Dec)				
Physical force (n=287)	7.0	3.4	2.5	1.8
ECD Used (n=26)	15.0	7.3	1.2	0.8
Canine (n=14)	8.7	4.2	0.8	0.6
Weapon Displayed (n=48)	4.5	5.1	3.8	2.6
Multiple (n=63)	8.4	4.1	3.1	2.1
	1	1	1	1
2022 (Jan – Dec)				
Physical force (n=452)	7.2	3.0	0.5	0.3
ECD Used (n=45)	6.0	2.5	1.0	0.7
Canine (n=8)	*Canines only used exact Black individuals*	*Canines only used exact Black individuals*		
Weapon Displayed (n=114)	16.4	6.8	0.5	0.3
Multiple (n=100)	9.6	4.0	1.1	0.7
	1	1	1	1

Vehicle and Traffic Stops (VTL)

The number of VTL stops increased significantly between 2021 and 2022, nearly doubling from 35,324 to 68,008. At the same time, bias against Black individuals became more pronounced. In 2021, Black people were 1.2-3.0x as likely to be stopped, whereas in 2022 this range increased to 1.5-3.7x as likely.

Bias against Latinos became slightly worse between 2021 and 2022, moving from a likelihood of 1.2-1.8x to 1.4-2.1x as compared to white individuals.

	Scenario 1 – Nassau only	Scenario 2 – All counties
2021 (Jan-Dec) N = 35,324		
Asian/Pacific Islander	1.2	0.8
Black	3.0	1.2
Hispanic/Latino	1.8	1.2
White	1.0	1.0
American Indian/Alaskan Native	0.0	0.0
2022 (Jan – Dec) n = 63,745		
Asian/Pacific Islander	1.5	1.0
Black	3.7	1.5
Hispanic/Latino	2.1	1.4
White	1.0	1.0
American Indian/Alaskan Native	0.0	0.0

Systemic Bias Summary

Despite the NCPD's commitment to addressing bias in policing laid out in 2020, **there has been no demonstrable progress made**. While the NCPD may point to a host of reform progress, the pattern of bias as measured in outcomes has remained consistent year after year and in some ways has become more prominent. The number of police interactions has appeared to increase across all reported categories, Black individuals continue to be stopped, both on foot and in their vehicles, at rates considerably higher than white individuals. With regards to the actual police interactions, they are subjected to pat-downs and Use of Force at significantly higher rates than any other race or ethnicity for which data is documented.

The NCPD makes the claim that this bias is a function of where the crime is happening and that they are merely responding to calls for support. While they have shared data that most arrests stem from 911 calls, this fact, in and of itself, is meaningless without more context. For example, we do not know how many 911 calls came in by race or the treatment of individuals identified through 911 calls and whether it is equitable. We only have outcome data, which clearly highlights a grave discrepancy in the ways in which police are interacting with Black and white members of our community.

Review of Reform Promises & Progress updates – Topics 1-23

Topic 1: Department Staffing and Recruitment

In the original Nassau County Police Reform Plan, the NCPD reported that the department consisted of 2,500 sworn members and 1,215 civilians. It refers to Exhibit A1 for a demographic break-down across all ranking categories which can be found on pages 404–411 of the original plan. Exhibit A1 shows headings of A, B, H, O, and W. It should be noted there is no key or guide to define these abbreviations nor is there a guide to the 91 ranks listed by abbreviations such as ADCB, IDCP, BDFS, etc. The totals can be seen below, as they appear in Exhibit A1 on page 404 of the Police Reform Plan.

Categories	A	B	H	O	W	total
Civilian Female	13	67	32	5	743	860
Civilian Male	8	16	18	3	321	366
Sworn Female	1	23	34	1	206	265
Sworn Male	24	80	151	8	1,872	2,135
Total	46	186	235	17	3,142	3,626

As there is no guide to these headings, we will assume that A-Asian, B-Black, H-Hispanic, O-Other, and W-white.

Aside from a very clear and obvious lack of diversity among the employees of the NCPD, according to our calculations, the total of Sworn members on the chart (265 + 2,135) is 2,400 sworn officers—not 2,500 as written in the text of the original plan. We can also report that the civilian number of members (860 + 366) is 1,226, not 1,215 as also written in the text. In short, their own charts do not match what they wrote in the textual description. The reason for the focus on these inaccuracies is to raise the awareness of either shoddy, amateurish work, or obfuscation of some sort. Either way this is one minor example of the kind of reporting and lack of accountability routinely exhibited by NCPD data reporting, which, at worst, fosters a lack of trust, and at minimum, raises questions about their professionalism.

Putting that aside, it is clear from the numbers that, in 2021, the Police Department began with a racial/ethnic diversity problem, a gender problem, and, by virtue of their gender-binary reporting, a lack of acknowledgment (or inclusion in the department) of non-binary individuals.

Proposed Reforms 2021

Each section of the original police reform plan usually begins with a descriptive section, which shares how they currently operate. It is followed by a section entitled "Modifications, Modernizations and Innovations." We take this to mean proposed reforms. The proposed reforms they listed under "Recruitment and Staffing" are as follows:

- A mentoring program, partnering with fraternal organizations of the NCPD, stating "Applicants can contact the fraternal organization they feel will be best suited to provide guidance in their application process (page 12)
- Two added questions on the employment application to determine racial bias or implicit bias
- The department has enhanced implicit bias awareness training for recruits
- A diversity commitment statement

NCPD 2022 Year End Follow-up Report

The NCPD's most current report on recruitment reform progress does not list any numbers or appendixes that share a current demographic break-down of the department. It simply shares the number of applicants pre-registered for the 2023 exam (24,903), and states that applicants are encouraged to join the mentoring program. It also outlines the fact that Community Affairs now has a supervisor specifically assigned to recruitment, and shares that the Community Affairs office has held 224 recruitment events.

LIU Three Year Analysis: *Department Staffing & Recruitment*
Without a demographic break-down of the department in 2022, it is impossible to determine if these reforms have been effective.

Topic 2: Training

The Original Police Reform document contains a detailed description of Training in the areas of Use of Force, Vehicle Stops, Procedural Justice, Implicit Bias Awareness Training, Hate Crimes, De-Escalation, Problem-Oriented and Hot Spot Policing and Mental Health (pages 13-18).

Proposed Reforms 2021

- Innovative 10 hour in-service training curriculum (page 148) with the following core lessons
  - Legal updates on new laws, i.e., NYS Penal law Aggravated Strangulation, disciplinary records repeal (NYS Civil Rights Law 50-a), NYS Civil Rights Law 79-p Right to monitor, Establishment of the NYS Attorney General's Law Enforcement Misconduct Office (**LEMIO**)

- Use of Force review, definition of reasonableness and necessity, misuse of force, Use of Force reporting and priority of life discussion
- De-escalation training
- Procedure Justice, police legitimacy
- Ethical and moral courage and the duty to intercede/intervene
- Fundamental crisis intervention, indicators of emotional stress, communication and treatment, recovery and resources
- Implicit bias, implicit/preference, explicit/conscious preference and confirmation bias
- Leadership
- Bringing in outside instructors and speakers from communities for implicit bias awareness training to educate recruits about their culture and address common misconceptions and prejudices.
- Pre-textual stops: a review of the pre-textual stop laws will be added to the curriculum of in-service training
- Addition of disability etiquette to the curriculum
- Yearly, online anti-bias instruction with required passing of an exam

NCPD 2022 Year End Follow-up Report

The NCPD reports that In-Service training began in September and concluded by the end of October. Approximately 650 detectives and supervisors participated.

- September of 2022 a Department notification was issued requiring that in order to become a Supervisor, candidates must complete a training entitled "Changing Perceptions: A Fair and Impartial Policing Approach".
- Implicit bias training is ongoing with 587 officers completing the training since 2020.

> ### *LIU Three Year Analysis: Training*
> The department needs to provide more detail regarding the content of its anti-bias training, included how it is presented and reinforced. If this is a video the officers view on their own, that is not adequate to monitor responses or to engage in meaningful discussion and evaluation of what is or is not being retained.
>
> Overall, there is *no data* concerning who or how many members have passed these trainings, or if Supervisors have, in fact, completed the training, per the notification, to become supervisors. Due to unclear data concerning how many "officers" the department has regarding specific categories and departments, it is hard to decipher how many and what kinds of officers are slated to eventually undergo these trainings, therefore difficult to measure progress over the course of three years how many officers have not undergone the training.

What we do know is that 587 out of 3,626 employees have completed the implicit bias training in three years. Again, we refer you to our Systemic Bias and Data Reporting results for evaluation of these training outcomes. The data shows that most of them have not yielded a change in biased policing.

https://www.nassaucountyny.gov/DocumentCenter/View/32256/Nassau-County-Police-Reform-and-Reinvention-Plan?bidId=
https://www.nassaucountyny.gov/DocumentCenter/View/40185/2022-Year-End---Police-Reform-Report

Topic 3: Use of Force

Proposed Reforms 2021

- The NCPD has self-audited the Use of Force Guide and made necessary updates (refers readers to Exhibit E (page 160)
- Outlines a change in the law that was implemented in June of 2020 outlawing chokeholds
- A promise to release Use of Force data bi-annually and post on the website
- Body Worn Camera program to increase transparency
- Members of the Commissioner's Executive Staff will hold quarterly meetings with the Office of the County Attorney to discuss pending litigation, settlements and verdicts. This will help the NCPD track trends within a particular unit or bureau or by a specific officer
- Improved training in the form of hands-on and role-playing, and involvement with Nassau Community College on cross-training concerning implicit bias and community engagement.
- NYS Executive Law sections 75 and 70-B, establishes Law Enforcement Investigative Offices (LEMIO) inside the New York State Attorney General's Office relating to misconduct and Use of Force. ***This is not a Nassau County Police Reform and does not replace the need for local civilian oversight and investigation bodies. It is listed inappropriately as a Nassau County Police Reform, and we believe is meant to deceive the public into thinking there is real oversight of the Police Department.***

NCPD 2022 Year End Follow-up Report

For its update, the NCPD shares that the NCPD Legal Bureau continues to meet regularly with the County Attorney's office.

LIU Three Year Analysis

- Adhering to a New York State Law barring the use of chokeholds is ***not*** a Nassau County Police Reform. They are required to follow the law.
- NYS Executive Law 75 and 70-B, establishing two NYS Attorney General offices are ***not*** Nassau County Police Reforms and do not replace the need for local civilian oversight and investigation bodies. It is listed inappropriately as a Nassau County Police Reform, and we believe is meant to deceive the public into thinking there is real oversight of the Police Department.

> ### *The Bottom Line*: *Use of Force*
> Again, we refer you to the data in the Systemic Bias and Data Reporting section to determine if Use of Force data and demographics have improved. We submit they have not as we have found that Black people are 3.6-8.6x more likely to be subjected to Use of Force than white people. We would also ask if the Police Department could publish any investigations and their outcomes conducted by the Attorney General's office.

Topic 4: Body Worn Cameras (BWC)

Proposed Reforms 2021

In the spring of 2021, Nassau County was preparing to launch its Body Worn Camera program. The Police Reform document outlines the hiring of a new vendor and consultants to develop policies governing the use of the program (page 23).

NCPD 2022 Year End Follow-up Report

- During 2022, 789,875 BWC recordings have been logged
- BWC footage for every arrest and complaint continues to be reviewed and the Department persists with regular audits of additional videos
- 6,342 instances of corrective actions were addressed, including camera adjustment, technological modifications, unprofessional conduct and 'other corrective instances.'

