

CITY COUNCIL
CITY OF NEW YORK

----- X

TRANSCRIPT OF THE MINUTES

Of the

COMMITTEE ON PUBLIC SAFETY

----- X

March 21, 2016

Start: 1:10 p.m.

Recess: 4:13 p.m.

HELD AT: Council Chambers - City Hall

B E F O R E: VANESSA L. GIBSON
Chairperson

COUNCIL MEMBERS: Vincent J. Gentile
James Vacca
Julissa Ferreras-Copeland
Jumaane D. Williams
Robert E. Cornegy, Jr.
Chaim M. Deutsch
Rafael Espinal, Jr.
Rory I. Lancman
Ritchie J. Torres
Steven Matteo

A P P E A R A N C E S (CONTINUED)

William Bratton, Commissioner
New York City Police Department, NYPD

Lawrence Byrne, Deputy Commissioner
Legal Matters
New York City Police Department, NYPD

Vincent Grippio, Deputy Commissioner
Management and Budget
New York City Police Department, NYPD

Carlos Gomez, Executive Officer of Patrol
Borough of Queens
New York City Police Department, NYPD

Raymond Spinella, Chief of Personnel
New York City Police Department, NYPD

Jessica Tisch, Deputy Commissioner
Information Technology
New York City Police Department, NYPD

Kevin Richardson, Deputy Commissioner
Department Advocate's Office
New York City Police Department, NYPD

Matthew Pontillo
Assistant Chief and Commanding Officer
Risk Management Bureau
New York City Police Department, NYPD

Ben Tucker, Deputy Commissioner
New York City Police Department, NYPD

Thomas Chan, Chief
Transportation Bureau
New York City Police Department, NYPD

Bob Boyce, Chief of Detective
New York City Police Department

Jacqueline Fibrillet, Political Director
Local 372

Denise Ferrante, Chair
Chapter for School Crossing Guards
DC 37, Local 372

Ralph Palladino, 2nd Vice President
Local 1549, Clerical Administrative Employees
District Council 37.

[sound check, pause]

[background comments] [gavel]

CHAIRPERSON GIBSON: Good afternoon, ladies and gentlemen. Welcome to City Hall. I am Council Member Vanessa Gibson of the 16th District and I'm proud to chair the City Council Committee on Public Safety. I welcome each and every one of you to our Chamber this afternoon. This is the Public Safety Committee's Fiscal 2017 Preliminary Budget, and the Fiscal 2016 PMMR hearing. This afternoon we will hear testimony from Commissioner William Bratton and the NYPD regarding their Preliminary Budget. I first and foremost on behalf of the New York City Council to our commissioner I want to express our continued thoughts and prayers to you and your family on the loss of your father.

COMMISSIONER BRATTON: Thank you.

CHAIRPERSON GIBSON: And as a result of-- of tending to family needs, we are here today four second part of the Public Safety hearing this afternoon with the NYPD. So we continue to keep you and your family in our thoughts and our prayers. The NYPD Department's Fiscal 2017 Preliminary Budget totals \$5.1 billion, an increase of less than 1%

1 COMMITTEE ON PUBLIC SAFETY

5

2 compared to the Fiscal 2016 Adopted Budget. More
3 than 90% of the budget supports personnel services
4 while less than 10% supports other than personnel
5 services. The department's budget supports a
6 budgeted headcount of approximately 51,000 personnel,
7 which includes 35,000 uniformed personnel and 15,000
8 civilians. The budget reflects major initiatives
9 that were adopted at adopted--funded at adoption such
10 as the hiring of more than 1,000 officers, exactly
11 1,297, a Uniform Overtime Control Plan, and the
12 Civilianization of 415 officers. The Preliminary
13 Budget also funds 370 additional traffic enforcement
14 agents, expansion of Shot Spotter, school crossing
15 guards and other vehicles and equipment for the
16 department. This afternoon it is our expectation to
17 learn more about the department's new initiatives,
18 current initiatives, its capital program and the
19 budget priorities for Fiscal Year 2017. There is a
20 lot to discuss this afternoon, and I'd like to thank
21 all of the members of this committee who are here,
22 all of my colleagues who are present today. We have
23 our Minority Leader Council Member Steve Matteo,
24 Council Member Rory Lancman, and Council Member Inez
25 Barron, and throughout the afternoon we will be

joined by other members of the committee. In addition I want to acknowledge and recognize the Public Safety Taskforce, the Legislative and Finance Division for all of the work that they have done to put this hearing together. I've always said these hearings are not easy, a lot of work involved, but without the support of an incredibly dedicated and hardworking team these hearings would not be possible. From our Finance Division, I want to thank our Deputy Director Regina Poreda Ryan, our Legislative Financial Analyst Ellen Eng, our Legislative Division--Legislative Counsel Deepa Ambekar and Beth Golub, our Policy Analyst Laurie Wenn. From the Speaker's Office our Senior Policy Analyst Theodore Moore and Fiza Alia. And from my Government staff my Communications and Legislative Director, Dana Wax, and my Budget Director Kaitlyn O'Hagan. I want to thank all of the members of the Finance and Legislative Division for the work in putting this hearing together. Thank all of my colleagues for being here, and Commissioner, I have followed the three Bs, be brief, be bold and be gone in terms of my opening statement because there is a lot to get to today, and I want to thank you and your

team for being here. Thank you to our Commission, to our First Deputy Commission Ben Tucker, to our Deputy Commissioner for Management and Budget, Vince Grippio, as well as our Chief of Patrol Carlos Gomez, and thank you for all the wonderful name tags so we can always reference you by name. It's very helpful us in the Council. So with that, Commissioner, we're going to administer the oath of office, and allow you to you to begin, and thank you for all the testimony that we have both written as well all--we appreciate you work. We appreciate the partnership that we have had in the past three years. In my tenure of Chair of Public Safety, I want to certainly commend you and the department. We have asked to visit Police Headquarters more than once on a number of initiatives, briefings and other forms of communication throughout the city about issues and priorities for all New Yorkers. So I appreciate that. Certainly I know that we have an open-ended invitation to--to headquarters, and I appreciate that opportunity. So thank you once again to you and all of the executive staff and all the chiefs. Thank you for your presence here this afternoon. Thank you.

COMMISSIONER BRATTON: Thank you.

LEGAL COUNSEL: Do you affirm to tell the truth, the whole truth and nothing but the truth in your testimony before this committee, and to respond honestly to council member questions?

COMMISSIONER BRATTON: I do.

CHAIRPERSON GIBSON: Thank you and before you begin, I also want to acknowledge we're joined by Council Member Jumaane Williams. Thank you once again. Commissioner, you may begin.

COMMISSIONER BRATTON: Okay. Thank. I will be focus on the be gone portion of your comment, and we'll see if we can be gone as soon as possible. [laughter] I'm joined in addition to those at the table with me by a significant portion of the department's leadership. I've asked them to join us today on the questions that we anticipate that have been forwarded by the Council that if I cannot speak to them specifically, they can go into much more detail. So during the course of the afternoon, they will be stepping up to assist on responding. Goof afternoon and thank you for the opportunity to discuss the Mayor's Preliminary Budget for 2017, the fiscal year. This is our third year working together collaboratively to improve public safety and security

in the city of New York. It's a pleasure to be here once again to testify before the members of the Council about the exceptional work being done by the men and women of the New York City Police Department. I have submitted a longer written testimony, but will keep my oral testimony brief in order to allow more time for our questions and our answers. Three years ago at the beginning of his Administration, Mayor de Blasio asserted that we could have a safer city that was also fairer. In the intervening months, we have delivered on that promise. We have driven crime to new lows, embraced new philosophy. We call it Precision Policing. Implemented new counterterrorism programs even as the world's threat pictures become even more complicated, and rolled out technology innovations unmatched by any American police department and indeed probably by any police department in the world. We began a neighborhood policing program that fosters new relationships between the people and the police. Throughout this tremendous change, we've had the Mayor's full support, a level of support unprecedented during 45 years in this profession. We have also had the City Council's support, and I thank you for your

collaboration assistance and assistance. Most notably, you and the Mayor authorized 1,297 new police officers in last year's budget. Coupled with the robust push towards civilianization, we're essentially adding--adding 2,000 officers to patrol. We're using them for our Neighborhood Policing Plan. our Critical Response Command, and our strategic response group. Some of those 2,000 officers are also going to staff our academy. It's training nearly 1,300 additional officers, and in-service training, three days of in-service training for all 36,000 requires many more trainers. Others will be field training officers when they first leave the Academy for the streets. Still more are going to Times Square Taskforce and the 125th Street Task Force, which helped stave off the scourge of K2 before it got started, also with the Council's collaboration and leadership. But your investment goes further. You know, the Mayor invested in a bullet-resistant vest, and our training and in facilities improvements as exemplified by the 8--83 Precinct enhancement. Return on your investment has been substantial. The fact is that the past two years and three months has seen more change in the

NYPD than at any time in the past two decades. We started with re-engineering, which led to 17--13 out of 73 recommendations. Of those, 1,107 were approved for some type of action. The recommendations coalesced in the Five Ts, and you are all familiar with the *Book the Five Ts*: Trust, Training, Technology, Terrorism and Tackling crime. You can refer to them at greater length in the pamphlet that I just referenced. We start with trust, which is both what policing rests on and what it aspires to. Our Neighborhood Policing Plan is aimed at reinforcing the public's trust. By assigning the same officers to the same sectors on the same tours, neighborhood policing restores patrol officers to the role of problem solving community guardians. The headcount of command units the Mayor authorized in the civilianization savings was added, allow us to put more cops in the precinct, hundreds more. This way each sector officer has the latitude to answer calls, solve problems and work with the neighborhoods. They stay engaged with local residents and local issues. Neighborhood policing also assigns two Neighborhood Coordination Officers or NCOs to each sector. NCOs, our volunteer

officers, work closely with community members, identify problems and lead problem solving and crime fighting efforts. I see trust as a shared responsibility, however, and a shared opportunity. The Community Partner Program is another key component of our ongoing efforts to close the police-community divide stressing the city's minority neighborhoods. And the Neighborhood Policing Plan officers collaborate with community partners on the nuts and bolts of policing in neighborhoods. And we now have, thanks to the efforts of Commissioner Tucker, almost 800 community partners. Trust is also bolstered through collaborative policing and community outreach. Collaborative policing focuses on partnering with other city agencies, non-profits, community-based organizations and other stakeholders on a wide variety of public safety issues. Community outreach includes listening to New York's diverse communities and incorporating new ideas into our strategies. I want to offer special thanks to Deputy Commissioner Susan Herman and to my Counsel Edna Wells Handy for their efforts in this area.

We've worked to expand the number of NYPD officers certified to interpret foreign languages and

to increase the use of exiting service called Language Line. Over the next three years, we'll also put two victim advocates, the Susan Herman Initiative, in almost all of our precincts or police areas, an initiative, which have been collaborating with us and are supporting.

The next T, the second T is Training. We've worked to emphasize de-escalation courtesy and service never forgetting that we're training to keep people safe. We just welcomed just last month, in fact, a new Deputy Commissioner of Training who's here with us today, Dr. Tracy Keshi (sp?). Her professional academic credentials are impeccable. A new police academy in College Point Queens plays a pivotal role. We're using it and it's funded marked violence to give recruits and in-service officer engaging, scenario based training. Many of you on the Council have responded to our invitation to attend events at the Academy, and get tours of the facility. For recruits, we've initiated a 12-day in-the-field assignment for two hands-on learning midpoint during their six-month training period. Afterwards, they return to the Academy to brief and continue their training. Once they graduate, we no

longer send them to impact zones. In fact, you will not hearing that terms "impact" in any measurable way going forward because we have eliminated that concept. High crime areas where they learn that enforcement was the preferred response to all manners of behavior. Instead, Police Academy graduates are now assigned to precincts. They go on patrol with season veteran field training officers, volunteer FTOs, who mentor them in developing the interpersonal skills of the solar police work. During this first six months in the precincts they will not work without having the presence of a Field Training Officer. The veteran officers who've instituted continuing professional education. For this effort I want to commend the leadership of Commissioner Tucker and the many people who have worked with him to implement what is the effort ever undertaken in thin department in this regard.