> **LIU Three Year Analysis: Body Worn Cameras**
> We would request that the department provide data on how many officers are wearing BWC's. Additionally, provide data attached to complaints/investigations concerning how many instances of misconduct, broken down by categories, were captured on BWC's, including how many instances of misconduct involved turning off cameras. Further, the NCPD points to the number of complaints filed by the public as evidence of BWC effectiveness. *Until they show more specific data, that causal link cannot be assumed.*

Topic 5: Vehicle Stops

Proposed Reforms 2021

- The NCPD Information Technology Unit, in conjunction with the New York State Police implemented changes to the NYS TraCS system and race and ethnicity data will now be recorded.
- [In reconciling community leaders' seemingly conflicting concerns for both demographic data transparency and protection of immigration status,] officers will not ask for race or ethnicity during traffic stops, field stops and non-enforcement encounters. Race and ethnicity will be recorded based on an officer's observations.
- Per Department Policy POL 4101 (Exhibit K), the Nassau County Police Department will not inquire into any person's immigration status (page 298)
- Special order 20-047, Field Stop Data Collection was issued on September 25, 2020 (prior to the filing of the Police Reform Plan). This order requires officers to record the gender and race/ethnicity of persons subjected to field/traffic stops, and to record a disposition code for; summons issued, warning issued, no police action was taken, interview conducted, case report generated, arrest made.
- Nassau County will adopt recording of traffic and field stops similar to Suffolk County practices. NC will move away from inputting free text into the CAD system, and instead use record management system PremierOne to include a traffic stop module which will collect:
  - General stop data: officer information, location, reason and duration of stop, type of patrol, if summonses were issued to a corporation, date, time

- Summons and violation information: number of equipment violation summonses, total number of summonses, if the vehicle was searched, why it was searched, and the outcome of the search, if force was used during the stop, if canine responded, if individual was asked to exit the vehicle, of the individual was searched and outcome of the search, restrained, arrested, interviewed and disposition
- Data collected on individual stopped; indicate if person is driver, passenger, name, date of birth, age, gender and apparent race/ethnicity
- After collecting the data, the NCPD will release a bi-annual statistical report on summonses, which will include location, top summons category, gender and race/ethnicity and will be posted on the NCPD website.
- **The data will be used to track and review disparities to identify problems specifically related to car stops.**

NCPD 2022 Year End Follow-up Report

The NCPD reports that officers continue to record the gender and race/ethnicity of persons subjected to field and traffic stops as well as dispositions code for each stop. It also acknowledges that Stops by plain clothes officers in unmarked cars can be "unexpected" and states that Plain Clothes Officers are required to attend regular car stop trainings to ensure they are properly identifying themselves and conducting the Stop professionally while not in uniform.

> ### *LIU Three Year Analysis: Vehicle Stops*
> Again, we refer you to the Systemic Bias and Data Reporting section of this report for analysis concerning biased policing in VTL and Field Stops. Black residents are 3.0–7.2x more likely to be stopped than white residents for a field interview. We also point out that the Police Commissioner is reporting only some of the data that is collected on the PremierOne system and should report it all.

Further, the data is reported in silos, separating arrests from stops, leaving us unable to decipher the connection between car stops, field stops and their outcomes, and searches. We ask that reports include all the data collected as outlined in the Reform Plan rather than only some of it. We would also recommend that Special Order 20-047 require preferred language of the motorist and if language assistance was needed and provided. Additionally, we ask that data be reported in a way that observers and analysts can make important connections between stops and arrests, as recorded in the PremierOne system.

Note: The final bullet in this section contained in the Police Reform Plan states, "***The data will be used to track and review disparities to identify problems specifically related to car stops. This is the second year in a row where LIU found racial bias and disparities, and yet the Police Commissioner has not addressed this or even admitted it.***" If the Commissioner is serious about identifying bias and correcting it, his data reporting should reflect that, and his future actions should address it.

Topic 6: Procedural Justice, Systemic Racial Bias, & Racial Justice in Policing

This section of the Police Reform Plan combines 1) Procedural Justice including Language Access and 2) Systemic Racial Bias/Racial Justice in Policing.

Procedural Justice

According to the Department of Justice; "Procedural justice focuses on the way police and other legal authorities interact with the public and how the characteristics of those interactions shape the public's views of the police, their willingness to obey the law, cooperation with the police in fighting crime, and actual crime rates. Mounting evidence shows that community perceptions of procedural justice, through their influence on all these aspects of people's relationship with the law and the police, can have a significant impact on public safety. Procedural justice is based on four central principles: 'treating people with dignity and respect, giving citizens a voice during encounters, being neutral in decision making, and conveying trustworthy motives.'[5] Research demonstrates that these principles contribute to relationships between authorities and the community in which (1) the community has trust and confidence in the police as honest, unbiased, benevolent, and lawful; (2) the community feels obligated to follow the law and the dictates of legal authorities; and (3) the community feels that it shares a common set of interests and values with the police."

Proposed Reforms 2021

Procedural Justice (Proposed Reforms)

- Establishment of Young Adult Council (YAC) by precinct containing a minimum of 6 members across the ages of 17–23 with different social views held by community members, law enforcement and explorers who impact other young adults in their communities.
- The Reform Plan states that the YAC has been meeting monthly since October (page 28).
- Language Access Plan: This section of the Police Reform Plan does not include any new reforms concerning Language Access. It states that all patrol cars were issued iPhones to create easy access to Language Line, then describes Language Line, and promises to put out a Language Line report bi-annually. This program was implemented prior to the Police Reform Plan.
- The Reform Plan states that the NCPD is in the process of introducing a text-to-911 program.

NCPD 2022 Year End Follow-up Report

- The YAC continues to meet and have honest and open discussions with youth. The combined precinct YAC's have met for a total of 31 times.
- This report does not mention a text-to-911 program.

> **LIU Three Year Analysis: Procedural Justice**
> The NCPD does not show any evidence or data, broken down by council, concerning when and where each has met, how members were appointed or chosen, and length of their terms on the council. Regarding a text-to-911 program, it was not mentioned in the 2022 report. As a result, we do not have an update and can't report on its status.

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[5] https://portal.cops.usdoj.gov/resourcecenter/ric/publications/cops-w0795-pub.pdf
https://www.nassaucountyny.gov/DocumentCenter/View/32256/Nassau-County-Police-Reform-and-Reinvention-Plan?bidId=
https://www.nassaucountyny.gov/DocumentCenter/View/40185/2022-Year-End---Police-Reform-Report

(Procedural Justice) Language Access

<u>NCPD 2022 Year End Follow-up Report</u>

• The NCPD three-year update shares that Language Access remains available for public review on the Department's home page and continues to be covered during in-service training. **It also shares that the department conducted several audits during 2022 consisting of a total of 4 phone calls**—one in Hindi, One in Punjabi and 2 in Spanish. In all 4 scenarios, officers complied with the Department Policy, acted professionally and identified the language spoken by the caller. In three of the 4 calls, the officers transferred the caller to Language Line and on the 4th call, the officer spoke Spanish and was able to assist the caller. The report also shares that going forward, the NCPD will be auditing officers and the Language Access Plan by conducting monthly audits with the assistance of the Office of Minority Affairs.

> ### LIU Three Year Analysis: (Procedural Justice) Language Access
> In 2022, the Long Island Language Advocates Coalition and the New York Immigration Coalition conducted an audit, which included 94 phone calls made by Spanish-speaking volunteers asking for different kinds of information. ***Across all precincts, close to half of the callers did not receive the information they requested.*** https://www.nyic.org/wp-content/uploads/2022/09/Report-NCPD-Language-Access-Testing-2022.pdf

Four phone calls, described above as an audit, is not representative of a real attempt to determine if language access is being implemented effectively in Nassau County, and is statistically irrelevant. We would request a real audit, including procedures conducted by the Office of Minority Affairs showing that the audit includes verifiable evidence that the precincts cannot identify where the audit call is originating to ensure true scientific anonymity.

While it is important to know how many calls utilized Language Line, these statistics fail to capture those instances where Language Line is not utilized or is used improperly. When asked about the success of language access programs, Commissioner Ryder repeatedly and exclusively references the limited statistic of Language Line use. Further, when confronted with the results of the above referenced LILAC/NYIC audit report, the Commissioner responded that advocates should call his personal cell when the encounter occurs. This assumes the advocates are contacted every time a resident has a problem, and illustrates his denial concerning systemic Language Access issues in his department. His description of four phone calls characterized as an 'audit' also points again, to an insufficient, un-scientific and unprofessional approach to data reporting.

Systemic Bias and Racial Justice in Policing: Proposed Reforms 2021

• The NCPD promised to provide appearance tickets in lieu of arrests for Marijuana offenses and petit larcenies and quotes the recently passed laws concerning the legality of Marijuana. It also decided to expand this to petit larcenies and contains Department Policy OPS 2132, Petit Larceny Field Processing (exhibit O, page 29)
• Summons and Field Stop Tracking: The NCPD Police Reform Plan refers to making improvements to Systemic Bias and Racial Justice by collecting and reporting demographics during traffic and Field Stop (Exhibit J, page 295).

The NCPD's 2022 Year End Follow-up Report on reform does not include Systemic Bias and Racial Justice updates, aside from the data tables shared at the back of this report.

> **LIU Three Year Analysis: *Systemic Bias and Racial Justice in Policing***
> The fact that the NCPD's 2022 update report does not contain a heading for Systemic Bias and Racial Justice speaks volumes concerning their lack of progress or attention to this issue.

Again, we refer readers to the data in the first section of this Three-Year Monitoring Report. The Police Department *is* sharing demographic data as they promised. However, as we have shown, there are still disproportionately higher stops, arrests, pat-downs and Use of Force for Black and Latino residents, than for white residents. Concerning appearance tickets, as mentioned in their original reform plan, we would ask that the Commissioner provide data on these with category break-downs and demographics in his next batch of data.

Topic 7: Implicit Bias Awareness Training

Proposed Reforms 2021

- All sworn and Civilian members of the NCPD are now required to participate in yearly online anti-bias instruction and must pass an exam immediately following the training
- Community Affairs was reported as working on a new video entitled "Respect and Responsibility" which will be designed to demonstrate the effect of a perceived negative encounter with a police officer by a member of the community, and how to report an incident. The video was promised to be shown to NCPD members during in-service training and is expected to be publicized in schools and on NCPD social media platforms
- The department has been working with a member of the Transgender community for 4 years, who has been lecturing recruits, and the department has issued a new policy, Procedure OPS 4245, "Encounters with Transgender Persons" (Exhibit AE, page 373).
- Arrests will be recorded in arrest paperwork including arrestee's gender per government identification as well as arrestee's gender identity, if stated. Police Officers are directed to address arrestee according to preferred name if stated, and the stated name will be noted as "aka" on paperwork.
- Arrestees are notified that department policy requires same-sex searches per the gender identity indicated on government identification unless arrestee requests otherwise, at which time the Desk Officer assigns a member of the requested gender if available.

NCPD 2022 Year End Follow-up Report

This report does not provide a follow-up mention of the "Respect and Responsibility" video, nor does it mention any progress on interactions with the Transgender community or policies. It does address a New York State Commission of Correction directive addressing lock-up of female arrestees.

> **LIU Three Year Analysis: *Implicit Bias Awareness Training***
> While the NCPD's 1-year follow-up report *did* mention that work continued on the collaboration with Transgender community leaders, and work continued on the "Respect and Responsibility" video, there is no mention of either in the 2022 follow-up report.

- We can report that a member of the Transgender community continues to work with recruits at the academy. However, no in-service officers who graduated before 2017 have received any of that training from a community member. While the Police Commissioner has stated that all officers receive some sort of LGBT (as he stated) training, there is no reporting of this training, nor have members of the community seen the curriculum.
- There is no mention in the reference to policy how a Transgender arrestee is transported and we would recommend that an arrestee should not be placed in the back of a police car with a person of the opposite gender unless they specifically ask for it. A transgender woman should not be placed in the back of vehicle with a cisgender man. However, a transgender man may feel safer traveling with a cisgender woman.
- An officer should proactively request the proper chosen pronouns from the community member with whom they are interacting…not default to the gov. ID document unless the individual offers more information. This ignores the inherent power imbalance and places the onus on the person who is experiencing the power of the state in that moment. Misgendering an individual can be triggering and can cause emotional escalation, leading to reciprocal escalation on the part of the police.
- The same holds for gender preferences during searches.

Topic 8: Hate Crimes

Proposed Reforms 2021

- The NCPD implemented a Precinct Bias Crime Coordinator in addition to the existing Department Bias Crime Coordinator. The Precinct Coordinator will review all bias incidents and hate crimes to determine commonalities and trends, and report to the Department Coordinator to determine any county-wide trends.
- The Department will release bi-annual Bias and Hate Crime reports for public view (a sample is attached in the reform plan as Exhibit R (page 331).
- The department has updated the Bias Incidents/Hate Crime Department Procedures OPS 8130 (Exhibit Q page 325), with some changes listed below:
    - Ethnicity and gender expression have been added as a type of bias and human right
    - The Police Officer will consider if some of the following were found in the possession of the suspect; offensive symbols, tattoos, clothing paraphernalia or jewelry suggesting identification with an organized hate group, hate literature, spray cans, biased symbols objects, such as swastikas and crosses
    - Social media activity for evidence of bias motivation
    - Evidence that victim is the only person of a particular group among others present or the victim is from a different racial, national origin, religious group than the suspect, if certain areas of the victim's body was targeted
    - The proximity of the incident to an establishment that could be associated with one of the protected categories included in the hate crime law
- Prohibited Race-Based 911 Calls: New York State Civil Rights Law was amended to establish civil penalties for a person who intentionally summons a Police Officer without reason concerning violation of the penal law…because of a belief or perception regarding race, color, national origin, ancestry, gender, religious practice, age, disability or sexual orientation of a person. The Police Reform plan issued orders to reflect the change in the law, described in-service training concerning the change, and created a new modus operandi code to permit officers who take the report to be able track these incidences.

NCPD 2022 Year End Follow-up Report

 The NCPD report contains data on hate crimes at the back of the update and states that it continues to utilize Precinct Bias Crime Coordinators who report to Chiefs of Department and Detectives.

> **The Bottom Line: Hate Crimes**
> Until the NCPD admits it has a bias problem in its own policing practices, including Language Access, we cannot fully trust that they will be able to identify what we commonly refer to as hate crimes, especially concerning communities of color.

Further, we cannot rely on the fact, in light of the NCPD bias, that communities of color will feel they will receive equal treatment if they report a hate crime. We would also ask for data to be reported on a new unit (IP), Intensified Patrols, (SEE TOPIC 12 IN THIS REPORT) recently established to create more police presence around houses of worship and schools. Specifically relating to their parameters concerning interactions with the public and related policies. It was described as officers in cars stepping up a visual presence. We would like to see more data on that specific unit concerning stops, arrests, and outcomes.

Topic 9: De-Escalation Training and Practices

Proposed Reforms 2021

- The Reform proposals begin by saying that NCPD is ahead of the curve when it comes to de-escalation training and practices. All Use of Force incidents are reviewed to ensure de-escalation techniques were utilized if possible. The success is gauged through the review of Use of Force reports and heeding suggestions from the community
- The NCPD will cross reference collaboration with community stakeholders to learn about cultural differences that may lead to escalation and will be incorporated into future de-escalation training
- De-escalation is covered in the new in-service training curriculum.
- Where de-escalation was not successful and force was necessary, the data is collected and reported bi-annually.

NCPD 2022 Year End Follow-up Report

 The report summarizes the progress of reform as follows: 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.

> **LIU Three Year Analysis: De-Escalation Training and Practices**
> A look at the Use of Force data put out under the NCPD's 2022 Year End Follow-Up report, as analyzed in the first section of this report, shows that there has been no improvement in the demographic data concerning Use of Force. If there is no acknowledgment that there is a problem, there will be no solutions.

Topic 10: Law Enforcement Assisted diversion Program (LEADS)

Proposed Reforms 2021

- Awareness: identifying communities most profoundly impacted by the opioid crisis and notifying residents about the Dept's effort to combat drug addiction and crime
- Education: notifying the public about how they can protect themselves, how to recognize signs of drug abuse and what treatments are available
- Enforcement: deploying the resources to communities experiencing the effect of the opioid crisis and increased property crime
- Diversion: coordinating with the D.A.'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

NCPD 2022 Year End Follow-up Report

- Youth Police Initiative (YPI): opportunity to address at-risk youth—focused on bringing together at-risk youth, who have negative perception of the police, with local beat officers. Objective: address misperceptions, repair relationships, re-establish trust between youth and police.

   The report shares that during 2022, the NC District Attorney's office reinstated Diversion Court for drug offenses and DWI infractions. For the first time since 2018, the NCPD has seen a decrease in total overdoses. The report references Operation Natalie, stating that in 2022, 632 arrests were related to Operation Natalie. And it shares that the NCPD is seeking funds from the Division of Criminal Justice Services (DCJS) to obtain grant funding for The Youth Police Initiative (YPI) and references the hope to reinstate YPI to continue building trust between at-risk youth and the police.

> *LIU Three Year Analysis: (LEADS)*
> Part of Operation Natalie, which is the mapping/opioid overdose program referred to in this section, includes mapping petit larcenies to addresses of people who have overdosed. By inherently linking substance use disease to criminal activity simply through proximity and mapping conjures the spectre of pretext & fishing expeditions.

   The police department has carved out a space where it does not belong. ***Substance use disease is a medical problem, not a criminal justice problem.*** Law Enforcement officers are not social workers and when they show up at people's home under the guise of 'concern', they also show up as the enforcement arm of the state and the laws, and that is not appropriate concerning a medical situation. NCPD should not create proximity for themselves to people who have overdosed, which is exactly what Operation Natalie does. We have asked for specific information concerning the legal thresholds and procedures followed after a 'crime' was found to be committed near an overdose address, and under what pretext an officer visits that home and makes an arrest. We would also like to know under what authority and expertise the NCPD visits a home after an overdose for an "aftercare" visit. Finally, we would like statistics concerning those 632 arrests, including; reason for entering the home, searches conducted, charges, outcomes, how many entered the diversion programs, how many have been successfully

rehabilitated and how many are in the criminal justice system under probation, currently in a diversion program, or incarcerated. Without data, the implied link here, between Operation Natalie and decreases in overdoses cannot be assumed. Again, claims are being made using unprofessional, unscientific, and sometimes invisible data. Concerning the YPI program, there is a need for much more information that is once again, not made available. For instance, how are at-risk youth are identified, what other entities are sharing information about youth with the Police Department, what is the definition of an "at-risk" youth, what is the demographic break-down of these identifications, and has this program been implemented since the police reform plan mentioned it.

Topic 11: Restorative Justice

NCPD Summary and description prior to Reform

The original Police Reform Plan outlines what the NCPD perceives to be Restorative Justice, as "…seeks to change an offender's behavior by educating him/her on the deleterious consequences that his or her actions have on the community and the victim. The purpose of justice is to restore the victim, the community and the offender so that they all may be integrated back into, and enhance the community." (page 38) It is important to note that the principles of restorative justice include repairing harm and taking responsibility, if possible, by bringing the two parties together in a supervised setting so no further harm is done. This is not always possible because not all victims of crimes are willing to submit themselves to the process.

The Nassau County Police Department's emphasis in its reform plan, rests largely on diversion programs. It describes the following programs and practices that existed even prior to reform:

- The alcohol and drug diversion courts, and its partnership between the Special Victims Squad and the Safe Center, the NC advocacy Agency serving children and adult victims of family violence and sexual abuse.
- Trauma-informed investigative training which teaches detectives how to "not re-victimize survivors/victims of sexual assault during the course of their investigations."[19] (page 39)
- In domestic violence cases, victims are provided with the ability to have the case seen in criminal and family court, which may allow for mediation and resolution
- The issuance of appearance tickets instead of jail for Marijuana and Larcenies
- An assertion that dispute resolution is, in fact, restorative justice and the claim that the NCPD practices this every day. They acknowledge that while restorative justice focuses on harm reduction **and** accountability, arbitration does not always do this.

Proposed Reforms 2021

- The New York State Division of Criminal Justice Services (NYS DCJS) Gun Violence Elimination (GIVE) program and grant incentive because the GIVE program includes reintegration into society.
- The involvement of Probation and the Department of Corrections as part of restorative justice practices because "Reintegration is achieved through collaboration with [these state agencies] alongside the Community Partnership Program (CPP)."
- The CPP employs former gang members as outreach workers to engage with groups and individuals involved in gang related activities.
- The Nassau County District Attorney's Office requested funding through the GIVE initiative to hire a social worker to meet with at-risk youth who are integrating into society after involvement in gang and gun violence.

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https://www.nassaucountyny.gov/DocumentCenter/View/32256/Nassau-County-Police-Reform-and-Reinvention-Plan?bidId=

https://www.nassaucountyny.gov/DocumentCenter/View/40185/2022-Year-End---Police-Reform-Report

NCPD 2022 Year End Follow-up Report

This report's update includes only two lines of text: "The Department's participation in the NYS DCJS Gun Violence Elimination Program and Grant Incentive (GIVE) and the Neighborhood Violence Prevention Program (SNUG) is ongoing."

> ### *LIU Three Year Analysis: Restorative Justice*
> The definition and practice of Restorative Justice is much more complex than is described by the NCPD's initial police reform plan.[6] The NCPD's 2022 follow-up report provides no data or evidence that it regularly or systemically engages in restorative justice practices, and overall, the department is claiming that its officers practice it in the field every day.

[6](see footnote below for The U.S. Department of Justice definitions and explanations.)

They also cite diversion courts and practices of an advocacy agency as examples of integrating the practice into their policing. The suggestion that the Dept. of Probation and the Department of Corrections are examples of restorative justice because they are focused on reintegration is a stretch. We would welcome real data to support their assertions that Nassau County is practicing in a way that emphasizes harm reduction alongside accountability and data showing an emphasis on reintegration vs. arrest and incarceration.

https://www.nassaucountyny.gov/DocumentCenter/View/32256/Nassau-County-Police-Reform-and-Reinvention-Plan?bidId=
https://www.nassaucountyny.gov/DocumentCenter/View/40185/2022-Year-End---Police-Reform-Report
[6] https://bjatta.bja.ojp.gov/media/blog/what-restorative-justice-and-how-does-it-impact-individuals-involved-crime

Topic 12: Community-Based Outreach and Conflict Resolution

NCPD Summary and description prior to Reform

As with most sections in the original Police Reform Plan, this one also begins with a description of ongoing practices already underway at the time of the reform plan. These include Nassau County Police Department Policy 4410 (exhibit K in the plan, page 298), which requires the department to act as a liaison with community groups. It goes on to describe; the PD's Community Affairs Unit; the Community Oriented Police Enforcement Unit (COPE), which uses crime data and information to guide policing activities toward high frequency offenders and location; the Commissioner's Community Councils (CCC), representing Nassau's 19 county legislative districts with community leaders chosen by legislative representatives; bike patrols in parks and on beaches; the GREAT Program, a program designed for middle-school and elementary students to help guide good choices; the Law Enforcement Explorers Program designed for ages 14–21 using a character building curriculum through competition and events; drug awareness programs; the Youth Police Initiative (YPI); the Police Activity League (PAL); the Citizens Police Academy (CPA); the Police Youth Academy (PYA)

Proposed Reforms 2021

- NCPD Patrol Division Administrative Order, PDAO 12-008 (Exhibit T, page 338), "Park, Walk and Talk." Designed to encourage officers to get out of their cars and interact with the community with the main objective of building trust.
- Move the Community Oriented Police Enforcement Unit (COPE) from the Commissioner's office to the Community Affairs Office within the department
- Police Athletic League programs added to Lawrence, Elmont and Roosevelt
- "Cops on Bikes" added to Roosevelt, with officers whose demographic make-up "parallels" Roosevelt's demographics. It is described as follows; "Increasing police presence in a non-enforcement capacity creates a more approachable environment to foster trust and build relationships." (page 44)
- Three thousand nine hundred and ninety occurrences of Park, Walk and Talk were reported for 2022.