CPE installs a service-oriented mindset, gives officers tactical tools to de-escalate tense situations while using the last amount of force. In January 2016 of this year more than 27,250 cops in all ranks have received this three-day training. More than 80% of officers taking the three-day course

found it useful and relevant. In 2016, and beyond, the city--NYPD will provide five days of CPE to every officer, two days of firearms training and three days covering de-escalation strategies, intervention skills and changes in the law and police procedures. Approximately, 5,500 officers will also be given crisis intervention training, CIT training. CIT teachers cops how to gain voluntary compliance with emotionally distressed people and substance abusers. All this is accomplished by new recruitment efforts including getting help from members of paternal organizations like the Guardians to mentor people through our hiring process, which we had made significant changes in.

Our next T is technology. Today's NYPD is undergoing transformative--transformative technological change. Special acknowledgement to Deputy Commissioner Jessie Tisch, who has done an extraordinary job in this arena, and we've all seen it first hand. We're building a network that will provide high speed data access to every NYPD facility, and every member of the NYPD finally has an individual email address, finally in the 21st Century. Technology and transparency come together

in CompStat 2.0, which were made publicly available on the nycgovnypd website. It allows our personnel and the public and you, our elected leaders, to apply analytic tools for our major crime data. Users can chart, map, map and graph time patterns. We believe there is nothing quite like it in American policing. But our technological crown jewel is the NYPD Mobility Platform. By the end of this month, every officer will be equipped with a Smart Phone. More than 2,000 police vehicles will be equipped with Tablets. The NYPD Mobility Platform was funded with forfeiture funds provided by the Mayor and Manhattan District Attorney Cy Vance. These Smart Phones allow cops to do wire checks, see a location's call history, and get 911 data before it even gets relayed through our Central Dispatch. We're able to respond more quickly, more intelligently and more strategically. Importantly, also it has an app that allows for language translation in several dozen languages. You can speak into it, and it will read-- respond orally and in writing, translating for the officer.

We're also able to turn every cop into a counterterrorism asset, which brings to our fourth T,

Terrorism. New York City has been the target or nexus for at least 20 terrorist plots, and remains American's top target for terrorists. As we are prepared for the 21st Century, special acknowledgement to Deputy Commissioner, John Miller, Chief James Waters and Chief Galati for their efforts in this regard. Since 9/11 the threat pictures has changed and the NYPD has kept pace. Hotel attacks in Mumbai, the Charlie Hedbo attacks, the more recent terrorist attacks and the attack in San Bernardino made something very clear, the new terrorist model is to kill as many innocents as possible, as quickly as possible, and to battle (sic) responding officers with heavy weapons. To address this primary asset is and will remain our Emergency Service Unit, or ESU, something you're all familiar with, the best trained police officers in the world. But ESU is a small unit with approximately members, and needs to be mobile. So for years we got in critical sites by using officers day by day from routine assignments in the precincts. These officers weren't trained or equipped to counter the type of threat they report against, particularly now in the 21st Century. Thanks to the new staffing you provided, we created a

Critical Response Command. CRC is a permanent cadre of some 525 volunteer hand selected officers. They're trained in the full range of counter-terrorism tactics, briefed on the latest intelligence and deployed daily to potential terrorist targets.

Last May we also established with your support the Strategic Response Group, SRG. It's now part of our new citywide Operations Bureau, which also includes ESU, and it comprises some 800 also volunteer personnel. SRG's multiple missions include crime suppression, and disorder response. Trained and safe effective crowd control, SRG, has proven to be a critical asset during such high profile events as the Papal Visit, the U.S. Tennis Open, U.N. General Assembly and the most recent Thanksgiving Day Parade, and certainly New Year's Eve.

Our last T, Tackling Crime. It's best understood as precision policing. Certainly, all compliments to the leadership team of the various super chiefs led by Chief O'Neill who have been really moving predictive policing and position policing forward. We've changed the way we do business with a renewed sense of public safety needs, pursuing security and public approval in tandem using

less intrusive tactics. Precision Policing is changing New York City's picture of violent crime, particularly shootings and murders. Compared to the 10-year average for 2003, 2012 and the past three years, 2013, '14 and '15 have an average of nearly 25% lower for shootings and 36% lower for murders. We have been engaged, as you're aware, in dealing with the recent increase that we've been experiencing in stabbings. We've had several initiatives focused on that, and over the next several days, we'll announce several others. At the same time, we've achieved something I call the Peace Dividend. Arrests, criminal summonses and street stops are down by almost one million in their ten-year highs. even as overall crime has fallen to 50-year lows. Considering the 2015 saw the lowest overall crime in half a century, the results are in. We can have, as the Mayor expected, a safer city, and as he also predicated, a fairer city, too. Last year, for example, NYPD Field Intelligence Officers working for Commissioner Miller and Chief Galati took 998 guns off the streets by the briefing arrestees and getting court approved search warrants. In 2011, at the height of Stop, Question and Frisk, there were 819

guns recovered during stops. In other words, just one unit practicing precision policing got more guns by talking to people than came nearly 700,000 street stops. So far this year, that unit has been recovering more guns than ever. Our Violence Reduction Taskforces have also precision policing as the new--as is the new Gun Violence Suppression Division, which is designed to bring the smartest possible firearm cases through the Special Gun Courts. The Detective Bureau practiced precision policing long before anyone called it that. At this point in time I'd like to compliment the Chief of Detective Bob Boyce, who recently also assumed command for our Organized Crime Patrol Bureau, which has now been merged into the Detective Bureau. They've been doing an outstanding job. Their new Grand Larceny Division has stayed on top of evolving trends like cyber crime and identify theft. In 2016, the Bureau has been significantly expanded with the addition of all the investigatory components formerly under the new defunct Organized Crime Control Bureau. Among them, the Gang, Vice and Narcotics Divisions. It allows for much better coordination of all of our detective resources.

Bringing the five Ts to the Commission takes funding, however. Again, more detailed descriptions of these budgetary issues are contained in my written testimony, and will be discussed with you this afternoon. But the department continues to apply for all secure available federal assistance to preserve and protect members of the public and critical infrastructure.

On February 9, 2016, however, the President's budget, the Federal Fiscal Year 2017 was released. It reflects significant decreases for State and local grants, the first responders under the Homeland Security Grant, Preparedness Grants. After being funded at \$600 million in Federal Fiscal Year 2016, the 2017 budget proposes a national funding--a national funding level of only \$330 million. And for the most amount for the State Homeland Security Program was reduced by 57% in the prior year. We will be certainly seeking your assistance as we continue to advocate in Washington, D.C. to restore those funds. Transit Support Security Grants proposed amounts were reduced by 15% and 7% respectively. Also critical funds for the safety of the city.

New York City remains the top terror attack that we believe in this country, if not in the world, and relies on Homeland Security Grant funds to maintain terrorism prevention and response infrastructure. We fund crucial first responder training efforts including NYPD counterterrorism training such as the Active Shooter Course. These funds will also pay for the NYPD's entire Intelligence Analyst program of Vapor Wake dogs, Lady (sic) Logical and Chemical Success--Sensors, and planned exercise, tabletop exercises and actual exercises, which are so critical for our preparedness. And they also fund heavy weapons change to conduct ongoing patrols at transit hubs, airports, bridges, subways, waterways and highly visited landmarks. We will continue to lobby Congress, and we seek their assistance as we continue to fight for our city's funding.

Regarding the Preliminary Financial Plan and its impact on the Police Department, the Department's Fiscal Year 2017 City Tax Levy Expense Budget is \$4.8 billion. 93% of that is allocated for our personnel services. During the last Preliminary Budget the Police Department received funding to hire

520 cadets. The goal of the Police Cadet Corps is to produce the future leaders of the department. We have made great strides, and have hired 264 cadets so far. Commissioner Tucker is moving. So before the end of this fiscal year, we'll hire the remaining.

All these efforts return us full circle to the first of the five Ts, which is also the last, Trust. It's the one without which the police cannot exist. Two years ago we set out to restore trust by seeking banners (sic) inside the department, and outside in the neighborhoods of New York. Inside we changed our Gypsum System, making it fairer and faster. We hold cops to high standards, but if we want them to treat the public with usual discretion, we have to treat them the same way. We've also so far to provide enhanced safety equipment, more effective tools, cleaner facilities and better vehicles for our cops. For your assistance and leadership in these efforts we thank you. They are essential.

Externally, we reminded officers that enforcement wasn't the only way to prevent crime and disorder, and maintain New Yorkers' quality of life. The reminder worked, and the numbers I discussed

decreased overall crime, decreased violent crime, decreased enforcement to prove it. Going forward, the NYPD is introducing End the (sic) Use Force Policy, a national model that clarifies definitions, establishes levels of appropriate force and mandates reporting the new procedures for each level of force used while always emphasizing the sanctity of human life. Additionally, the department will continue work collaboratively with its many oversight entities such as the Inspector General, the Federal Monitor and the CCRB, Citizen Complaint Review Board.

We've also created the Risk Management Bureau where we can compare with complaints of misconduct and make early identifications of officers in need of new training, remediation or discipline. And finally, the department will not stop seeking new ways to communicate with the people we serve, to see them and to hear them, and have them see and hear us. We're running new programs like Idea Scale, which provides an online exchange form for identifying and taking neighborhood issues and finding solutions. Deputy Commissioner Zach Tumin has been very instrumental in helping to bring a lot of these new social media ideas into the department. There is

also our Strategic Communications Office set up by Deputy Commissioner Bill Andrews, which runs our social media platform such as wwnypdnews.com.

Strategic communications helps me do the best part of my job telling the stories of the men and women of your NYPD. Together, we're working in line with the cops in the community and know who they are. Natural Allie--natural ideas--excuse me--natural allies, we want One City Safe and Fair Everywhere for Everyone. Thank you again for this opportunity to testify. My colleagues and I are at this point very happy to take your questions. Thank you.

CHAIRPERSON GIBSON: Thank you very much, Commissioner. That was certainly a condensed version of your testimony. Thank you so much for really speaking to the priority of your department as well as giving us a greater perspective of some of the challenges we face with federal funding and a potential loss of the assistance from the federal government. I'd also like to acknowledge we've been joined by Council Member Daneek Miller, and I just want to get right into it, and thank you for the illustration of some of the data, the new technology that you've outlined. I certainly appreciate that.

So my first question I wanted to focus on is something that many New Yorkers we've been talking quite a bit about. Over the last several months we've had a number of slashings across the city of New York. Obviously we saw the first number of incidents that started on the subway system. There was an announcement that you and the Mayor made about redeploying more transit cops into the subway system on platforms. Now, I think while we've seen more slashings, there has been a number of disputes between individuals that have not only occurred in the subway system, but obviously on the streets. So I wanted to find out in this budget is there anything that's reflected where there is a new need? What is the plan moving forward to address the slashings that are happening across the city? Will we--we be looking at overtime with our transit officers, and where are moving forward to make sure that New Yorkers understand that's going on, and we want to make sure that we reassure all New Yorkers that we are safe in our travels across the city?