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- Officers were visible and available to the community through 'intensified patrol (IP) visits." Officers were assigned to IP Houses of Worship approximately 39,381 times and around schools over 31,000 times
- The Department continues to train and utilize the PREPARE (partnership, recognition, education, prevention/preparation, activation, response and execute plan), for critical incident response
- Community Affairs and members of the Department hosted 633 events to interact with the community. 93 events were held at the Center for Training and Intelligence.
- The Law enforcement explorer program had open enrollment in October, with accompanying enrollment numbers.
- A list of events held by the many programs listed in this section

LIU Three Year Analysis

It is clear that the Nassau County Police Department is deeply engaged in community outreach, and for good reason. Most of their policing models require human intelligence gathering. They have a presence everywhere in Nassau County. They are in our parks, on our beaches, in our schools, our

houses of worship, and on our ballfields. And while this may seem like a good idea and may re-assure some, it is insidious in its dual purpose. We do not doubt that the department sincerely wishes to improve community relations and that many officers feel a real calling to help. However, the pervasive presence of the police, under the guise of good intentions, is also a tactic for collecting information on communities. The Problem-Oriented Policing and Hot-Spot policing models (described in the next section), are based on gathering data and human intelligence. So, while the goal of building relationships with community, on its face, is laudable, that nice police officer who is building a real base of trust with children in their schools and on the ballfield, are also observing social groups and associations, and gleaning information through casual conversation, in effect, using the community to surveil itself. We would request data regarding how many of those "Park, Walk and Talk" occurrences or intensified patrol visits around schools ended in tickets, stops or arrest. It also important to note that COPE, which gathers data to target high-frequency offenders and locations is, in effect, an internal, self-perpetuating logic loop, that creates over-policing in certain areas, and targets people who have been repeatedly caught up in the system, with the assumption they will get caught up again.

> **The Bottom Line: *Community-Based Outreach and Conflict Resolution***
> We would refer back to the data in the first section of this report, which shows repeated and systemic bias in policing, and over-policing of certain neighborhoods despite all of the community outreach. We are not sure that the visual of a police officer getting out of his car to come say hello, in certain neighborhoods would be as welcome as it might be in others. We would ask for proof in the form of data that the "Cops on Bikes" program is indeed functioning in a friendly, and non-enforcement capacity as is claimed in original police reform plan.

Topic 13: Problem-Oriented (POP) and Hot Spot Policing

Problem-Oriented Policing is described by the NCPD as "The NCPD utilizes the SARA model (Scanning, Analysis, Response, and Assessment) to work with the community to develop a customized plan to address that community's problems." (page 45)[24]. "Using this model, POP officers will identify potential matters of concern for the community, analyze the issue using a variety of data sources, design and implement response strategies, and assess the success of those strategies. Hot Spot Policing is referred to as "…the basis for its model of intelligence-Led policing." (page 46). The document also refers to Jerry H. Ratcliffe, the author of intelligence-Led Policing. According to Ratcliffe, the premise of Hot Spot Policing is a focus on "high Visibility Intermittent Random Policing (HVIRP) of small geographic areas that are experiencing high volumes of crime." (page 46). The NCPD describes how they gather their information, including Community meetings, 911 calls, Crime Stoppers, engaging the public on social media platforms, Park Walk and Talk, Confidential informants and Community Complaints. They also describe the resources deployed to address the problem as; directed patrol assignments, Automatic License Plate Readers, electronic signage, vehicle and traffic law enforcement, licensed premise checks, social media notifications, using Law Enforcement Explorers to distribute informative pamphlets.

A simple example of Problem Oriented Policing can be described as using crime science (which is focused on immediate causes of crime) not longer term sociological causes. So, for example, if there are known to be drug sales on a certain corner, and there is no streetlamp there, the solution can be to install a street lamp, and sales will stop on that corner.

This section of the Reform Plan also includes statements regarding the use of new surveillance technologies, stating that "the procurement and adoption of new technology is centralized through the intelligence section, only members of this unit have access to such technology. A case report number and the requestor's name and rank are recorded for every inquiry. The integrity of intelligence is key and the Intelligence Unit is held to a high standard." (page 47)

The original Police Reform plan also addressed Broken Windows and Stop, Question and Possibly Frisk (as they write it). In this section, the report describes the parameters of investigational field stops as being reasonable suspicion. Factors to determine reasonable suspicion are described as; high crime area, time of day, day of week, season, sights and sounds, proximity to scene, presence at scene, carrying objects associated with criminal activity, clothing or disguise, description, furtive gestures, change of direction or flight, unusual nervousness, independent knowledge, training and experience, evasive, false and/or inconsistent statements. (page 48)

The Department describes that "In order for an officer to frisk a field stop subject, the officer must reasonably suspect he is in danger of physical injury. **Officers can frisk for weapons and only weapons during this encounter unless the subject gives consent to search for evidence.** Frisk of an individual is never automatic and only undertaken to pat down for items that can harm officers." (page 48)

Proposed Reforms 2021

- Department Special Order 20-047 Field Stop Data Collection commands officers to record the gender and race/ethnicity of the person(s) subject to field stops and traffic *stops in order for the department to review and investigate any potential bias and disparities in stops…and take corrective action*. Ordered in September of 2020
- The initiation of 2002 of "Nass-Stat" based on NYPD's "ComStat" which, in 2012 became "Strat-Com."
- A repeat description of evidence-based policing models for broken windows policing

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- A re-statement of the 24 POP officers staffed from the original plan
- A re-statement of the description of POP and Hot Spot policing
- Monthly strategic communication (Strat-Com) meetings

LIU Three Year Analysis

Our analysis of this section of the Police Reform Plan includes both questions and comments. As the NCPD shares, the gathering of human intelligence and data is key to many of their policing models, which we have addressed above.

- There are virtually no reforms proposed for this section in the original police reform plan. As described above, data collection was ordered prior to April 1, 2021, and a mere description of POP and Hot spot Policing are not reforms. Nor are monthly meetings of Strat-Com.
- Concerning investigative stops and the pretexts for those stops, we assert that the department should be able to share data specifically on investigative stops and the pretexts used for those stop. They have not.
- The police reform plan takes great pains to describe respect for technologies used to gather intelligence and surveil the public. They assert that the Intelligence Unit is held to a high standard when using these technologies and how they are applied. We assert that all surveillance technologies

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be accompanied by policies (not seen in this plan), and that the public not be left to trust that high standards are being uniformly applied and enforced. We would also assert that specific data concerning their geographic deployment, demographics of targets, and acquisition of these technologies be made public at the time of request of acquisition by the department. The Police Commissioner has stated publicly that he will never reveal the technology he uses to surveille the residents of NC.

- The list of parameters that the PD uses to determine reasonable suspicion during a stop is highly subjective and problematic; furtive gestures, change of direction, unusual nervousness and evasiveness are among these problematic parameters.
- The department describes that in order for someone to be frisked (pat-downs), the officer must believe they are in danger and can only do so if they believe a weapon is present. The idea of an officer believing they are in danger has been shown to be subjective in and of itself. This is borne out by the data in the first section of this report referring to pat-downs.
- The PD further states that an officer cannot search for anything other than a weapon without giving consent. We would ask the police department to share data on those searches in conjunction to consent given. Without that data, and the requirement of collection of that data, there is no avenue to determine if this policy is followed.
- Hot-Spot policing is focused on a small geographic area and repeat crimes. This is akin to what some call predictive policing. It uses data on past crime areas and offenders and commits more resources to those areas, in effect, expecting more crime there. This explains the over-policing and cycle of exposure to the criminal justice system we see repeatedly in the same neighborhoods for the same people. The logic is faulty and self-replicating, and does not sync with claims of using restorative justice to productively re-integrate people back into society.

> ### *The Bottom Line: Problem-Oriented (POP) and Hot Spot Policing*
> Referencing the reason for data collection above, the department states in the original police reform plan, "*…in order for the department to review and investigate any potential biases and disparities in stops by an officer and take corrective action.*" (page 49)

Topic 14: Focused Deterrence

According to the NCPD Reform Plan, focused deterrence is described as "…a strategy whereby officers engage directly with offenders or groups of offenders based on their prior history, sometimes in partnership with community members. The purpose of focused deterrence is to alter the opportunities for crime in order to deter motivated offenders." (page 50)

Proposed Reforms 2021

- Identify known offenders for each precinct. Analyze persistent offenders in high crime areas along with other factors, and **designate individuals as top offenders** in each jurisdiction using the following criteria; numerous and/or recent felony arrests; major crime arrests; arrests for crimes including weapons and reckless endangerment, **police contact** and **gang affiliations**
- Supervisory review of officer interactions, with a follow-up by a review of the Precinct Commander. Civilian complaint tracking regarding officer's interactions.
- Focused Deterrence strategies will be added to the Civilian Police Academy and the Youth Police
- Focused Deterrence will be covered in the newly expanded yearly in-service training.

NCPD 2022 Year End Follow-up Report

- 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…this ensures focused deterrence and other enforcement activities are *accomplished equally in all communities without bias.*

> *LIU Three Year Analysis: Focused Deterrence*
> Without data, it is impossible to ascertain how this is being practiced, if supervisors or commanders are, in fact, reviewing officers, and if civilian complaints of officers are being reviewed. We would welcome evidence of these practices.

Judging from the dominance of police activity in only certain neighborhoods in Nassau County (see page 9 of this document) it is hard to see how focused deterrence is being practiced equally in all communities. If you combine POP and Hot-Spot policing, with focused deterrence, inequality is woven into NCPD policing practices. Concerning the list of criteria used to identify "known offenders," specifically related to gang activity, a recent study conducted by Latino Justice PRLDF in Freeport exemplifies how people are routinely and repeatedly stopped, and are placed on a gang database for years, with very little evidence of gang activity. The report outlines the cooperation between the Freeport Police and the NCPD in this endeavor, which calls into question the integrity of identifying people as 'gang' members as targets of focused deterrence.[7] Further, this idea that someone who has already had interactions with the criminal justice system, is now considered to be someone to be watched is insidious and inherently increases the chances there will be more encounters. Many first time offenders report, that when they get out of prison or jail, they see unmarked cars parked outside their homes and on their streets. They feel 'watched.' This confirms that fact. If NCPD claims to want to practice restorative justice and help people turn their lives around, these practices are clearly not the way to get people on the right track.

Topic 15: Crime Prevention Through Environmental Design (CPTED)

CPTED is based on the premise that crime is a man-made hazard which can be resisted through quality design by addressing; the relationship between the physical environment and the incidence of crime such as visibility, territoriality, cohesion, accessibility, attractiveness, connectivity and community culture and the impact on crime. The NCPD assess and creates plans for various community locations to help reduce or prevent crimes from occurring including lighting landscaping, signs, sidewalks, ordinances, community clean-ups and pathways.

Proposed Reforms 2021

- The NCPD will work with community stakeholders to map and photograph CPTED concerns and present their findings to community members and coalition groups. Once community buy-in has been achieved, the NCPD can work with the public to correct the CPTED concerns.

NCPD 2022 Year End Follow-up Report

- Police booth H in Valley Stream was updated and re-dedicated. Modernizing police booths allows officers to be more able to fulfill their duties while being accessible to the public.

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[7] https://www.latinojustice.org/sites/default/files/2023-08/LatinoJustice%20Flagged%20for%20Life%20Report.pdf
https://www.nassaucountyny.gov/DocumentCenter/View/32256/Nassau-County-Police-Reform-and-Reinvention-Plan?bidId=
https://www.nassaucountyny.gov/DocumentCenter/View/40185/2022-Year-End---Police-Reform-Report

- Crime analysis and crime trends are broken down by geographical data. This information is shared with the patrol officers who visit business in these areas informing them of local crime and ensuring lighting and surveillance cameras are operable.

> **LIU Three Year Analysis: *Crime Prevention Through Environmental Design (CPTED)***
> LIU has never been contacted to participate in meetings regarding CPTED concerns or findings and there is no public information available to evaluate where and when modifications have happened other than the Valley Stream Police booth. We would be interested to receive any pertinent information and for that to be made public.

Topic 16: Violence Prevention and Reduction Interventions

This topic focuses on prevention, intervention, and suppression to reduce crime. This section seems to be very focused on gun violence. The model calls for police departments to proactively address potential criminal activity by facilitating or participating in community programs and connecting high risk individuals with needed services and other forms of community engagement (page 52). The description of existing strategies prior to police reform include: 1) guiding and mentoring young men and women through the GREAT program in schools and the Community Affairs Anti-Bullying Program 2) a description of zero-tolerance for domestic violence (DV), an automatic arrest if a misdemeanor was committed, and temporary removal of guns from DV sites and school threats 3) procedures for shooting incidences, including gang identification and enhancement of investigations to ensure prosecutions 4) a description of a gun buy-back program.

Proposed Reforms 2021

- The Nassau County District Attorney's office (NCDA) implemented an intelligence based prosecution initiative including intelligence work-ups provided to the NCPD and identifies violent crime top offenders, including past violent criminal activity, self-admitted criminal activity, **gang affiliations, police contact** and **past drug use/sales**.
  - The NCPD states "Although these workups have limited value for the purpose of arraignment, they still provide tremendous investigatory value. Results of the investigations offer solid evidence to be used for search warrants, develop probable cause for arrests and support prosecution." (page 53)
  - "The NCPD and NCDA partnership uses statistical analysis, intelligence derived from precinct debriefings, confidential informants, field stops, and post-arraignment debriefings to determine the primary source of the gun and gang violence
- The GIVE Program (Gun Involved Violence Elimination) including street level enforcement, community engagement, youth education and intelligence-based strategies
  - Firearm tracking initiative
- Review of the GIVE program and violent crime reduction strategy
- Bystander intervention campaigns

NCPD 2022 Year End Follow-up Report

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

> ### LIU Three Year Analysis: *Violence Prevention and Reduction Interventions*
> Without data it is difficult to evaluate the success of the program. We would welcome public data on this issue. We do note that the department claims to connect high risk individuals with services but does not focus on that aspect of prevention in their reports

We would also note that the department does not discuss the overall root causes of crime, such as lack of health-care, jobs, housing and educational opportunities, all of which would require a re-allocation of resources away from the Police budget, and would support the very communities that are over-policed.

Additionally, the District Attorney's intelligence-gathering and sharing includes people who have had prior contact with the police. Again, if the same neighborhoods are over-policed (as shown on page 9 of this document), then the people in those neighborhoods are more likely to have had police contact. This supports our claim that the POP policing and Hot-Spot policing captures these neighborhoods in a policing loop, putting them permanently on law enforcement radar unequally, compared to residents in other neighborhoods

We also find the District Attorney's intelligence gathering work-ups they supply to the NCPD as troublesome, and point to the statement made by the NCPD in their reform plan as problematic; "Although these workups have limited value for the purpose of arraignment, they still provide tremendous investigatory value. Results of the investigations offer solid evidence to be used for search warrants, develop probable cause for arrests and support prosecution." (page 53)

We interpret this as the District Attorney's office putting people on target lists who have had prior violent crime offences, self-admitted criminal activity, gang affiliations, police contact and prior drug use/sales. We interpret the NCPD statement above as meaning that the police will then target them for investigations to "develop probable cause", including search warrants, which will inevitably include pre-textual vehicle stops for the purpose of supporting prosecution. This is stunning in its clarity of purpose. If you've been caught up in the criminal justice system, you become a permanent suspect and will be targeted, including drug users. And, if you are one of these individuals, the NCPD will prioritize you as a suspect, will actively build an argument for probable cause, and will dedicate resources toward building a case against you depending on the nature of any given investigation.

We would also remind readers of the Latino Justice report cited earlier showing that gang affiliation lists are highly suspect.

It should also be noted that the District Attorney's office includes past drug use and sales as people who are included in their intelligence gathering. The New York State Marijuana Regulation and Taxation Act (MRTA), passed in March of 2021, was specifically meant to address the enforcement disparities regarding drug use in Black and Brown communities, and we would be curious if that intelligence gathering included people arrested for marijuana use prior to the passage of the MRTA.

Topic 17: Model Policies and Standards

The original Police Reform Plan simply provides a "review," which states, "in cases where policies or procedures are determined to be outdated or deficient, IAU [internal affairs unit] recommends review by the Procedure Development Unit of the Professional Standards Bureau. (page 54) It also states that the department has entered into a participation agreement with the Division of Criminal Justice Services (DCJS) accreditation program, and will have their policies and procedures reviewed by this agencies to ensure policies and procedures are up to date with the latest policing models.

Proposed Reforms 2021

NONE LISTED

NCPD 2022 Year End Follow-up Report

This report states that, "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." (no page number on the 2022 Year end Follow-up Report)

LIU Three Year Analysis

These are general statements describing the process of reviewing and updating policies and procedures. There are no specific references to any policies that have been updated over the past three years. This lack of transparency and accountability makes it impossible to evaluate this topic of police reform. It should be noted that at the beginning of the Police Reform process which was triggered by Executive Order 203, numerous organizations who participated as stakeholders pressed the department for policy reviews to be used as benchmarks for establishing needed reforms. They were never delivered to stakeholders and the public has no way of knowing if the reform process included review of policies. It should also be noted that this process is entirely internal to the NCPD with no accountability to the public. *The People's Plan*,[8] which was developed by advocates during the reform process, includes the establishment of a Police Inspector General, whose powers and responsibilities include review of policies and policy changes in order for the public to have access to this process.

Topic 18: Complaint Tracking

The original Police Reform plan spends 2½ pages describing the complaint process, which is handled exclusively by the Internal Affairs Unit (IAU) and is hidden from the public. It provides a description of how to file a complaint and the documentation categories; excessive Use of Force, false arrest, improper tactics/procedures, neglect of duty, police impersonator, racial/ethnic bias, unlawful conduct, unprofessional conduct, violation of department rules and other. It states that complainants are contacted by a supervisor within 3 days of filing, and if the matter includes criminal behavior, it is referred to the District Attorney's office. Investigative findings are classified as such; Founded, Unfounded, Undetermined, Exonerated. It also describes an early intervention system which flags officers with a "designated number of complaints within a 12-month period triggers an automatic alert." (page 56).

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[8] https://www.liunited.org/_files/ugd/2eb0a3_ef9104dd53c34bedb390743badd17fb9.pdf
https://www.nassaucountyny.gov/DocumentCenter/View/32256/Nassau-County-Police-Reform-and-Reinvention-Plan?bidId=
https://www.nassaucountyny.gov/DocumentCenter/View/40185/2022-Year-End---Police-Reform-Report

Proposed Reforms 2021

- A mechanism on the webpage to attach a video or other documentary evidence with a complaint
- Complaint form in a variety of languages, and language line available for those who wish to call in a complaint over the phone
- In accordance with the repeal of 50-A (a statute that had been used to bar disclosure of police misconduct records) complaints and disposition will be made available to the public
- The NCPD will issue bi-annual reports on civilian complaints, including the number of complaints and allegations broken down by the nature of the complaint and the gender and race of complainant
- The New York State Attorney General's Office of Law Enforcement Misconduct (LEMIO) has the authority to investigate police department complaints.
- The Department has added complaint and compliment instructions to their pamphlet entitled, "what to Do When Stopped by Police," which will be kept in every police vehicle and all county facilities in Spanish and English. Pamphlets in additional languages will be made available on the website.

NCPD 2022 Year End Follow-up Report

   The department has indicated that it will only report on "Founded" outcomes. This 2022 report indicates that out of 419 complaints filed, 15 were Founded for Improper Procedures, 17 for Unprofessional Conduct, 38 for "other," 1 for Neglect of Duty, 3 for Unlawful Conduct, 0 for Racial/Ethnic Bias, 0 for False Arrest, and 1 for Excessive Force. The 2022 Year End Follow-up Report also describes the following;

- Since the full implementation of the Body Worn Camera (BWC) Program, which began in January 1 of 2022, the NCPD has seen a 14.6% decrease in civilian complaints compared to 2021.
- The Department has maintained contact with the Attorney General's Law Enforcement Misconduct Office (LEMIO) and a total of 14 cases have been referred to the Attorney Generals (LEMIO) office which include 2 unlawful conduct cases and 12 excessive force cases.
- In August of 2022 a Department Notification with subject of Social Media and Networking Conduct was disseminated, to remind members to adhere to the Standard of Conduct when engaging on social media and social networking online.

LIU Three Year Analysis

- It is important to note that this section of the Police Reform plan is merely labeled "Complaint Tracking" and does not include investigations, misconduct or officer discipline. And the NCPD refuses to disclose anything except "Founded" investigation outcomes.
- It should be noted that in 2020, after the repeal of Section 50-A of New York State's Civil rights Law, a statute that was used to bar disclosure of police misconduct records, the NYCLU submitted a Freedom of Information Law request, seeking police misconduct records (among other records). On October 1, 2021, the NYCLU filed a lawsuit against Nassau County and the NCPD for unlawfully denying a full slate of records related to police misconduct. In May 2022, the New York State Supreme Court ordered Nassau County and the NCPD to produce responsive records dated after June 2020, but allowed the NCPD to withhold all police misconduct records created before June 12, 2020—the date New York State legislators repealed Section 50-A. In November 2022, the NYCLU appealed the New York State Supreme court's ruling in the Nassau County Article 78 lawsuit against police transparency to the Appellate Division Second Department. While the NCPD has produced some responsive documents, it was dragging its feet on completing the court-

ordered production. In October 2023, the New York State Supreme Court issued an order compelling Nassau County and NCPD to produce documents in accordance with its May 2022 order.

• Including the Attorney General's Office of Law Enforcement Misconduct in the list of reforms is misleading. It is not a Nassau County Police Reform. Including it as a reform is disingenuous and gives the false impression that independent oversight of the NCPD exists. The Attorney General's office does not have the budget or resources available to act as an independent oversight body. Further, we do not know how the cases found their way to the LEMIO office. We do know that the Nassau County New York Civil Liberties Union (NYCLU) routinely provides people with LEMIO's information when they call to report police misconduct and will continue to do so. The Nassau office of the NYCLU asks that the public file a complaint with the NCPD, but also with the LEMIO office to help create outside oversight in the absence of real independent oversight mechanisms such as an Inspector General or a Civilian Complaint Review Board.