COMMISSIONER BRATTON: Okay. Thank you. Slashings, stabbings, cuttings, whatever the terminology and what we will, in fact, be doing this

year is, in fact, putting more precision on the definitions that we use to describe these cases that we're investigating. You may recall that although some of you are probably too young to recall, but in 1994 that when I was first Police Commissioner the first time we created CompStat. And one of the focuses of CompStat was to identify what was driving high crime at that time. One of the issues that was driving crime at that time was shootings. Shootings were contained within the UC category of aggravated assault. We pulled shootings out and since 1994, we have been tracking shootings as a separate category, although we report it as aggravated assault through our UCR system. Why? Because it was causing so much crime, causing so much concern among the public. Similarly, in 2016, we now have a similar issue with stabbings. Even as--as of this morning murders in the city are down another 20% from a record low that we've already experienced, and shootings are down another almost 13%. As interest in those two crimes has declined because of the significant decline in them, slashings, stabbings, cuttings have increased and have increased as of this morning by almost 20%, about 153 additional incidents. Still much lower

than we experienced back in the '90s and indeed much lower than we experienced even a few years ago. But, as other crime has gone down there's increased focus there. Similar to what we did in 1994, we are prioritizing. We are focusing on that particular crime because one in our subway system, two on our streets, three in our housing developments, four potentially in our schools, and in our parks is going to be of significance return among the public. So we are prioritizing and with our precision police model we are dissecting it. We have already seen initiatives directed at slash--slashings in the subways. You have seen initiatives directed as recently as last week with the creation of a task force of the police to take a look at homeless shelters to see how we might better safeguard those shelters. And tomorrow we will be making additional announcements with the Mayor as we continue our efforts to focus on this particular crime of concern at this time. I think it's comfortable as we go forward, similar to shootings, similar to all crime back in 1994 with the even better capabilities we have at precision policing in 2016 that we will be at--begin turning those numbers around as we have a

better sense of where it's happening, who's committing it, and what--what we might do to prevent it. Or, as Chief Boyce and his detectives have already been doing, most of the cases that have received so much media attention, arrests have been made in those cases, and we will be very aggressively following them to through the courts to ensure that both the prosecutors and courts understand fully the concern that the public has for this particular crime at this particular time.

CHAIRPERSON GIBSON: Okay, you referenced that--I assume it's year to date. We had 153. We're up about 20%?

COMMISSIONER BRATTON: That's correct.

CHAIRPERSON GIBSON: Okay, so based on the data we have now and the current incidents, are there any trends that we are looking at to develop a strategic response? You talked about the subway system focusing on public housing, public spaces. Is there anything in this data that we can look at that will determine is it happening in a certain area across the city? Are there any trends that we see with current data?

COMMISSIONER BRATTON: A significant driver is the Bronx. That-a significant increase in the cuttings, stabbings, slashings is being driven by the Bronx at this particular time. Chief Boyce can give more specific information, but I believe I mean it's--as we do with all crime that we're pretty much on top of where it is, who's involved with it. And so in this issue it has increased, and what we'll be attempting to do is identify where are the increases occurring, who's involved. We have not identified patents, if you will, in the idea that one person is out there doing multiple. We've had several where two or three incidents are attributable to one individual. But we're not dealing with--as we have experienced with shootings, those types of crimes takes 10, 12, 15 being committed by the same individual. A lot of this is fueled by emotion, disturbances, disputes, family situations. So that in any--in any event we will be paying as much attention to this situation as we do shootings and murders and other types of violent crime.

CHAIRPERSON GIBSON: Okay. And I know you have an announcement that's scheduled for tomorrow as well that relates to this.

COMMISSIONER BRATTON: That's right if-- if this is a continuing evolution of our focus on this particular crime as we've been learning more about it, where it may be susceptible to pressure points from us. More enforcement whether it's investigatory or even foreign patrols through a partnerships with the public, or a partnership with you and the Council. And I'll review their districts that unfortunately have higher percentages at this time than other districts throughout the city.

CHAIRPERSON GIBSON: Okay. I wanted to ask about the recent announcement of the new arrest policy related to C Summons, Criminal Summons in the Borough of Manhattan. You, the Mayor, Manhattan D.A. Cy Vance and MOCJ Director Elizabeth Glazer announced a new policy that would look at changes related to summons and arrests for open containers, public consumption, some transit offenses taking up two seats, et cetera. I want to find out how long that's been going on in terms of the negotiations and the partnership, and the level of training of those particular officers in Manhattan, and what has been the feedback and where we are with that. And, you know, obviously from my point of view I said the same

thing to D.A. Vance that we have been working with the Department with the Administration on the Criminal Justice Reform Act, which is a package of legislation spearheaded by our Speaker that looks at the five low level and non-violent infractions like open container, violating park rules, excessive noise and, you know, littering. And so many of us were taken by surprise to hear about this announcement in the form of a press release that came out one late evening to know that we were embarking on something that was not a universal approach, but simply a pilot in one borough. So I'd like to understand where we are, how this came about, what we're going to see in terms of this policy enacted in one borough. I understand that D.A. Vance believes that there will be 10,000 summons that will no longer go to Criminal Court, but instead go to Summons Court. I'm very concerned about the burden on an already overburdened court system. So I'd like to understand a little bit about it. I mean we--we're not a part of the conversation. I don't believe any D.A. was. So I'd like to understand where we are, and why we started this project with just one borough.

COMMISSIONER BRATTON: Okay. First off, I'm not sure if the District Attorney has had the opportunity to discuss with you his budget proposal. He normally calls us but since we're running behind in terms of our presentation. So I'm sure he explained the initiative that he created that we participated in responding to. I'm going to ask Deputy Commissioner Larry Burns to speak to the--with some specificity to the questions that you asked and raised. But the idea of a singular borough initiative is nothing new in this city. We have five boroughs. We have five district attorneys. Each would have significant powers. So you may recall shortly after his appointment District Attorney Thompson initiated new policies relative to marijuana. In the Bronx for years they have had policies that are different than every other borough in the city. So the idea of a district attorney implementing something in his or her borough is nothing new in this city. And so this initiative, this was something that he proposed many months ago. We worked with him as we would do with any of the district attorneys, as we've been working with you on the bills and initiatives that you've been putting

into place. This one is--a lot of it's focused--a lot of the issues concerning--in Manhattan relate to transit related crime. So much of what he's focusing on is transit related. So that although it was initiated in Manhattan on--as it relates to the transit component of it, we are taking that to all five boroughs throughout the city. Because the trains--trains run, as you know, through all five boroughs. So Larry Byrne will discuss briefly the overall concept of it. I would point out that similar to discussions we've been having with you on the number of bills that have been proposed by various members that the element that we seek to retain is the idea that the officer has the option to go criminal. And while we are encouraging other ways of dealing with the issue, the option still remains to take this criminal if necessary. So with that--with that brief foundation if I could ask Deputy Commissioner Larry Byrne to respond to the four points that you raised in your question.

CHAIRPERSON GIBSON: Okay, and I would also say, and I--I recognize that usually with pilots we have to start somewhere. I recognize that, but there are many instances where the department has

taken the approach to begin a new policy within the department that happens citywide. And I remember when DA Thompson of Brooklyn talked about the decriminalizing marijuana and low level possessions there was no one that supported him on that effort, and the department still gave him thousands of summons that his office did not prosecute. So what I'm saying is that there are different ways we can approach this. The City Council and our legislative body we certainly want to be a part of it because we like universal messages that apply to the entire city. We think it's a good concept. It's not that I don't support this policy at all. I think it's in line with exactly what we want to do, but the legislative process has to be a part of that, and looking at it from a universal approach. My concern is that, you know, this pilot in one borough is sending a message to other boroughs that behavior is tolerated in one borough versus another. And where you go to court would be different, and I don't want that to be the message, but I do understand that we have to start somewhere, but in this particular instance, the NYPD could have gone forth and made

this a universal policy within the department,
correct?

DEPUTY COMMISSIONER BYRNE: That is--

COMMISSIONER BRATTON: [interposing] We
are doing that with the Transit Police component of
it, but Larry can speak to it.

CHAIRPERSON GIBSON: Okay. Okay, great.

DEPUTY COMMISSIONER BYRNE: Good
afternoon.

CHAIRPERSON GIBSON: Well, hold on for
second. Sorry. I have to do the oath. Okay.

LEGAL COUNSEL: Do you affirm to tell the
truth, the whole truth and nothing but the truth in
your testimony before this committee today, and to
respond honestly to council member questions?

DEPUTY COMMISSIONER BYRNE: I do.

LEGAL COUNSEL: And please state your
name for the record again.

DEPUTY COMMISSIONER BYRNE: Lawrence
Byrne, the Deputy Commissioner for Legal Matters--

CHAIRPERSON GIBSON: [interposing] Thank
you.

DEPUTY COMMISSIONER BYRNE: --at NYPD.
So I want to address your larger question, but as to

the narrower question, we don't have the ability to implement this policy in all five boroughs without the cooperation of the other district attorneys.

Once we bring someone to court, the prosecution of that case is in the hands of the district attorneys and their staff, and how they handle those cases.

What DA Vance decided to do, and I don't want to speak for him, but he said this publicly, is just as we're looking to use our resources as efficiently as possible with precision policing, he's looking to use his resources to concentrate on the most important cases. I think it's important to keep in mind there really have been two major criminal justice and summons reforms efforts ongoing now. One led by Council, your Criminal--Criminal Justice Reform Bill, which we're in further discussions about. I'll talk about that a little bit, and that is a top-to-bottom overhaul of a number of issues. But as Commissioner Bratton said, adding the option of civil penalties like we now do in the transit system with tab summonses, but retaining the criminal authority where appropriate and officer discretion. That initiative is citywide, and encompasses a number of offenses as you know. I think we're close to, I hope an

agreement that the Council will consider with our support that package of bills ongoing in parallel has been an effort by the Office of Court Administration, the Mayor, the Criminal Justice Coordinator and the Police Department. To reference something you mentioned, which is the efficiencies of the Summons Court to make the Summons Court fairer, to make the summonses more transparent, to give more people ways to respond to those summonses so that we hopefully get fewer warrants. What D.A. Vance's policy does in Manhattan, and we've made it system wide out of necessity for the transit system because as the Commissioner said our trains run through all five boroughs and they don't stop at borough borders is in the past where we would have encountered someone who was committing a violation, and we would have given them a summons, but we found that they have an open warrant. We would have arrested them to take them to court on the summons, and then hope that the warrant would be addressed. What's now going to happen, and we'll see how it works in Manhattan, is if they have an open warrant, they are going to get a summons, but they're not going to be processed for arrest on that summons. But they're promptly going to be taken to

court to have that warrant dealt with. So we're not sending--I don't think we're sending a message that people can do things differently in the five boroughs. The offenses will still remain illegal. They will still be subject to summonses, outstanding warrants will still be enforced. This is a slightly different way that certainly will be more efficient for our officers since there's not a second arrest to process. And hopefully more efficient for the district attorney as well. From our point of view, nothing District Attorney Vance is doing is at all in conflict with or undercuts or works at cross service--purposes with a much larger initiative that you and the Council have been spearheading for close to two years now. I think it's just a complementary piece of addressing a much larger series of issues, which we've been working hard with you to address.

CHAIRPERSON GIBSON: Are there any costs associated with this that we may realize with officers focusing on more severe and violent crimes, and less low-level non-violent offenses? So for--for--for what period of time will we monitor this program working with D.A. Vance to determine if the program is successful, if it's something that should

be used to engage the other four DAs and it's something that would ultimately be expanded. Is that a conversation we're having now, and what time frame are we looking at?

DEPUTY COMMISSIONER BYRNE: Yes, I think we have to give it some time to see how it works in Manhattan. We're under discussion with each of the other four district attorneys about how they would like to see it operate, if at all, in their boroughs. We're all going to learn from the lesson in Manhattan. I don't really think with this policy there's any financial cost associated with it other than perhaps some lowering of costs because the officers are not processing a second set of arrests now. I do want to emphasize that the officers are not spending any less time on policing these offenses. They're simply treating them differently once they observe these offenses in a slightly different way. So, of course, our focus remains on violent crime, slashings and stabbings and cuttings. As Commissioner Bratton said, we're not neglecting our Quality of Life Enforcement Program, which is critical to the overall enforcement program. This is

just processing those offenses differently in certain instances in Manhattan.

CHAIRPERSON GIBSON: Okay. The last data that I have from Calendar Year 2014 is the NYPD issued about 300,000 criminal summons. D.A. Vance has said that this new pilot could essentially save about 10,000 summons that would be diverted from criminal to Summons Court. Is--is that something you agree with?

DEPUTY COMMISSIONER BYRNE: Yeah, I--I think it's--it's a bit in nomenclature. I think what he said is it would result in 10,000 fewer arrests. A person engaging in the offense is still going to get a summons. They're not--

CHAIRPERSON GIBSON: [interposing] Right.