• The data from the Nassau County Police Department's 2021 and 2022 Year End Reviews both show 0 complaints under Racial/Ethnic Bias and False Arrest Categories. We would refer you to section 1 of this report showing clear Racial/Ethnic bias in stops, arrests and Use of Force, leaving us to question the authenticity of their data and/or their investigative outcomes. We can venture a guess that the discrepancy can be explained by the possibility that instead of filing complaints, people have chosen to hire attorneys and file lawsuits. And while this is an educated guess, we know that between 2015 and 2020, Nassau County spent close to 55 million on Lawsuit settlements against the NCPD. The fact that we are left to guess also speaks to a lack of transparency. Either way, we find it interesting that 0 complaints on both these categories were determined to be founded two years in a row.[9]

• The NCPD 2022 Year End Report shares that only 1 Excessive Force complaint was determined to be Founded, while LEMIO was reviewing 12 of the 15 initially reported.

• The NCPD makes claims to be Language Access friendly, however based on a report put out by the Long Island Language Advocates Coalition and the New York Immigration Coalition in 2023, when 94 calls were conducted in Spanish to various precincts asking for information including how to file a complaint, more than half of those calls ended with the caller not being able to access the information. (See page 21 for LILAC report)

• Overall, the NCPD investigates itself, and is not forthcoming with Freedom of Information requests. This points to a department that has no transparency or accountability concerning police misconduct and investigations. Please see Long Island United's 2 Year Monitoring Report for more details concerning the Complaint Process of the NCPD.

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[9] https://www.wsj.com/articles/police-rethink-policies-as-cities-pay-millions-to-settle-misconduct-claims-11603368002
https://www.nassaucountyny.gov/DocumentCenter/View/32256/Nassau-County-Police-Reform-and-Reinvention-Plan?bidId=
https://www.nassaucountyny.gov/DocumentCenter/View/40185/2022-Year-End---Police-Reform-Report

> ### *The Bottom Line: Complaint Tracking*
> Overall, the NCPD investigates itself, and is not forthcoming with Freedom of Information requests. This points to a department that has no transparency or accountability concerning police misconduct and investigations. Please see Long Island United's 2 Year Monitoring Report for more details concerning the Complaint Process of the NCPD.

Topic 19: Communications Bureau and 911

Proposed Reforms 2021

• Communications Bureau will be attending additional training in regards to call intake and recognizing signs and symptoms of callers in crisis.

Topic 19, Communications Bureau and 911 and Topic 20, Mental Health and Homelessness are combined below under Mental Health and Homelessness Crisis Response

Topic 20: Mental Health and Homelessness Crisis Response (and Communications Bureau and 911)

Proposed Reforms 2021

In the original Nassau County Police Reform Plan, the NCPD explained that it had collaborated with the Mobile Crisis Team to develop a tiered mental health response matrix. Below is the collaborative NCPD and MCT's (Mobile Crisis Team) suggested response matrix as of 2021:

- 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 original police reform plan continued by stating, "To achieve the Department's goal of a tiered response for callers in crisis, it was determined a total of five (5) additional MCT teams are needed. To fulfill this requirement, ten (10) additional Mobile Crisis Social Workers will be hired."

The suggested matrix outlined in the 2021 police reform plan was informed by the 2-week pilot study that Police Commissioner Ryder and Nassau County Health Commissioner McCummings led during the summer of 2020. From that pilot study, it was determined that greater collaboration was needed between NCPD, MCT and ER staff in order to "ensure the use of all resources available when responding to a mental aided call". Commissioner Ryder and Commissioner McCummings concluded that NCPD needed to increase collaboration with MCT to reduce the reliance on hospital ERs, which were not able to provide treatment to most of the individuals the NCPD brought to them, thereby wasting NCPD's time and money while not effectively assisting the community member in need to get connected to long term support. Additionally, the pilot study included a recommendation for a Stabilization Center to be opened in Nassau to reduce reliance on the ER (similar to the DASH Center in Suffolk County).

NCPD 2021 Year End Report

According to the 1-Year Follow-Up Report, in 2021, over 4,400 mentally aided cases were handled by the NCPD. No information was documented in the report regarding the outcomes of these calls, including how many calls received a scenario 1, 2 or 3 response. No data was included in the report stating how many calls were connected with MCT.

According to the report, by the end of the year, the NCPD reported that the following changes have been finalized:
- 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.
- The tiered response model, call script, training role play scenarios, and all applicable Department Policies and Procedures have been finalized, and all affected Department Members have been trained.

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https://www.nassaucountyny.gov/DocumentCenter/View/32256/Nassau-County-Police-Reform-and-Reinvention-Plan?bidId=
https://www.nassaucountyny.gov/DocumentCenter/View/40185/2022-Year-End---Police-Reform-Report

- 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.
- Twelve (12) Mobile Crisis Social Workers have been hired (an additional 6 MCT teams)

NCPD 2022 Year End Follow-up Report

The NCPD's 2022 end of year report included limited data about 911 calls tagged as mentally aided. The 2022 report data is as follows:

"NCPD MENTAL AIDED DATA January 1, 2022 – December 31, 2022
Total Case Reports 4,239 (PD Responded to Scene)
Total Transports to Hospital 4,026
Use of Non-Lethal Force 106
Calls Answered by MCT 211
MCT Involvement 157 (On Scene, Notified 911, Scheduled Appt)"

LIU Three Year Analysis

Upon reviewing the data, it is unclear how the collaboration with MCT is actually functioning according to the described matrix. The data indicates that of the 4,239 total mentally aided calls that came in, only 211 calls were answered by MCT—is that scenario 1?—and MCT was involved on scene only 157 times - is that referring to scenario 2? According to this data, MCT was involved in a total number of 368 or less than 10% of mentally aided calls. In other words, two years after drafting the reform plan and one year after stating the matrix was finalized, over 90% of mentally aided calls continued to be handled by police officers only and approximately 95% of those individuals were transported to the hospital ER. This is effectively the same response that the pilot study sought to address two years ago.

The LI United Crisis Response workgroup attempted numerous times to meet with representatives from the NCPD during 2021 to review the call script and learn more information about the changes made. Unfortunately, despite repeated assurance to the public that the NCPD is transparent and responsive to the public, the LI United Crisis Response workgroup was never able to meet with or speak with a representative from the NCPD to verify any of these changes.

Persistent outreach from the LI United workgroup continued throughout 2022. Unfortunately, despite receiving email responses that the NCPD was interested in setting up a meeting, no date was ever set and requests for meetings or calls continued to be left vague. The LI United workgroup was given only a reiteration of the data from the annual reports (see below). *After reviewing the limited and incomplete data, the LI United workgroup is left with unanswered questions and continues to reach out to NCPD for clarification and additional information.*

Questions

1) Is the NCPD still working to collaborate with MCT, as stated in the 2021 police reform plan?
   - If so, what is the structure?
   - Who is in charge of the initiative?
   - How often are the two organizations meeting?
   - What are the short and long-term goals and benchmarks?
   - How is success being evaluated?

• What data is being collected? Is data shared between agencies?

2) The 2022 data reported does not contain a breakdown of how many scenario 1, 2 and 3 responses occur nor does it contain any information about the classification of the crisis, therefore:

• How many 911 calls receive a scenario 1 response—MCT referral, no police response?
• How many 911 calls received a scenario 2, dual response with MCT?
• How many 911 calls receive a scenario 3 response, in which police secure the scene and then provide a referral to MCT?
• How many times did MCT contact the police to ask for assistance with a call?
• How many calls are related to MH versus substance use versus homelessness?
• What is the demographic breakdown of each call and the response received?

3) According to the 2022 data, only 5-10% of the 4,239 "mentally aided" calls involved MCT. What is being done to increase the involvement of MCT in "mentally aided" calls to ensure that mental health professionals who have access to longer-term support services are linked with community members in need?

4) What is the status of the Stabilization Center to reduce reliance on the hospital ER system that the pilot study recognized as being an ineffective solution to address the needs of community members?

The LI United Crisis Response workgroup continues to reach out to the NCPD to request a meeting to clarify and better understand the limited and incomplete 2022 data released and to discuss the questions listed above. Additionally, the LI United workgroup continues to make itself available to connect Nassau County to successful programs around the country, as they did in 2020 with Austin, Texas' EMCOT program when they facilitated a meeting between Commissioner Ryder, Nassau MCT leaders, Austin's 911 police chief and Austin's EMCOT Program Director. The LI United workgroup continues to expect that the NCPD will make good on its commitment to transform its crisis response system to reduce the burden on the NCPD police officers, to reduce taxpayer spending, and to increase effective intervention and treatment for community members suffering a health crisis.

Topic 21: Crowd Control

The original Police Reform plan described the number of protests that took place in 2020 concerning George Floyd's death. It also described how it established a cooperative environment with protest organizers and relied on pre-planning and communication to ensure that protester's rights were respected. It went to great lengths to describe deployment of the department's Bureau of Special Operations (BSO), which is the "highly trained tactical team," "…responsible for Special Weapons and Tactics assignments," and "selective crime enforcement in high incidence areas." (page 64).

Proposed Reforms 2021

• Historically, crowd management techniques were based upon long standing tactical formations and riot control…today the NCPD prefers to rely upon pre-operational planning, communication and collaboration
• Maintain and enhance the confidence and the trust of the people we serve, continually strengthen and expand the partnerships between the police and the community, and maximize community

participation in identifying problems, developing solutions and establishing relevant department priorities and policies

<u>This topic was not included in the 2022 NCPD report.</u>

This section is based on the first-hand observation of civil liberties protest monitors and co-author of this report as well as protesters accounts throughout the protests of the summer of 2020

<u>LIU Observation and Analysis</u>

The 2020 season of protest was extraordinary, and the Nassau County Police Department's record on crowd control can be characterized as both cooperative in many cases, but heavy-handed regarding specific protest organizers.

The season began in late May of 2020, with the NCPD clearly making the decision that they did not want to take an adversarial stance. This included spontaneous marches, and marches that were not formally permitted in advance. The police did respond in some cases by using tactics that directed marches in certain directions to facilitate flow of traffic. An example of this is on June 24, 2020, when a rally in front of the Nassau County Legislative Building spontaneously became a march. The NCPD responded by moving cars in front of and behind the marchers, blocked off streets for the marchers and opened them back up again as they passed. The use of the police vehicles allowed the department to steer the march. The police did not want marchers to stop in the middle of traffic, and when this happened, they asked the marchers to move along, which they did. As the evening ended peacefully, the police unnecessarily resorted to a tactic called kettling, where they line up and box people in. It was not clear why this was needed, as the crowd was dispersing.

As the summer progressed, the Nassau County Executive, Laura Curran required protest organizers to register their marches and routes with the police department 24 hours in advance. While this was felt to be a civil liberties violation by many organizers, they were not being required to obtain permits for marching in the streets as the law requires.

Some organizers reported being followed home by officers and given desk appearance tickets after a march for stopping traffic, or walking in the street when the crowed was too small to justify blocking off the street. We also witnessed unmarked cars at every march, officers taking pictures of protesters and the use of aerial drones, which we also assume were taking pictures.

Finally, it is not clear to us why the Bureau of Special Operations is needed at all in the case of protest, and we question the need for their presence. One organizer, who was a person of color, was found to have his face placed on a flier identified as a threat to the community. We assume this was the work of the BSO, and strongly condemn this tactic.

Topic 22: Supporting NCPD Member Well-Being

Prior to the 2021 Reform Plan, the department described the following efforts; The Office of Health and Welfare, reporting directly to the Police Commissioner, keeps the NCPD leadership aware of physical and emotional trends among members; confidential meetings and counseling with licensed social workers are available and sometimes mandated; the Nassau Cares App is on all department

phones and officers are encouraged to put the app on their phones to have access to resources; The NCPD Peer support team is available to officers 24/7. Shifts, which are negotiated by the Union, are subjected to the 9 hour rule which states "once a member signs off-duty, they are not permitted to sign-on duty for a minimum of nine hours" (page 65).