DEPUTY COMMISSIONER BYRNE: --just not going to be arrested on that summons. They're going to be brought to court to answer the open warrant or open warrants that they have. So this in effect may--it will depend on where the person's warrant--what court the person's warrant was--issued from. So, summons enforcement, as the Commissioner said, is continuing to decline as part of the Peace Dividend and a different focus and emphasis. But these

offenses are still going to receive summonses. They're just not going to be arrested on those, and brought to the Criminal Court that night.

CHAIRPERSON GIBSON: Okay, and I guess that's what I--I'm trying to ask is the potential cost savings that we would recognize by those 10,000 cases that we're talking about. If we have an actual estimation yet.

DEPUTY COMMISSIONER BYRNE: Yeah, I don't think we do. It's far too early to tell. Obviously, we'll try to track the costs as we look at it both police time--

CHAIRPERSON GIBSON: [interposing] Okay.

DEPUTY COMMISSIONER BYRNE: --district attorney time, court time and--and see whether there is some quantifiable measures that we can look at.

CHAIRPERSON GIBSON: Okay, and I--

DEPUTY COMMISSIONER BYRNE: [interposing] And I think I said it's increased.

CHAIRPERSON GIBSON: -ask that that be shared with the Council.

COMMISSIONER BRATTON: There are actually multiple cost savings just in terms of the Office that doesn't have to take a prisoner to be processed

and the hours consumed in that where he is off patrol. So there's two savings there that may result in overtime for the arrest versus a written a summons as well as time away from his assigned sector post. For example, the St. Patrick's Parade event last week. We have about 100 some odd summonses, any of which could have resulted in arrests. With the discretion the officers have, they chose to issue summonses. So there is significant savings there. Instead of 100 officers disappearing from the parade route with their prison, they'd rather issue a summons and go about their patrol duties. And the person issuing the summons was able to go about their business. There's also the savings that District Attorney Vance is interested in the prosecution, the time lost, and then to members of the public. Instead of having to come down to a court situation, they have the ability to pay the fine unless they want they want to contest the summons in which case they can arrange to do it that way. So, the savings to the police, the district attorney, to the public are just immense. And we have the ability that if, in fact, it doesn't have the desired result, which is more oddly behavior and less crime, we can always go

back to the discretion issue of mapping it out from
an admonition to a summons from the summons--

CHAIRPERSON GIBSON: [interposing] Okay.

DEPUTY COMMISSIONER BYRNE: --to an
arrest.

CHAIRPERSON GIBSON: So we will be
following up with you on this just in terms of data
that you're collecting and how we're evaluating and
looking at this moving forward. Okay? I wanted to
ask a question, Commissioner. In your testimony you
talked about the new announcement with the Mayor and
DHS, Homeless Services, as it relates to doing an
overview of the security in our homeless shelter
system. The latest data I have of 2015 there were
1,687 critical incidents that occurred in one of the
633 shelter locations we have across the city. So
the role that the NYPD is playing I would like to
understand the collaboration, and what type of impact
that will have on your officers? Are we dedicating a
group of officers to do an overview? What will that
mean for the department in terms of our workforce, in
terms of resources, in terms of overtime? Is there
anything that's reflected in this budget that speaks
to this new initiative working with DHS?

COMMISSIONER BRATTON: The initiative that Chief Gomez will describe in more detail is multi-pronged. One is a management evaluation of the homeless shelter system. How many of them are there? What different types are there to get a much better understanding of the complexity of what is a very complex system. Secondly, that the entity has its own security forces both in City employees, as well as contract employees. So a second part of our initiative will be to take a look at that component and see what potential ability we have to strengthen that training and selection processes, et cetera. So a comprehensive multi-faceted look see. As to the cost on our end, at this juncture these are resources that we are committing from within existing personnel going forward that we'll have to see if our role is to be a larger role, or if we are able to just provide advice to the Mayor, Department of Homeless Services that would not require our continuing involvement. So we're just getting underway, but Chief Gomez, who was involved in the initial discussions with Chief O'Neill can give you more-- some more specific numbers as well--as to the

contribution that we're making at this time for those efforts.

CHAIRPERSON GIBSON: Okay, great.

COMMISSIONER BRATTON: All right, Carlos?

CHIEF GOMEZ: [off mic] Yes.

COMMISSIONER BRATTON: Carlos and Vin-- well, Vin--Vinny's being counted on. On the money side, Vinny can help you there. On the--

CHAIRPERSON GIBSON: I understand.

COMMISSIONER BRATTON: --personnel operational side--

CHAIRPERSON GIBSON: [interposing] Okay.

COMMISSIONER BRATTON: --Chief Gomez.

CHAIRPERSON GIBSON: Awesome.

DEPUTY COMMISSIONER GRIPPO: Vince Grippo, Deputy Commissioner of Management and Budget. So the--we are actually providing an Executive Assessment Team we're calling it. So there will be at least three high ranking NYPD officials that will be working directly with the Department of Homeless-- of Homeless Services. And then there will be an internal team. Many of the people that work on my staff in the Office of Management Analysis and Planning will be working with members of Chief

O'Neill's staff and the Chief of the Department's Office to support the Executive Assessment Team, but also to work with the consultant firm that's going to help us look at the current state of the security in these homeless shelters, and make some recommendations on what a future state would look like. And as the Commissioner spoke to, we are also going to be training over the next several months. The peace officers that are currently working within the Department of Homeless--Homeless Services, our shelters, will be training them out at the new Police Academy. So that's--that's sort of the first phase of this, and the first look at this for us.

CHIEF GOMEZ: I'd like to answer the--for the training portion. The Training Bureau will train all the officers on current law enforcement topics such as crisis intervention, building security, de-escalation techniques, supervision. We expect it to be a--a three-day course. The supervisors, DHS supervisors they will receive additional--an additional two days of--of training.

CHAIRPERSON GIBSON: Okay, does this also include the shelters where we have families living in

hotels and motels? Are they included in this as well or are they standalone shelters? Do you know?

CHIEF GOMEZ: They--they will be included with respect to the analysis, the study that we're going to undertake with our--

CHAIRPERSON GIBSON: [interposing] Okay.

CHIEF CARLOS GOMEZ: --with our--our staff. We're going to be looking at the entirety of their environment. So that includes their dedicated shelters as well as some of their more transient locations where they have people in hotels.

CHAIRPERSON GIBSON: Okay. Who's administering the training and is there a cost associated with that that would be reflected in the budget, or is that too preliminary?

CHIEF GOMEZ: Our Training Bureau will be--

CHAIRPERSON GIBSON: [interposing] Okay.

CHIEF GOMEZ: --doing the training costs. I'd have to get back to you.

CHAIRPERSON GIBSON: Okay, okay, great. So I have just one more question before I give it to my colleagues. I know we're obviously in a--a time frame. I wanted to ask about civilianization. The

last budget cycle for FY 16 we had a commitment of civilianizing 415 positions of uniformed police officers doing administrative work, redeploying them to do patrol in our communities. I wanted to find out where we are with the hiring of the administrative staff. Where are the officers, the 415? Have they been redeployed, and is there a current status you could provide on that in terms of the hiring process?

COMMISSIONER BRATTON: Commissioner Grippo can speak to that with specificity relative to budget as well as number of personnel.

DEPUTY COMMISSIONER GRIPPO: Yes. So we have-- As you can imagine, we had one of the largest academy classes for--for police officers this year, a series of classes. Actually, the first three of the fiscal year. Incredibly large to deal with the addition of the 1,297 cops. One of the after effects or the--the effects of the effects of that has been our applicant processing has been solely focused almost exclusively on uniformed members of service because the applicant processing for those individuals is very work intensive. That has led to delays in a number of civilian titles, the hiring for

civilians, and that would explain why we are-- At this stage of the game we had 60 of the 415 civilians hired. Sixty PAAs have been hired, processed and we have those 60 officers who were now effectively replaced with a PAA back reassigned to patrol. For the remaining, it's 60 PAAs, and another 60 PAAs and it's 95 Evidence Property Control Specialists; 100 auto service workers, and 100 statisticians or Analysts. We have parties (sic) approve OMB and we've begun now that we've final--we've finalized the 1,297 cops, personnel is--is prioritizing those hires. With--with the goal of getting at least 300 of the 415 processed as close to the end of the fiscal year as possible allowing us to redeploy what would effectively be 300 officers back to patrol this summer.

CHAIRPERSON GIBSON: Okay. So I appreciate the work that is being done. Is there any way that we can further expedite this process or dedicate within the application's unit a team to focus on civilianization? What I don't want to happen is as we continue during future bud--budget seasons and conversations if we continue to agree to civilianization, I don't want it to be held up or

slowed down due to the fact that we are hiring more officers or we're looking at recruitment and other measures. Are we able to deal with this simultaneously? Is that possible?

DEPUTY COMMISSIONER GRIPPO: The--and-- yeah, I do--Chief Spinella is going to come up.

CHAIRPERSON GIBSON: Okay.

DEPUTY COMMISSIONER GRIPPO: I would just--I would just say Chief--the Chief can outline what we have done with respect to outcome--

CHAIRPERSON GIBSON: [interposing] Okay.

DEPUTY COMMISSIONER GRIPPO: -- processing, and it's just almost unprecedented in terms of the number--the raw number of people we've had to process.

CHAIRPERSON GIBSON: So by the end of this fiscal year, by June 30th of the 415, we will be at 300 that will have been hired and processed and ready to work? Is that what you're saying?

DEPUTY COMMISSIONER GRIPPO: That's what we're targeting? We're hoping.

CHAIRPERSON GIBSON: Okay. So what happens with the 115 that's left?

DEPUTY COMMISSIONER GRIPPO: That was actually put into--I--I believe the way the budget worked the 100 some odd analysts were put into next fiscal year's budget. These are going to be a little bit more challenging in terms of recruitment, and they're going to take more time. That's why we had actually phased the hiring so the target--

CHAIRPERSON GIBSON: [interposing] Okay.

DEPUTY COMMISSIONER GRIPPO: --number for this fiscal year was 300--

CHAIRPERSON GIBSON: [interposing] 300. Okay.

DEPUTY COMMISSIONER GRIPPO: --and then we had the other 100 next fiscal year.

CHAIRPERSON GIBSON: Okay.

COMMISSIONER BRATTON: If I may point before Chief Spinella, who is the newly appointed Chief of Personnel Office for some additional figures, when we talked about the 1,297, keep in mind that we hired many more officers because we also had to deal with attrition.

CHAIRPERSON GIBSON: Uh-huh.

COMMISSIONER BRATTON: So the number is between--much closer to between 2 and 3,000

additional officers who had to go through applicant processing. So it's been a long time since the department put those type of numbers through in a one-year period of time. Chief Spinella.

CHIEF SPINELLA: Thank you.

LEGAL COUNSEL: Do you affirm to tell the truth, the whole truth and nothing but the truth in your testimony before this committee today, and to respond honestly to council member questions?

CHIEF SPINELLA: I do.

LEGAL COUNSEL: Can you state your name, Chief?

CHIEF SPINELLA: Raymond Spinella, Chief of Personnel.

CHAIRPERSON GIBSON: Thank you.

CHIEF SPINELLA: In the last year if you go back from January 2015 to January 2016, we hired 57--54 police officers. [coughs] That's in addition to the 1,297 above our normal recruitment processing. So if you look at the--those numbers, they--they took a-- a back--a back--a back stage to hiring the civilians. So we're doing in personnel, I'm doing a to-to-bottom reorganization of their entire Personnel Bureau, and what we did was going forward we're going

to have a civilian investigation unit that's going to concentrate solely on performing investigations for our civilian hires.

CHAIRPERSON GIBSON: Okay. I just wanted to mention I mean--and that's why I'm asking the questions on numbers on civilianization because when we get the quarterly report, it's not always reflecting some of the numbers you described. So that is--is my intention just to get accurate data to make sure that it's lining up with what we're getting in our reports.

DEPUTY COMMISSIONER GRIPPO: One thing that's good that you brought that you brought up, Chief Spinella and I have spoke. That quarterly report from our perspective is a--a bit outdate, and what we'd like to do is actually meet with the Council after this hearing either before the Executive Budget or if not before the Executive Budget in the line for the next--for--for next Fiscal Year just to look at updating that report so it--it--it more accurately reflects what we would we call civilianizeable positions. I think it's based off of an--an older methodology, and there are some issues. Another thing I would state just to--on--on this

issue with civilianization is that there is a broader effort the Police Commissioner in his remarks alluded to at the department that goes beyond the 415 civilians--civilianizeable positions that were funded by the Council. And just to--to--to put it, you know, in--out there, we are not only looking at-- because the number we want to get to is 2,000 additional cops. So even with the 413 and 1,300 we would be some number shy. What we're doing is looking at a number of different programs within the department that that either free up police officer time by making the job effectively more efficient for the--for the officer on patrol. Or, in some instances taking some of the activities that a police officer on patrol might be performing and replacing it with the civilian employee who is currently already hired and with the department. An example being us looking at TEA's ultimately handling some of the accident reports that don't involve injury or serious damage, and what that could ultimately do on patrol. So there's a--a broader effort at hand within the department to get beyond just the 415 and the 1,297 that we have been actively engaged in.

CHAIRPERSON GIBSON: Okay. Your request is approved. I would love to get a further update on how we can make sure the quarterlies are more reflective of the accurate data that you're getting in--in updated information. Within the conversation on civilianization, I can't talk about civilianizing police officers without talking about my 911 call takers. I've been very adamant about, you know, this department making sure we recognize the hard work they do. The overtime that we have really attempted to reduce and make sure that our 911 call takers are operating obviously in a--a real stressful environment, but we're giving them a lot of opportunity within the 911 call system. So PSAC II is opening in May in the Bronx. I'd like to find out an update on where we are with--with PSAC II opening. I do know that a number of 911 call takers are now volunteering to sign up to move PSAC II in the Bronx. So I wanted to know where we are with that, as well as language access. Commissioner Bratton, you talked about using Language Line a little bit more, which is a third party system, in which transfer calls that are not English to a third party. I wanted to find out are we looking to hire more 911 call takers, and

if so, are we looking at call takers that speak a second and/or third language?

COMMISSIONER BRATTON: I think you're all very familiar with Deputy Commission Jesse Tisch. Jessie can speak to--about status of personnel. Status of overtime, status of the new 911 center opening up, up in the Bronx as well as the language capability of force--four questions of four issues within your--your comment. Jessie.

LEGAL COUNSEL: So you--let me just swear you in. Do you affirm to tell the truth, the whole truth and nothing but the truth in your testimony before this committee today, and to respond honestly to council member questions?

DEPUTY COMMISSIONER TISCH: I do.

LEGAL COUNSEL: Please state your name.

DEPUTY COMMISSIONER TISCH: Jessie Tisch.

So--

COUNCIL MEMBER CORNEGY: [off mic] Could you just speak a little more into the microphone, please.

DEPUTY COMMISSIONER TISCH: As--as I think you know, we are planning to take our first call at the new 911 Call Center in the Bronx--which

we all refer to as the PSAC II--hopefully in June. And we are going to begin there by doing minimal volunteer staffing. That will be the first phase where we'll just have a handful of voice communications technicians all of whom volunteer for the assignment to go take the first call out of the new 911 Call Center. And then we will start to ramp up the call taking out of that facility from there over the course of the summer. That's the current plan. In terms of our headcount, there are going to be two new budget requests coming the Council's way for PCTs, and supervisory PCTs as PCTs. And those reflect two different programs. The first is as you discussed the move to the new 911 Call Center, which requires additional headcount at full build-out. The second thing is text to 911, which is a program that in collaboration with the Council we are working to implement over the next year. We are in the throes of de--designing a technology solution now, and we hope to have that implemented in the next year. That, of course, will put additional headcount burdens on the department, and we'll be asking for new PCTs to support that effort.

CHAIRPERSON GIBSON: Okay, do we have a number yet on how many PCTs and SPCTs we're asking for?

DEPUTY COMMISSIONER TISCH: We are finalizing that--

CHAIRPERSON GIBSON: [interposing] Okay.

DEPUTY COMMISSIONER TISCH: --number now.

CHAIRPERSON GIBSON: Okay, great. Thank you very much, Commissioner. Thank you. So let me get to my colleagues that have questions. Colleagues, we have a five-minute clock that ask if you could please respect out of deference to our colleagues who are here with questions. We've been joined by Council Member Robert Cornegy, and Council Member Rafael Espinal and Council Member Chaim Deutsch who have joined us. Thank you, colleagues. We will first get to our Minority Leader Council Member Steve Matteo.

COUNCIL MEMBER MATTEO: Thank you, Madam Chair and Commissioner my condolences on the passing of your father and welcome. I just want to just follow up on, you talked about the low level offenses, the policy in Manhattan. I believe it was said before on the panel that as of now, if the D.A.

2 is not behind it, or leaving it, that we're not going
3 to expand it unless you have cooperation from the
4 local D.A. Was that accurate?

5 COMMISSIONER BRATTON: Again, let me
6 bring Deputy Commissioner Tisch up to give you
7 specificity on this issue. He's the various--he met
8 on the collaboration with the D.A. and Larry--Larry
9 Byrne.

10 DEPUTY COMMISSIONER BYRNE: Hi. Larry
11 Byrne again. The program was piloted and spearheaded
12 by D.A. Vance, and that's where we're operating it
13 with the exception of the Transit piece of it, which
14 is throughout the city. We are talking with all of
15 the other district attorneys about their level of
16 interest whether or when. I think those are all in
17 the very early discussions. People want to see how
18 it goes in Manhattan. Some people may have strong
19 feelings one way or the other, but experience may
20 sway them. So I don't think we're close to a final
21 agreement to do this in any other borough just yet,
22 but it's an ongoing discussion. We're all watching
23 and learning.

24 COUNCIL MEMBER MATTEO: Okay, I
25 appreciate that. I just needed clarification.

[coughing] In terms of the security for the homeless issue, in my district we have three hotels, the Travis Hotels. I was wondering what the NYPD's collaboration with the security at these hotels are where I have at this point about 60 families still in these hotels. So if I can get an update on the partnership with the NYPD and the security at these hotels?

COMMISSIONER BRATTON: Well, as we've already referenced that we have just initiated a study on this issue. So, the assurance of we are not policing those hotels, and I had no intention of policing those hotels. We're working in collaboration with the Department of Homeless Services, but again we have initiated a Management Study. We will be doing training of the peace officers who work for the Department of Homeless Services, and that training course is in the process of being designed. So if you have more specificity about the issue of those hotels other than knowing where they are, we're not--we are not the NYPD providing police--any additional policing services to them, or to any other shelter for that matter.

COUNCIL MEMBER MATTEO: Okay, I'd--I'd like to pursue it, and follow up with your staff to discuss the three hotels as soon as we can. I appreciate it.

COMMISSIONER BRATTON: Chief--Chief Gomez will take care of you. Yeah, you personally deal with him there.

COUNCIL MEMBER MATTEO: Thank you. So obviously on Staten Island we have, you know, an overdose issue hovering--opioids. So have a two-part question. One, just--I'm just curious where NYPD is right now in our efforts to curb the overdose issue, and in terms of Narcon when it's being administered are all officers trained at this point, and what happens when an officer issues Narcon? Are they following up with the person to get further treatment, and where do they go from there?

COMMISSIONER BRATTON: Carlos, do you have the specificity on that? I think that we have completed the distribution, if I'm not mistaken.

CHIEF GOMEZ: It's not just the--the Office is in Staten Island. They are I believe 14,000 officers throughout the department that have been trained in the use of the--of the agent. There

are in the past 2-1/2 years since--since we began the program 70--72 instances in which the agent was--was administered. The second part of your question is there a--is there a follow-up with the individuals? I'm--I'm--I don't think there is. I would--I would say there isn't. You know, we--we treat it as an--as an needed case, and then, you know, that's like a--a private--a private matter after that. But officers are trained throughout the city in--in the use of this--of this agent.

COUNCIL MEMBER MATTEO: Well, I just--we have spoken with District Attorney two weeks ago at--at the first hearing. So I think it's--behooves all of us if we could also sit together because he was looking to put up a program follow up. So I think we should all be on the same page in terms of communication, what treatments they--we can have moving forward, and at least direct them to the right community fast person or the District Attorney's Office.

CHIEF GOMEZ: I'll speak to Chief De La Torre.

COUNCIL MEMBER MATTEO: I appreciate that if we could set that up that would be great, and the

District Attorney laid out a series of plans and resources that he believes he needs to fight the drug overdose problems of Staten Islanders. If the NYPD has any requests, what--what we can do collaboratively and work together in terms of putting an end and curbing overdoses, and if any resource is needed?

CHIEF GOMEZ: We'll certainly--we'll try to identify where the--where the heron is--is coming from and--and--and then take down those, you know, those responsible in the sale and the distribution.

COMMISSIONER BRATTON: Carlos, if I can expand. We are currently quote Deputy Commissioner Susan Herman, who [bell] is the Deputy Commissioner of Collaborative Strategies. We are working with the Department of Health on that overall issue, broad the city not just the--the Staten Island, which has certainly experienced one of the larger problems with the Heroin over dose issue. But we'll be continuing to be collaborators with the City as it attempts to develop a comprehensive effort to deal with this issues.

COUNCIL MEMBER MATTEO: I appreciate that, and just I know, we're--we're close on time and

we're done, but I have one last question. Last year I wrote to you, and I talked to you about the 911 issue in my district about the dispatcher not knowing exactly where the Staten Island Railway Station was at one of the incidents, and you explained that you were going to retrain the dispatcher. So I was just following up on where we are on that, and what specific training is taking place?

COMMISSIONER BRATTON: I think Jessie Tisch can speak to that one again for you.

DEPUTY COMMISSIONER TISCH: Not only was that PCT retrained, all of the PCTs assigned to the 911 Call Center were retrained on the--that issue specifically, but they are all. They--they undergo a lot of training each year. So this was incorporated into the standard training.

COUNCIL MEMBER MATTEO: And you said--I'm sorry. Numerous others were trained as well, or--?

DEPUTY COMMISSIONER TISCH: The entire floor, everyone. All Police Communications Technicians were retrained.

COUNCIL MEMBER MATTEO: Well, I appreciate that. Commissioner, I--I appreciate your efforts of the Commanding Officers and the men and

2 women of the PD in the Staten Island just do a
3 phenomenal job. But if we could follow up on these
4 specific issues--

5 DEPUTY COMMISSIONER TISCH: Yes, I'd be
6 glad to.

7 COUNCIL MEMBER MATTEO: --offline and I
8 will send it back because I know my colleagues have a
9 lot of questions. Thank you.

10 CHAIRPERSON GIBSON: Thank you very much
11 Minority Leader Steve Matteo. Next, we'll have
12 Council Member Rory Lancman, and we've also been
13 joined by Council Member Brad Lander.

14 COUNCIL MEMBER LANCMAN: Thank you. Good
15 afternoon, Commissioner and your whole team. I want
16 to frame my questions in the five Ts that you
17 presented and--and start by saying truly thank you,
18 and all the members of the department from the--from
19 the top to the--to the men and women on the beat for
20 their extraordinary successes that you have had in
21 tackling crime, terrorism and technology. And I want
22 to focus on a couple of issues that have come up that
23 relate to the training and trust, part of the five
24 Ts. A couple of weeks ago the Civilian Complaint
25 Review Board testified at a City Council hearing, and

I asked them to update us on the number of chokeholds that have been substantiated. And the response was very disturbing that in 2015, there were twice as many chokeholds substantiated than in 2014, 19 in 2015; 7 in 2014, 1 in 2013. The 2013 was a different error. So, can you please tell us why the number of substantiated chokeholds are going in the wrong direction, and what the department is going to do differently whether it's training, discipline, et cetera, to get those numbers going in the right direction?