Proposed Reforms 2021

• The only reform in this category refers to The Nassau County Police Department Wellness Committee which was established in 2018, to coordinate the efforts of the Employee Assistance Office and Peer Support Group. It also lists the categories of people serving on the committee and some of its activities.

NCPD 2021 Year End Report

• The Department's Wellness Committee, Employee assistance and Peer Support continue to meet on a regular basis to discuss current trends and strategize on ways for Department members to maintain optimal physical and mental health
• The Wellness Committee continued to hold voluntary health-related seminars and trainings
• All Communications Bureau employees completed their mandated 3-hour wellness training
• The NCPD reinstituted preventative wellness physicals for members of the Department
• On November 2, 2022, the NCPD held an Officer Wellness Training Session at the Center for Training and Intelligence. Attendance was mandatory for members assign to certain commands.

> *LIU Three Year Analysis: Supporting NCPD Member Well-Being*
> Without data transparency regarding police disciplinary records linked to Use of Force it is difficult to determine if any of these measures are effective regarding impact on the public. Additionally, mental health and medical records, are, by necessity, private, making this one of the most difficult areas to evaluate. We do know that reducing the stigma of mental health issues is key to officers seeking treatment and would like to see more programs and policies that work toward that end.

Topic 23: Transparency and Accountability

We begin this section by pointing out that the original police reform plan labels this section 'Transparency.' We label this section 'Transparency and Accountability' and evaluate accordingly. Prior to 2020, the Nassau County Police Department was not required to publicly report any data. However, some data was available on the New York State Division of Criminal Justice Services website. In June of 2020, the New York State Legislature passed the STAT Act, which required Police Departments to collect and report demographic data for specific policing categories and specific level of charges. This data is collected by the New York State Office of Court Administration (OCA), and posted on their website. The NCPD Police Reform Plan includes a mention of Policy 4401, which it says discusses "Openness in Operations," and assures the public that the Police Department "strives to disseminate accurate and factual accounts of occurrences of public interest, consistent with the protection of legal rights, the safety of persons involved, and with consideration for maintaining the confidentiality of

certain department records." (page 66)

Proposed Reforms 2021

- In order to foster trust and fairness through police reform, NCPD will be publicizing data and issuing bi-annual reports to be posted on the Department's website:
  - Use of Force including event circumstances, demographics, type of force used and a breakdown by community
  - Civilian Complaints including percentage of civilian complaints for each of the complaint categories: excessive Use of Force, false arrest, improper tactics/procedures, neglect of duty, police impersonator, racial/ethnic bias, unlawful conduct, unprofessional conduct, violation of department rules and other. Statistical data for the category of 'founded' in the unlawful conduct category will be disclosed (meaning all other categories will not be disclosed).
  - Crime Statistics including monthly major crime statistics are posted on the department's website. Data is available county-wide and broken down by precinct. Major crime categories are murder, rape, criminal sexual act, sexual abuse, robbery other, robbery commercial, assault felony, burglary residence, burglary other, stolen vehicle, grand larceny and all other crime reports
  - Arrest Statistics including demographics, top five crimes resulting in arrest, and top arrest communities
  - Summons and Field Stop Data including summonses issued by location, top summons categories, gender and race.
  - Bias incidents/Hate Crimes including breakdown of bias incidents and hate crimes reported to the NCPD categorized by bias.
- Sharing in-service training curriculum with the Nassau County Office of minority Affairs and receiving feedback (the in-service training lesson plan is attached to the Police Reform report as Exhibit C on page 148 of the plan).
- A promise to comply with the STAT Act
- A mention of community advocates request for the Public Safety Committee of the Nassau County legislature to become more involved in police oversight, stating that the "Legislature can request private session with the Police Commissioner." This section also states that "…to expand upon public safety oversight, and involving the community in policing, Precinct Commanding Officers or a designee attends hundreds of community meetings every year."

NCPD 2022 Year End Follow-up Report

This report simply re-states the categories of data it is reporting publicly and includes data tables for each category labeled as appendix A. We would provide a page number on the report, but the pages are not numbered. The data tables can be found after the "Transparency" section of the report.

LIU Three Year Analysis

The good news is that after decades of never having to collect or report demographic data, the NCPD is now collecting and reporting some demographic data on important law enforcement categories. And we can report that the Public Safety Committee of the Legislature called a public hearing in 2022 where the Police Commissioner reported on the police reform efforts and some of the data. During the reform movement, LIU requested that the Public Safety Committee do this on a biannual basis, and that the Commissioner publish data and updates on all reform categories on a biannual basis. Currently, he is about 8 months behind the curve, with the last batch of data being published in February of 2022, as

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analyzed in the first section of this report.

   As can be seen from LIU's data analysis in both this report and in LIU's 2 Year Monitoring Report, the data that is provided is unprofessional and unscientific which is covered comprehensively at the beginning of this report. When the Commissioner provided 2021 data at the hearing in 2022 he stated that the summons data included residents and non-residents coming into the county via the Long Island Expressway, rendering the use of population demographic ratios questionable, thereby muddying the waters on all the data. For the 2022 data, some clarification was added to separate residents from non-residents, but with no accompanying demographic data, making analysis continually difficult.

• Additionally, VTL and Field Stop data do not include outcomes such as arrest. We know that Stops are also used as an investigative tool by the police and so this information is vital to an analysis of pre-textual stops.

• The Police commissioner also shares that 88% of arrests were the result of calls coming in from the community. We assume this is an attempt to disentangle police activity from any bias. However, this data comes with no context. Further, the community with the highest number of arrests is East Garden City, with very few 911 initiated calls.

• Bi-annual reporting is not up to date, and the Police Commissioner has issued reports that include only data charts with unscientific data.

• The Police Reform Website was taken down in the early spring of 2022 and was not put back up until the late fall of 2022. This in spite of calls by advocates to the department.

• The Vera Institute of Justice published a report in 2022 rating the Nassau County Police Department the 3rd worst in the Country (out of the 94 largest PD's) on its Transparency and Accountability Index. https://policetransparency.vera.org/#/city/Nassau%20CountyNY

• The "Complaint Tracking" portion of the police reform plan does not include any information regarding investigations and police discipline. And the NCPD refuses to disclose on its data anything except "Founded" investigation outcomes and continues to stall production in response to NYCLU's FOIL request

• Compliance with a state law, such as the STAT Act (providing demographic data to the Office of Court Administration/OCA) is not a police reform. And, advocates requested that the data submitted to the OCA be placed on the NCPD website because the public would not know to look at the OCA website. The Police Commissioner and the Public Safety Committee of the Legislature promised to do that in 2022. To date, they have not complied.

• According to their own police reform plan, on the PremiereOne traffic stop module, NCPD captures the following information; officer identificationn, location, reason and duration of the stop, type of patrol, if a summons was issued, date, time, if vehicle was searched and search outcomes, if force was used, if person was searched and search outcome, and if the person was restrainted, arrested, or interviewed. All of this data should be reported together so connection can be made between stop activity and outcomes.

Appendix

**NASSAU COUNTY POLICE DEPARTMENT
POLICE REFORM DATA**

2022 Yearly Totals

Overall Data Date Range: January 01, 2022 Through December 31, 2022

Last Updated: 2/8/2023

NASSAU COUNTY POLICE DEPARTMENT

NASSAU COUNTY POLICE DEPARTMENT
ARREST DATA

Data Date Range: January 2022 Through December 2022

Arrest Demographics	Male	Female	Unknown/Other	Total	% of Total
American Indian/Alaskan Native	26	21	0	47	0.4%
Asian/Pacific Islander	591	229	0	820	6.8%
Black	3,224	1,004	0	4,228	34.9%
Hispanic/ Latino	2,449	675	0	3,124	25.8%
Other	2	2	0	4	0.0%
Unknown	1	1	1	3	0.0%
White	2,950	932	0	3,882	32.1%
Total	**9,243**	**2,864**	**1**	**12,108**	**100.0%**

Top 10 Communities with the Most Arrests Compared to 911 Calls For Service Breakdown	# of Arrests	% of Arrests	911 Calls For Service
East Garden City	855	15.2%	6,304
Westbury	723	12.9%	11,289
Valley Stream	673	12.0%	17,126
Elmont	667	11.9%	14,957
Uniondale	525	9.4%	11,422
East Meadow	483	8.6%	12,676
Hicksville	451	8.0%	15,067
Baldwin	431	7.7%	11,713
Roosevelt	423	7.5%	7,845
Bethpage	376	6.7%	8,417
Total	**5,607**	**46.3%**	**116,816**

Nassau County Demograhpics	% 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.

Arrest Initiation Breakdown	%
911 Call	88%
Self-Initiated	12%
Total	**100%**

When breaking down the number of arrests, Nassau County **Residents** make up **64.5%** of all arrests, while **Non Residents** make up **35.5%** 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 **0.6%** of all interactions.

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NASSAU COUNTY POLICE DEPARTMENT
ARREST DATA

Data Date Range: January 2022 Through June 2022

Top 10 Crimes	Total	7 Major Crimes	American Indian/Alaskan Native	Asian/Pacific Islander	Black	Hispanic/Latino	Other	Unknown	White
PEN 155 - Larceny	2,093	643	14	178	793	589	0	0	519
PEN 220 - Controlled Substances	1,942	0	10	62	598	438	0	0	834
PEN 120 - Assault & Related	1,218	371	3	106	357	319	0	0	433
PEN 145 - Criminal Mischief	1,017	0	4	105	285	249	0	0	374
PEN 215 - Judicial Proceedings	820	0	3	42	212	168	0	0	395
Warrant	743	0	1	29	336	158	2	3	214
PEN 265 - Firearms & Weapons	633	0	1	23	282	159	0	0	168
VTL 1192 - DWI Related Offenses	440	0	2	33	58	176	0	0	171
PEN 170 - Forgery & Related	431	0	1	29	217	136	0	0	48
VTL 355/511/512 - Suspended/Revoked	421	0	3	12	237	114	0	0	55
Total	**9,758**	**1,014**	42	619	3,375	2,506	2	3	3,211
Percentage	**80.6%**	**10.4%**	0.4%	6.3%	34.6%	25.7%	0.0%	0.0%	32.9%

7 Major Crimes	Total	American Indian/Alaskan Native	Asian/Pacific Islander	Black	Hispanic/Latino	Other	Unknown	White
Grand Larceny	637	6	41	281	174	0	0	135
Felony Assault	387	3	38	133	111	0	0	102
Burglary	248	0	9	98	63	1	1	77
Robbery	232	0	8	119	57	0	0	48
Rape	23	0	1	6	11	0	0	5
Murder & Non-Negl. Manslaughter	14	0	1	7	2	0	0	4
Grand Larceny of Motor Vehicle	6	0	0	6	0	0	0	0
Total	**1,547**	9	98	650	418	0	0	371
Percentage	**12.8%**	0.6%	6.3%	42.0%	27.0%	0.1%	0.0%	24.0%

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 **0.6%** of all interactions.