COMMISSIONER BRATTON: Kevin Richardson who heads up Department Advocate's Office will speak to that. He's the one that inter--interacts most frequently with CCIB, and he can speak to the highest substantiation rate, which is in some respects reflective of a CCRB that is being reformed under the leadership of Mr. Emory, as well as the closer collaboration coordination with Mr. Richardson and his--or Commissioner Richardson and his office.

LEGAL COUNSEL: Do you affirm to tell the truth, the whole truth and nothing but the truth in your testimony before this committee today, and to respond honestly to council member questions?

2 DEPUTY COMMISSIONER RICHARDSON: I do.

3 LEGAL COUNSEL: Please state your name.

4 DEPUTY COMMISSIONER RICHARDSON: Kevin

5 Richardson. Good afternoon. One of the things that

6 the CCRB and Chairman Emory put into place when

7 Chairman Emory took over was a retraining and

8 refocusing on investigations. So CCRB investigators

9 actually actively received training from our Internal

10 Affairs Bureau on conducting investigations.

11 Additionally, the Internal Affairs Bureau has staffed

12 members. Detectives are assigned to the CCRB to

13 assist CCRB when conducting investigations. Overall,

14 the substantiation rate for cases in CCRB in 2015 has

15 increased across the board. The majority of those

16 cases are substantiated when the CCRB has video

17 evidence in addition to just testimonial evidence.

18 But one of the factors that really drove the increase

19 in substantiation of chokehold cases in 2015 was

20 CCRB's internal clarification of the definition that

21 they were going to apply in finding a substantiation

22 in chokehold, which is any contact with the neck is

23 considered now chokehold to CCRB. So in any case

24 where they see an officer make either incidental or

25 continued contact with the neck, the CCRB is

substantiating a chokehold. What we do notice, though, for 2016 year to date, the CCRB is reporting that they've only substantiated one chokehold allegation year to date. So we think that with increased communication with CCRB, which the Advocate's Office passes onto the Training Bureau to implement new and improved better training of officers, and in continued conversation cooperation with CCRB, we've been able to jointly drive down the number of substantiated chokeholds in 2016.

COUNCIL MEMBER LANCMAN: Well, that's extremely important. You know, Commissioner, you and I have different notions about how to best address the--the--the chokehold problem. Both of our goals is get to--to zero, and it's--the number of substantiated cases is something that we'll be looking at very closely. Nothing would make me happier than to be at this hearing next year and congratulating the department on getting that number to zero. I'm concerned about the increase in substantiation, but you're telling me that that number is going down as we--we get into 2016, and I hope that that's where we get. The second aspect of the trust in--in training question is the Federal

Monitor's Report, which found that the second report to the--to the court, which found that in nearly 30% of the cases where an officer was supposed to issue a--a stop receipt for a Stop, Question and Frisk, [bell] that the information was lacking. And that in the majority of those cases, the sergeant who's supposed to sign off on the--the stop receipt, did so even though the information was lacking. So could you tell us now that these stop receipts have--are being rolled out citywide, what training is being provided to make sure that this--this very valuable and commendable tool to improve trust between police and the community is going to be utilized the way it ought to be?

DEPUTY COMMISSIONER RICHARDSON: Yeah, as you're aware, the--the Federal Monitor appointed by the judge has very significant control and influence over both the pace of [coughs] as well as the content of the department's initiatives in this very, very specifically training and implementation. And it's been a very time consuming, laborious process. It was not only that we deal with the monitor, but we deal with the several dozen plaintiffs who have to sign off on pretty much anything that's promulgated.

We have created a Risk Management Bureau that reports to First Deputy Commissioner Ben Tucker, the one I left, the one I created in L.A. (sic) to deal with the Federal Monitorship there. That entity is headed up by Chief Pontillo (sic) who will speak to your office with a specific question.

LEGAL COUNSEL: Do you affirm to tell--

DEPUTY COMMISSIONER RICHARDSON:

[interposing] And that--

LEGAL COUNSEL: Oh, I'm sorry. Do you affirm to tell the truth, the whole truth and nothing but the truth in your testimony before this committee today, and to respond honestly to council member questions?

ASSISTANT CHIEF PONTILLO: I do.

LEGAL COUNSEL: Please state your name for the record.

ASSISTANT CHIEF PONTILLO: Assistant Chief Matthew Pontillo, Commanding Officer of the Risk Management Bureau. So to echo the Commissioner's comments, the work with the court appointed monitor is very much a work in progress. As you may recall, the court order the brought about the monitor outlined a series of comprehensive

changes to trainings, supervision, discipline, reporting and policy all around the area of stop and question. That is very much a--a process, and the monitor's most recent report is a snapshot of a moment in time of the status of that process. So a little bit about the process itself. Every revision that we undertake whether it's to come up with the new form or revise the policy or revise the training curricula, goes through this collaborative process. The department will draft a proposal, submit it to the monitor and then the plaintiff's attorney's, and there are currently 23 different attorneys involved in this process, will review and make counter proposals, offer suggestions, will have frequent meetings on whatever it is we're discussing. And at the end of that, we will have a procedure or a form or a policy that we all agree with. The monitor then brings that to the court. So what the monitor was commenting on was a period of time where this was very much a work in progress and many of those components had not yet been complete. So the policy, the revised policy we began discussing that last February. That was not approved by the court and published until September. During the course of the

summer under the monitor or supervision we did a pilot project using a new report. And that was a--a approximately three-month pilot where there were some deficiencies noted. I would think it's also important to note that the training that goes along with this has not been completed yet. And that's because in order to do the training we have to finalize or had to finalize the policy as well as the forms and all the related materials. Once all of that is finalized, and we're on the verge of finalizing it now, we'll then be able to finalize the training curriculum, which is 90% completed. But once the training is done, and training will address reporting requirements, the law, police officer's authority. Under the law the role of supervisors, remedial action by supervisors it's all part of the new training and the policy. That will begin we hope by April or May, but again it was all contingent upon going through this process where we're, you know, working cooperatively with the monitor and the plaintiffs, and ultimately getting the court approval had to revise a whole series of procedures as well as forms and training curricula. And now going forward, we'll be able to train the entire department. It

will be a one-day session, part of that five-day CPE, the Commissioner mentioned earlier. It's also important to note that all of these deficiencies that were in the Monitor's Report are identified by the Department. So the monitor did not come in, in order to identify deficiencies. This is part of a very robust ordering mechanism that we've built to self-analyze, and analyze where our weaknesses. And that in turn is helping to drive the content of the training curriculum that is about to be rolled out under my supervision.

COUNCIL MEMBER LANCMAN: Thank you.

CHAIRPERSON GIBSON: Thank you very much, Council Member Lancman. Commissioner, I wanted to ask a very quick question on recruitment. I know that Deputy Commissioner Tucker and--and other have talked about our recruitment efforts to continue to hire a department that's reflective of the city, and also a promotional path as we continue to move beyond officer to make sure that those are deputy chiefs and chiefs and lieutenants are obviously reflective of the growing diversity of the city. As I understand, in October of 2015, we have a current class that's scheduled to graduate from the Academy I believe in

1 April. We have a class that's started in January of
2 this year. They're scheduled to graduate in July,
3 and I do know that current class has a large number
4 of women, and predominantly Asian-American women. So
5 I wanted find out are you still looking at the
6 Application Processing Unit, APU and looking at
7 expediting the process of applicants' steps from A to
8 Z, making sure that they are dealing with some of the
9 challenges within the system, the background check,
10 the medical review, the psychological exam, et
11 cetera. And then also with the hiring of new
12 officers, we have the new Neighborhood Coordination
13 Officer Program, NCO. I wanted to find out where we
14 are with that in instituting NCOs through the PSAs as
15 well as our various commands, and if you can give us
16 an update on when we will have a universal NCO
17 program in the department?

19 COMMISSIONER BRATTON: I'll ask First
20 Deputy Commissioner Ben Tucker to discuss the
21 applicant screening process, which has been totally
22 revamped from top to bottom under his leadership
23 during the past year. And the second portion of your
24 question all to the NCO, I'm going to ask that Chief
25

Gomez speak to that. It's an area that he has direct responsibility for implementing. Ben.

DEPUTY COMMISSIONER TISCH: Sure. Madam Chair. So with respect to you recall that we froze-- we spoke with DCAS and we--and we stopped the--the giving of exams. You may remember that we had a backlog. Well, not a backlog. We just had a list or a number of lists that totaled at the beginning of 2014 somewhere near 50,000 people in the mix, and as we started to both at the same time think about a new recruitment campaign, it--it made sense that we wouldn't roll out a new recruitment campaign seeking to--to approach people who we know we want to have in the department with certain qualities and character until we reduced that backlog. Otherwise, we roll the campaign out too soon. It doesn't have the desired effect. So DCAS was--was helpful. We froze the exams. That last is now down to--and--and--and I'll ask Chief Spinella maybe to--to sort of fill in the gaps here--but down to maybe just under 20,000 people. So as the list shrinks, we are now looking at, and we stayed in contact with DCAS in trying to determine when we'll give--begin the exam process again, and that may be sometime later mid-year, maybe

June, maybe a little later than that. The point being we want to try and--and manage this process. So we're holding off on the exam. At the same time we are--have put together, we're in the process of looking at a--a new recruitment campaign and making some calls and judgment calls around whether we think it--it accomplishes what we need it to--to accomplish. When we agree on a final product, then the question is when we actually roll it out. So that's where we are in terms of the process, but the--the--the investigative process and--and the issues that have in the past been obstacles to certain people getting into, coming into the--to the agency has been dramatically over--overhauled under Chief Royster, as--as I think you know. And so that process continues, and as we begin to bring people in, most recently as--as--as Commissioner Grippo pointed out, as we brought in so many police officer in the past, they were very much focused on trying to do that, and do it in a way that was fair and equitable and--making sure that--that the investigations were thorough. We--we implemented a new level of supervision for the investigators so that they weren't having to make those final

decisions themselves, but there would be some oversight to the extent that they thought a person did not meet the qualifications or should be on hold for--for one reason or another.

COMMISSIONER GARCIA: Okay.

DEPUTY COMMISSIONER TISCH: Ray.

CHIEF SPINELLA: [off mic] Okay.

[coughs] [on mic] So currently right now, there's about 5,000--5,000 people left on some past list, and we have 14 lists that are going to expire in--in July. We have about 188 viable candidates on those lists. So what we did is we moved up the--the higher rate two days before those lists will actually expire. So there--so we will be able to get to those people before their list expires. Another thing that we've been doing, we've been working with DCAS, and working with DCAS we're going to get the names of the people who will actually file for the test. And as soon as they file, we're going to strategically reach out to them every step of the way. So once they near--they file for the test and get a test date, we'll know who they are, and we'll continue to reach out to them. Once they past the test, we'll reach out to them again, congratulate them and help them

through the process, and invite--invite them to the Candidate Assessment Division's new location that's on 20th Street, and we'll also invite them to the Police Academy showing what the whole process is about.

COMMISSIONER GARCIA: Okay. Thank you.
Chief Gomez.

CHIEF GOMEZ: To answer the second part of the question, the NCO Program is currently in place in 15 patrol precincts and five PSAs. Just in--in--next month in April of 2016 we will be expanding to an additional five precincts, and then in late June we plan on expanding to six precincts.

CHAIRPERSON GIBSON: How many?

CHIEF GOMEZ: Six precincts.

CHIEF GOMEZ: Six precincts and one PSA. So by the end of June it will be in place in 26 patrol precincts, and--and certainly our most busiest commands throughout the city as well as six PSAs. So by the end of June, the plan to be in 26 patrol precincts and six PSAs.

CHAIRPERSON GIBSON: Okay and with the expansion of the NCOs in these commands and PSAs, the

officers are being replaced by the new class that's graduating?

CHIEF GOMEZ: The new class--

CHAIRPERSON GIBSON: [interposing] Is that how it's working.

CHIEF GOMEZ: We're also--the feeder stream is also the--the impact--the impact zones--

CHAIRPERSON GIBSON: Right.

CHIEF GOMEZ: As the Commissioner stated earlier, by the end of this month there will be nobody in impact. They'll be used to fund the--the NCO program.

CHAIRPERSON GIBSON: Okay, great. Thank you. I'd like to get to Council Member Daneek Miller for questions.

COUNCIL MEMBER MILLER: Thank you, Madam Chair, and my brilliant Madam Chair that--that asks all those very relevant questions that we're going to ask. Good afternoon, Commissioner, you and your team. Thank you so much for being here and allowing us the opportunity to drill down on a few things. So I want to kind of stay on where the Chair was, and that is on the 1,297 and the deployment. I have some areas in the district, some--some critical

transportation hubs as well as commercial hubs that after certain hours there is no police presence. And so I heard the conversation with local command about deployment, and they were told--I was told that they were transferred into kind of a PSA where they were--where--where they were needed. And so as we deal with that number, and the--the 1,297 as well, there's obviously the--the number from the civilianization ought-- Do we have the type of numbers? Is that--is that a situation that we should be enduring around the city that we have critical transportation hubs, that we have major trans--commercial hubs that aren't patrolled really during critical times of the day? Is there something that we should see in this city at this time?

COMMISSIONER BRATTON: Carlos, I'll ask you to hop in on this, but let me just respond. The ability to have police everywhere all the time is not possible certainly in a city such as New York, and that's where we attempt to prioritize based on a combination of factors. Workload, calls for service, the volume of people, a full range of issues that go into factoring where do we put specialized units. SO I think you're well aware that recently Times Square,

which has been a half million visitors a day that we put a specialized unit there to deal with a number of quality of life issues. Up in Harlem up on 125th Street, we are dealing with the K2 epidemic up there, and we created a specialized unit for that very significant commercial hub to Harlem. We're in the process of putting a unit here at Battery Park, a very heavily tourist area that those people are being preyed upon by scammers between the ferry and the cruises into the harbor. So we attempt to in areas impacted by tourism, areas impacted by commercial interests to put resources where appropriate. I'm not specific--familiar with the specific areas you're talking about, but we could reference those. Chief Gomez may be able to speak more specifically about what they are doing relative to that. The NCO new sector configuration is intended to keep officers in an area so they become much more familiar with business owners, schools, leaders in the community than we've been able to do in the past. In some respects to make up for the fact that we can't be everywhere all at the same time.

COUNCIL MEMBER MILLER: So I'm--I'm speaking specifically about the Downtown Jamaica, the

Parsons and Jamaica Parsons and R2, which is a critical transportation hub as well as the Jamaica Avenue area--

COMMISSIONER BRATTON: [interposing] Uh-huh.

COUNCIL MEMBER MILLER: --which is a major commercial tourist area as well. Obviously, I have not seen the emphasis placed on the deployment in that area there at Winner's (sic) Parks to have conversations with--with the Queens South Command about that, and I was told exactly what I said about there being other needs, but I think that there is--is--there's a real critical need for a presence there. But what impact does this--the--the 1,297 have on that or--and--and some of the other units that have come out of that including the strategic response. And--and are we over-prioritizing and neglecting local communities?

COMMISSIONER BRATTON: Not at all. We're--we're binding those 26 precincts and six PSAs to accommodate the neighborhood policing model to require in almost every incidents putting additional personnel in to those precincts above what they already had. A number of those wardees (sic) are

coming out of the 1,297. A number of them are coming out of the approximately 700 other offices that we have found that produce civilianization as well as reorganization. The areas you're talking about-- Carlos, I'm not sure if those are model precinct areas.

CHIEF GOMEZ: No, they're not. You're talking about the 103?

COUNCIL MEMBER MILLER: The 103, that's correct.

CHIEF GOMEZ: And the 105. [coughs] As the--when the Academy graduates on April 1st, both those commands will be receiving more officers. And then there's another class, the January class will graduate--graduate towards the end of June. You will receive additional offices at that time also. But looking--looking at the staffing levels in--in those two commands, the--the 103 Precinct as---as--as we speak has more offices, as we speak than at the same time last year. [bell] And so does the--so does the 105 Precinct. I know the 103 precinct had an impact zone that covered there in--in--in Jamaica. And again, we eliminated the--the impact zones, but most of those officers stayed in the--in the 103 Precinct,

2 and that's why we show an increase in the--in the
3 headcount.

4 COUNCIL MEMBER MILLER: Yeah, well still
5 here--there, but they've--they've been redeployed
6 over to the PSA. It's, you know, to--to the South
7 Jamaica Houses that we saw.

8 CHIEF GOMEZ: I--I--I don't think that's
9 correct. I'll--I'll speak to you--

10 COUNCIL MEMBER MILLER: [interposing]
11 Okay, please do.

12 CHIEF GOMEZ: --after--after the meeting.

13 COUNCIL MEMBER MILLER: And--and my--my
14 final question is--is--is about Vision Zero, and--and
15 what kind of--what--what is the determining factor
16 when there is additional actions needed to be taken
17 in a particular community around a campaign. And--
18 and when that happens are there are collaborations
19 with other agencies such as TLC and others? Because
20 we have a major problem particularly around commuter
21 vans that aren't being addressed.

22 COMMISSIONER BRATTON: As it relates to
23 Vision Zero, Chief Tom Chan is--is our point person
24 on most of the initiatives. He controls the Highway
25 Division, the accident investigation teams, and is

2 the principal collaborator for the NYPD with the
3 various city agencies, particularly the Department of
4 Transportation. So, Tom, if you could speak to the
5 Council Member's question.

6 CHIEF CHAN: Council Member, your
7 question is to--

8 LEGAL COUNSEL: [interposing] Let me--let
9 me quickly swear you in.

10 CHIEF CHAN: Sure.

11 LEGAL COUNSEL: Do you affirm to tell the
12 truth, the whole truth and nothing but the truth in
13 your testimony before this committee, and to respond
14 honestly to council member questions?

15 CHIEF CHAN: I do.

16 LEGAL COUNSEL: Please state your name
17 for the record.

18 CHIEF CHAN: Thomas Chan, Chief of
19 Transportation Bureau.

20 LEGAL COUNSEL: Thank you.

21 CHIEF CHAN: Councilman, your question
22 was in reference to how we prioritize and deploy our
23 people.

24 COUNCIL MEMBER MILLER: Yes.
25

CHIEF CHAN: Okay, with our traffic agent and each precinct we meet our traffic stat. We take a look at the individual traffic plans in those particular precincts. For example, the borough will attend, and just this past week we had in Brooklyn South there, and all 13 precincts are present. We take a look at where the collisions are occurring throughout the--the command, and then we take a look at what type of collisions, sideswipes, rear-end, where they're occurring. And then again, we take a look at what the precinct's plan is in terms of enforcement, hazardous violations, speeding summonses, right-of-way summonses, pedestrians injured and things of that nature. We look at our stats. We look at their plan, and based on that we will then make a decision on how we deploy our personnel. If there's hazardous violations where people have many double-parked vehicles, we ask our Traffic Enforcement District to send additional personnel there to issue parking summonses. If it's speeding summonses locally, we have the individual precincts that are trained to have them or someone to do speed enforcement. If it's on the highways themselves, then we ask the highway units, too. So

each precinct and borough is going to be different, and you have a different, but we are constantly reviewing that plan and strategy for each and every precinct involved.

COUNCIL MEMBER MILLER: [off mic]

CHAIRPERSON GIBSON: Thank you very much, Council Member Miller, and next we'll have Council Member Inez Barron.

COUNCIL MEMBER BARRON: Thank you, Madam Chair, and I'm glad to have an opportunity to put my comments on the record. If the Sergeant-at-Arms could remove this covering for me, please? Thank you. First, I'd like to start with comments about Ramarley Graham. We're very disappointed that the Department of Justice did not find that there was sufficient evidence to go forward with charges against the officer who killed Ramarley Graham in his house. We feel that the department should have been investigating, and there was some information being exchanged and presented that said they were holding their investigation at the request of DOJ before they would go forward. So, the department has--should have received a letter from the Black, Latino and Asian Caucus saying that we demand that that

investigation go forward immediately, that it be comprehensive, and that all of those who were involved in that deadly killing be investigate and brought up on the appropriate charges with the disciplinary actions appropriate for that situation. We also believe that the information that was initially given by the officer has had some redactions and some changes, and we feel that in itself warrants looking at what was the change that went forward? Why were some things that were initially said further not in the final record? We don't feel that the actions of the NYPD are such that we should feel that there's any matter of courtesy, professionalism or trust or any of that coming to our communities. I call your attention to this poster. On the left in white you can see a list of different calibers of bullets, and on the right no faster (sic) than dialing 911. A very disturbing message. For me a message that brings thoughts of violence. Thoughts of taking measures in your own hands, and thoughts of not relying on the police for any kind of resolution for problems. This is not really giving justice to the T-shirt because the T-shirt has bright neon colors with this message on it. The T-shirt was

being worn in my community in front of PSA2 by an undercover police officer just before he was getting ready to go out on duty. This is a message of disrespect to our community that you would have the audacity that you own it, that you own it. But that would have the audacity to put it on, and to go out in our community with this message and that that the person over you would not say wait, that's not appropriate. Put on something else, and allow him to go out with that message on to our community is--is unconscionable that that should happen. I don't know if you're aware of it. Perhaps it was never brought to your attention, but we would like to know what happened to that officer? You talk about your theory of broken windows, and we need to stop people at the earliest mishap of what they're doing so that they don't do further. If you have a police officer wearing this message, I can only think what it is that's in his mind as he's going out into our community. So that's totally unacceptable. We also want to know how many officers are on modified duty, and what is the cost to the city of those who are on modified duty? How long they've been on modified duty, and we say that some of us--I'm speaking for

myself--don't believe that a person heading up NYPD who adheres to the tenets and principles of the Moynihan Report in the Year 2016 should be the person heading up the Police Department because that report was racist. It was condescending. It talked about broken families, and our inability to raise our children because of defects in our culture, and in our family structure. So those are the comments that I put into the record, and I would like to get an answer to the questions as to how many officers are on modified duty, for how long, and what is the cost to the city? We've been told that the officer who killed Ramarley Graham has had a significant increase in his salary during the time, since that time that he's been still remaining on the police force. That money, of course, is accruing to his pension, and we don't feel as--as taxpayers we should bear that burden, and that is unconscionable that he should benefit during that time without the Police Department having done its investigation.

CHAIRPERSON GIBSON: Thank you very much. Commissioner [bell] would you like to respond?

COMMISSIONER BRATTON: We'll be happy to provide that number. We don't have it immediately

available. We'll be happy to provide it once we determine it. Okay.

CHAIRPERSON GIBSON: Are you able to speak to the comments of the Council Member on this individual officer that displayed the-

COMMISSIONER BRATTON: [interposing] I believe comments--

CHAIRPERSON GIBSON: --the T-Shirt?

COMMISSIONER BRATTON: --are statements more than questions. So I don't respond to statements. Sorry.

CHAIRPERSON GIBSON: And what about the number of modified officers?

COMMISSIONER BRATTON: I just told you--

CHAIRPERSON GIBSON: [interposing] Okay.

COMMISSIONER BRATTON: --we said that in writing to you. I don't have it immediately available.

CHAIRPERSON GIBSON: Okay.

COUNCIL MEMBER BARRON: Madam Chair.

CHAIRPERSON GIBSON: Yes.

COUNCIL MEMBER BARRON: I said I didn't know if you if you knew of the officer. So my question to you is did you know there was an officer

2 who wore that T-Shirt? And if you didn't know, how
3 should that have been reported to you? And if you
4 did know, what is the status of that officer?

5 COMMISSIONER BRATTON: This is the first
6 I'm hearing of it.

7 COUNCIL MEMBER BARRON: Okay.

8 COMMISSIONER BRATTON: This was not made
9 an actual official complaint to us. I would advise
10 you to put it in writing and send to us, and we'll be
11 happy to investigate it. If you had details as to
12 the identify of the officer, the date of the
13 incident, where it occurred, that would be helpful to
14 us in conducting our investigation.