NASSAU COUNTY POLICE DEPARTMENT
USE OF FORCE DATA

Data Date Range: January 2022 Through December 2022

Use of Force - By Force Type	Male	Female	Unknown	Total	% of Total	Physical Force	ECD Displayed	ECD Used	OC Spray	Baton	Canine	Weapon Displayed	Multiple
Asian/Pacific Islander	23	2	0	25	3.5%	17	0	0	0	0	0	1	7
Black	291	58	0	349	48.4%	203	0	18	1	0	7	74	46
Hispanic/ Latino	30	10	0	40	5.5%	22	0	5	0	0	0	4	9
Other	7	3	1	11	1.5%	5	0	0	1	0	0	2	3
Unknown	0	0	0	0	0.0%	0	0	0	0	0	0	0	0
White	252	44	0	296	41.1%	205	0	22	0	0	1	33	35
Total	603	117	1	721	100.0%	452	0	45	2	0	8	114	100

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	23	2	0	25	3.5%	4	7	2	0	0	0	10	2
Black	291	58	0	349	48.4%	85	33	44	2	6	8	103	68
Hispanic/ Latino	30	10	0	40	5.5%	8	5	4	0	1	1	15	6
Other	7	3	1	11	1.5%	2	0	6	0	0	0	1	2
Unknown	0	0	0	0	0.0%	0	0	0	0	0	0	0	0
White	252	44	0	296	41.1%	74	42	17	3	0	7	85	68
Total	603	117	1	721	100.0%	173	87	73	5	7	16	214	146

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 2022 Through June 2022

Top 10 Crimes	Total	7 Major Crimes	American Indian/Alaskan Native	Asian/Pacific Islander	Black	Hispanic/Latino	Other	Unknown	White
PEN 155 - Larceny	2,093	643	14	178	793	589	0	0	519
PEN 220 - Controlled Substances	1,942	0	10	62	598	438	0	0	834
PEN 120 - Assault & Related	1,218	371	3	106	357	319	0	0	433
PEN 145 - Criminal Mischief	1,017	0	4	105	285	249	0	0	374
PEN 215 - Judicial Proceedings	820	0	3	42	212	168	0	0	395
Warrant	743	0	1	29	336	158	2	3	214
PEN 265 - Firearms & Weapons	633	0	1	23	282	159	0	0	168
VTL 1192 - DWI Related Offenses	440	0	2	33	58	176	0	0	171
PEN 170 - Forgery & Related	431	0	1	29	217	136	0	0	48
VTL 355/511/512 - Suspended/Revoked	421	0	3	12	237	114	0	0	55
Total	**9,758**	**1,014**	**42**	**619**	**3,375**	**2,506**	**2**	**3**	**3,211**
Percentage		**10.4%**	**0.4%**	**6.3%**	**34.6%**	**25.7%**	**0.0%**	**0.0%**	**32.9%**

7 Major Crimes	Total	American Indian/Alaskan Native	Asian/Pacific Islander	Black	Hispanic/Latino	Other	Unknown	White
Grand Larceny	637	6	41	281	174	0	0	135
Felony Assault	387	3	38	133	111	0	0	102
Burglary	248	0	9	98	63	1	0	77
Robbery	232	0	8	119	57	0	0	48
Rape	23	0	1	6	11	0	0	5
Murder & Non-Negl. Manslaughter	14	0	0	7	2	0	0	4
Grand Larceny of Motor Vehicle	6	0	0	6	0	0	0	0
Total	**1,547**	**9**	**98**	**650**	**418**	**1**	**0**	**371**
Percentage		**0.6%**	**6.3%**	**42.0%**	**27.0%**	**0.1%**	**0.0%**	**24.0%**

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

NASSAU COUNTY POLICE DEPARTMENT
FIELD INTERVIEW DATA

Data Date Range: January 2022 Through December 2022

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	10	1	0	11	0.2%	2	0.2%	9	0.2%
Asian/Pacific Islander	198	29	0	227	4.8%	23	2.2%	204	5.6%
Black	1,409	206	1	1,616	34.5%	438	41.0%	1,178	32.6%
Hispanic/ Latino	1,030	151	3	1,184	25.3%	295	27.6%	889	24.6%
Other	39	1	0	40	0.9%	9	0.8%	31	0.9%
Unknown	30	10	32	72	1.5%	2	0.2%	70	1.9%
White	1,254	279	2	1,535	32.8%	298	27.9%	1,237	34.2%
Total	3,970	677	38	4,685	100.0%	1,067	100.0%	3,618	100.0%

Top 10 Communities with the Most FIs Compared to 911 Calls For Service Breakdown	# of FI's	% of FI's	911 Calls For Service
Uniondale	333	15.9%	11,422
East Meadow	242	11.6%	12,676
Farmingdale	225	10.7%	4,434
Roosevelt	214	10.2%	7,845
Valley Stream	197	9.4%	17,126
Westbury	189	9.0%	11,289
East Garden City	186	8.9%	6,304
Baldwin	179	8.5%	11,713
Hicksville	178	8.5%	15,067
Elmont	151	7.2%	14,957
Total	2,094	44.7%	112,833

Nassau County Demograhpics	% 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 **56.8%** of all Field Interviews, while **Non Residents** make up **43.2%**

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 **0.3%** of all interactions.

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NASSAU COUNTY POLICE DEPARTMENT
FIELD INTERVIEW DATA

Data Date Range: January 2022 Through December 2022

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	208	61	8	31	50	144	182	383	1,067	22.8%
Not Patted Down	793	249	77	250	353	488	449	959	3,618	77.2%
Total	**1,001**	**310**	**85**	**281**	**403**	**632**	**631**	**1,342**	**4,685**	**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	9	3	0	1	4	14	14	39	84	7.9%
Frisked/Officer Safety	169	51	6	26	41	116	121	282	812	76.1%
Furtive Movements	14	0	0	0	3	6	21	27	71	6.7%
Refuse To Comply With PO Direction/Safety	4	0	0	0	0	0	0	5	9	0.8%
Suspect Known Prior	1	0	0	0	1	0	1	4	7	0.7%
Suspect Possible Dangerous Weapon	6	1	2	2	1	4	11	9	36	3.4%
Suspicious Bulge/Object	5	1	0	0	0	3	3	9	21	2.0%
Violent Crime Suspected	0	3	0	0	0	0	4	0	7	0.7%
Failed to Indicate a Reason	0	2	0	2	0	1	7	8	20	1.9%
Total	**208**	**61**	**8**	**31**	**50**	**144**	**182**	**383**	**1,067**	**100.0%**

Nassau County Demograhpics	% 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 **56.8%** of all Field Interviews, while **Non Residents** make up **43.2%**

Last Updated: 2/8/2023

NASSAU COUNTY POLICE DEPARTMENT

NASSAU COUNTY POLICE DEPARTMENT
COMPLAINTS DATA

Data Date Range: January 2022 Through December 2022

Total Complaintants	Male	Female	Unknown/ Other	Total	% of Total
Asian/Pacific Islander	5	6	0	11	3.5%
Black	18	27	0	45	14.4%
Hispanic/ Latino	7	7	0	14	4.5%
Unknown	94	66	21	181	58.0%
White	37	24	0	61	19.6%
Total	161	130	21	312	100.0%

Nassau County Demograhpics	% 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	2022 Founded Allegations	2021 Founded Allegations	2020 Founded Allegations
Improper Procedures	152	36.3%	15	26	19
Unprofessional Conduct	129	30.8%	17	35	11
Other	75	17.9%	38	90	60
Neglect of Duty	10	2.4%	1	0	4
Unlawful Conduct	11	2.6%	3	11	8
Racial/ Ethnic Bias	18	4.3%	0	0	0
False Arrest	9	2.1%	0	0	0
Excessive Force	15	3.6%	1	0	0
Total	419	100.0%	75	162	102

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.

Last Updated: 2/8/2023

NASSAU COUNTY POLICE DEPARTMENT

NASSAU COUNTY POLICE DEPARTMENT
SUMMONS DATA

Data Date Range: January 2022 Through December 2022

Number of VTL Traffic Stops	Male	Female	Unknown/ Other	Total	% of Total	Warning	Summons Issued	Other	# of Summonses
Asian, East Indian	5,554	1,705	9	7,268	10.7%	2,101	5,058	109	12,736
Black	11,815	4,044	21	15,880	23.4%	6,038	9,460	382	31,661
Hispanic/ Latino	12,757	3,250	6	16,013	23.5%	4,510	10,897	606	33,164
Native American	16	6	0	22	0.0%	5	16	1	40
Other	1,371	363	30	1,764	2.6%	444	1,272	48	3,892
Unknown	0	0	0	0	0.0%	0	0	0	0
White	15,788	6,999	11	22,798	33.5%	8,067	13,900	831	30,241
Company			4,263	4,263	6.3%	21	4,026	216	21,328
Total	47,301	16,367	4,340	68,008	100.0%	21,186	44,629	2,193	133,062

Top 10 Communities with the Most VTL Stops Compared to 911 Calls For Service Breakdown	# of VTL's	% of VTL's	911 Calls For Service
Massapequa	3,928	5.8%	13,960
Hicksville	3,273	4.8%	15,067
Uniondale	2,698	4.0%	11,422
Levittown	2,480	3.6%	11,369
Baldwin	2,211	3.3%	11,713
Westbury	2,201	3.2%	11,289
East Meadow	2,061	3.0%	12,676
Valley Stream	2,044	3.0%	17,126
Plainview	2,039	3.0%	7,786
Merrick	1,887	2.8%	6,715
Total	24,822	36.5%	119,123

Nassau County Demograhpics	% 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 **58.9%** of all summonses, while **Non Residents** make up **41.1%**

Over **16%** of all VTL Summonses were issued by the **NCPD Highway Patrol Bureau (HPB)**. A majority of these summonses where 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 **6.6%** of all interactions.

Last Updated: 2/8/2023

NASSAU COUNTY POLICE DEPARTMENT

Detective Division Bias Incidents/Hate Crimes

JANUARY 01, 2022 – December 31, 2022

BIAS MOTIVATION	REPORTED INCIDENT	INCIDENTS FOUND TO BE CRIMINAL	ARRESTS
GENDER BIAS (Male, Female, Non-Conforming, Transgender)	3	3	0
AGE BIAS (60 years or older)	0	0	0
ANTI-WHITE	0	0	0
ANTI-HISPANIC	6	5	1
ANTI-BLACK	8	8	2
ANTI-ASIAN	3	3	1
ANTI-OTHER – RACIAL IDENITES (Asian Pacific, American Indian, Multiracial, Unknown)	0	0	0
ANTI-JEWISH	30	30	3
ANTI-CHRISTIAN RELIGIONS	0	0	0
ANTI-ISLAMIC	0	0	0
ANTI-OTHER RELIGION	0	0	0
ANTI-ETHNICITY/NATIONAL ORIGIN/ANCESTRY	0	0	0
SEXUAL ORIENTATION	1	1	0
OTHER PROTECTED PERSONS	0	0	0
TOTALS	**60**	**59**	**7**

NCPD - LANGUAGE LINE USAGE

JANUARY 01, 2022-December 31, 2022

Language	# of Calls	Call Duration (minutes)	Avg. Time to Connect (seconds)	Percentage of Total
SPANISH	11,115	62,949	7.44	92.48%
MANDARIN	729	6,499	15.65	6.07%
HAITIAN CREOLE	87	934	11.67	0.72%
KOREAN	57	435	26.60	0.04%
ITALIAN	6	49	53.62	0.05%
CANTONESE	21	140	25.18	0.17%
FARSI	4	12	6.00	0.03%
TOTALS	12,019	71,018		

Detective Division Bias Incidents/Hate Crimes

JANUARY 01, 2022 – December 31, 2022

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ANTI-OTHER – RACIAL IDENITES (Asian Pacific, American Indian, Multiracial, Unknown)	0	0	0
ANTI-JEWISH	30	30	3
ANTI-CHRISTIAN RELIGIONS	0	0	0
ANTI-ISLAMIC	0	0	0
ANTI-OTHER RELIGION	0	0	0
ANTI-ETHNICITY/NATIONAL ORIGIN/ANCESTRY	0	0	0
SEXUAL ORIENTATION	1	1	0
OTHER PROTECTED PERSONS	0	0	0
TOTALS	**60**	**59**	**7**