15 COUNCIL MEMBER BARRON: So as officers
16 are reprimanded by their superiors, they don't report
17 to you? They don't send you a report telling you
18 that this has occurred?

19 COMMISSIONER BRATTON: I just indicated
20 to you I am not personally aware of the allegations
21 of--

22 COUNCIL MEMBER BARRON: [interposing] My
23 question is--

24 CHAIRPERSON GIBSON: [interposing] Okay.
25

COUNCIL MEMBER BARRON: --is there a
protocol--

CHAIRPERSON GIBSON: [interposing]
Council Member.

COUNCIL MEMBER BARRON: --for them to
notify you?

COMMISSIONER BRATTON: If there's a
complaint made, there is a protocol. Have you made a
complaint about this, or the members or--

COUNCIL MEMBER BARRON: Yes.

COMMISSIONER BRATTON: --the members that
you just made? (sic)

COUNCIL MEMBER BARRON: Yes I did.

CHAIRPERSON GIBSON: Okay.

COMMISSIONER BRATTON: Who did you make
it to?

CHAIRPERSON GIBSON: Okay. So, Council
Member, what I suggest we can do is have a
conversation about--

COUNCIL MEMBER BARRON: [interposing] I'll
do that.

CHAIRPERSON GIBSON: --went on since you
did follow up with a letter, and I don't know if it
was received by your department, but certainly that

is something I want your department and the Council Member to talk about. But for the purposes of this hearing focusing on the budget, I really want to move on, and allow other colleagues to ask the ask the questions that they have.

COUNCIL MEMBER BARRON: [interposing]

Thank you, Madam Chair.

CHAIRPERSON GIBSON: Okay. Thank you very much, Council Member Barron. Next, we'll have Council Member Jumaane Williams and I want to acknowledge the presence of Council Member Jimmy Vacca.

COUNCIL MEMBER WILLIAMS: Thank you, Madam Chair. Thank you Commissioner, et al, and again my condolences for the passing of your father. I, too, and obviously are very concerned about Mr. Haste, and what's going to happen to him, and hopefully-- There's been some--a lot of I think positive movement in the department. Accountability isn't one of them. So we're hoping that this officer will be held accountable. Hopefully, other officers who were involved because haven't heard much about them as well, will be held accountable as well. I didn't wan to point--bring your attention to a survey

that has been in the news. I think it was commissioned by the PBA that said that basically police officers were--had low moral--morale, which is very concerning to me because I don't want officers to have low morale, and I don't think anybody wants to. It's not helpful for them. It's not helpful for the community. I want to put it out there just so people know that it was acknowledged. I do believe a lot of it has to do with false information that's fed to them even to the point where they weren't facing the reality of that crime was actually not worse. So to all who are listening, it behooves all of us who were having these conversations to not paint everything as anti-police at the Council or others who are trying to work on better policing. Because it makes it difficult for officers to discern what is true and what isn't. I personally know of misinformation that was fed through officers about bills that were in this--in this committee and in this Council, and it's just disappointing. So my hope is that we move forward with this conversation. We do it in a way that will not make the morale of officers down, but do it in a way that's honest.

I have a few questions. One, with the CompStat 2, which I actually think is--I know some people don't like it. I actually think it's a--it's a good tool, and--and can be used. I wanted to know if within the collaborative policing model you're working with other agencies to look at that data so that we could provide more than just law enforcement assistance to the areas in which we see higher crime. And my second question is about homeless detectives. I brought that up a couple of years ago about them not having the accurate amount of homeless detectives in the places that have the highest amount of homicides. I'm still waiting to see if any of that movement had occurred.

COMMISSIONER BRATTON: In reference to the first question, Council Member, I'll ask Jessie Tisch to speak to CompStat 2.0. That was her creation building on the CompStat model, and she can speak about the collaborative components of it. Bob Boyce, as you're aware, Chief Detective Bob Boyce who was interactive with--recently we did away with the OCCD Bureau, the Organized Crime Control Bureau. So Bob now has total command of both of those. We're anticipating personnel savings as we merge the two.

One of his prioritizations, and I'll him to speak to that. He is going to do staffing of precinct of detective houses, not just the homicide component, but the overall staffing of the precincts. So first, Jessie Tisch on your question on CompStat 2--2.0, and then I'll ask the Chief of Detectives Bob Boyce to speak to the second.

COUNCIL MEMBER WILLIAMS: Just before because my time is going to run out. So let me just throw in two more questions that you can respond to. The first I just want to get your opinion. One of the priorities a lot of the council members now is to have universal employment for young people. We did a huge allocation of \$170 million for additional officers. We're asking for about \$120 million, which can give us universal employment, and double our all year-round, and--and we believe it--it can help with dealing with the violence in those communities. I'd like your opinion on that as well as have there been any discussions about the threatened cuts to some of the after school programs that we are asking to be restored, and how their effect can have--what the effect would have on crime?

2 COMMISSIONER BRATTON: Okay. In
3 reference to that one, I cannot speak to either
4 issue. I'm not familiar with the issue about the
5 reduced budget for that after school program. And
6 the other initiative, the \$170 million you're talking
7 about I'm not familiar with that.

8 COUNCIL MEMBER WILLIAMS: But I would
9 just put a police officer. We voted that on last
10 year.

11 COMMISSIONER BRATTON: I'm sorry the--?

12 COUNCIL MEMBER WILLIAMS: We voted on
13 that last year, that was last year's budget for the
14 additional officers.

15 COMMISSIONER BRATTON: Okay.

16 COUNCIL MEMBER WILLIAMS: And so this
17 year we're trying to make a priority of universal
18 employment jobs for young people, as a way to --

19 COMMISSIONER BRATTON: [interposing]
20 They--they--

21 COUNCIL MEMBER WILLIAMS: --to deal with
22 the--

23 COMMISSIONER BRATTON: Are you familiar
24 with the issue?
25

CHIEF BOB BOYCE: I'm--I'm not. I--I think this--you're--you're--I think we're just speaking to it would be a budget priority of the City Council.

COUNCIL MEMBER WILLIAMS: Yes.

CHIEF BOB BOYCE: Yeah, yeah.

COUNCIL MEMBER WILLIAMS: Last year the Primary--the--the main budget one was additional officers. This year some of the Council Members led by the Speaker, the Chair of the Youth Department is to put a single allocation into youth jobs as a way of dealing with some of the crime. So that's not just law enforcement heavy. I would love to just hear an opinion on that.

CHIEF BOB BOYCE: [off mic] Let her take that. (sic)

COMMISSIONER BRATTON: Okay. Thank you. Jessie.

DEPUTY COMMISSIONER TISCH: Okay. For CompStat 2.0 the beauty of it is that it's a very powerful analytic engine and so it can [bell] map and chart out any type of data source that you put into it. Obviously, we started with the bread and butter of the NYPD's data, our CompStat data. We're now

beginning to look with the launch of our new Accent Reporting System at the ability to put Vision Zero type crash data into that engine. So I would say that is the first sort of collaborative effort we're looking at with that platform. But from there, there are, you know, sort of endless possibilities.

COMMISSIONER BRATTON: Two other issues-- areas that we're currently working on, the Mayor's Action Plan--Plan, as you may recall, is talking about a neighborhood stat with indicators from other city agencies that could be rolled into this. We've also got the--within--with the Mayor's Office of Criminal Justice Ms. Glazer on stats for housing and sexual assaults information, rape statistics that could be built into it with more usefulness than we currently employ. Susan Herman, whose been working on both of those projects can speak to that if that's of interest to either here or subsequent to this Council hearing. But the idea is to take what Jessie has created and literally spread it out, if you will, to benefit other city agencies as they seek information from us.

COUNCIL MEMBER WILLIAMS: Thank you. I would love to see that tool used by additional

agencies. I didn't know if you had any comment on what I'm hoping will be a priority to this Council in terms of dealing with the violence, providing access to the youth jobs as opposed to just primary law enforcement.

COMMISSIONER BRATTON: Okay. Now, they would--we'd be very supportive actually of anything that would seek to help in reducing violence in the city particularly among young people. Particularly by preventing them from moving into anything that ends up in their getting involved with us in the negative, you know, the criminal action way.

COUNCIL MEMBER WILLIAMS: Thank you.

CHAIRPERSON GIBSON: Thank you very much, Council Member Williams. Deputy Commissioner Tisch, I was hoping you would stay in your seat for just a second. I wanted to quickly ask about technology and to get an update on the Tablets and Smart Phones, and where we are with deploying those to officers, as well as the GPS devices and the RMPs. I wanted find out where we are on that as well.

DEPUTY COMMISSIONER TISCH: Sure.

COMMISSIONER BRATTON: If--Jessie, before you start, if I may, Council Member, that the--

2 Councilwoman Barron's question about modified, Chief
3 Spinella indicates that currently in the department
4 we have as of today 273 officers on modified duty
5 assignment. Okay.

6 CHAIRPERSON GIBSON: Thank you.

7 COMMISSIONER BRATTON: Thank you.

8 Jessie, you've got the floor.

9 DEPUTY COMMISSIONER TISCH: So, with the
10 Smart Phones and Tablets, we will have provisioned a
11 Smart Phone for every officer by the end of the first
12 week of April, and we will have rolled out the
13 Tablets in the marked response vehicles to all
14 commands in that same timeframe. Now, of course,
15 like there will be some cleanups to do after the
16 first week of--

17 FEMALE SPEAKER: [off mic] [interposing]
18 April.

19 DEPUTY COMMISSIONER TISCH: --April, but
20 we should be largely complete in that time. The
21 Smart Phones have a number, and the Tablets as well
22 have a number of customized apps on them. They have
23 a 911 response app, a universal search application.
24 They have a form generation application. There's a
25 special application for our detectives in their case

files, and those applications are available both on the Smart Phones, and the Tablets. In terms of the GPS in the department's cars, we have approximately NYPD vehicles equipped with the GPS technology. Our first focus was on NORC response vehicles, emergency response vehicles. But we do have the GPS technology in some of our unmarked vehicles as well. And today, when the department orders a new marked vehicle, it will come with the GPS technology built in. That GPS data from the department's vehicles is available on two platforms. It's available from our NYPD desktops where the patrol sergeant monitors the different vehicles assigned to his or her command. But it's also available on the NYPD Smart Phones on all bosses of Smart Phones they can access any of the GPS data as well.

CHAIRPERSON GIBSON: Okay. Thank you, and is there an update? Where are we on the body-worn cameras on the pilot of 60 cameras? And I know there was earlier talk about expanding. Is there an update you could provide to--to us?

DEPUTY COMMISSIONER TISCH: Sure. The Council provided funding to us to fund the expansion of our pilot program. We are working to put in place

a contract that will allow us to procure up to 5,000 additional body cameras. We hope to have that contract wrapped at the early part of this summer, and as soon as that is ready-- Well, we have been while we've been working to get the contract in place, we've been working also with the federal monitor who will oversee the deployment of the first thousand body-worn cameras. So, we of the department hope to be in a position to start to--distribution additional cameras this summer.

CHAIRPERSON GIBSON: Okay. So are we having conversations about where they're going to be deployed, or how are we assigning officers to wear the cameras. And I wanted to find out have we--

COMMISSIONER BRATTON: [interposing] It's going to be controlled by the Federal Monitor.

CHAIRPERSON GIBSON: Okay, and have we addressed the--the privacy issues and the storage issues that we have talked about some time ago with the pilot?

DEPUTY COMMISSIONER TISCH: All of our policies will also be determined by the Federal Monitor as well.

2 CHAIRPERSON GIBSON: Okay. Okay. I
3 certainly want to make sure. We'll probably have
4 more conversations about that moving forward talking
5 about an expansion and getting us up to 5,000. I
6 think that's significant having that amount of--of
7 body-worn cameras on police officers, but I certainly
8 want to have further conversation about that.

9 DEPUTY COMMISSIONER TISCH: I just want
10 to be very clear that the contract will allow us to
11 buy up to 5,000. The next phase will be 1,000
12 cameras.

13 CHAIRPERSON GIBSON: Well, the time
14 frame.

15 DEPUTY COMMISSIONER TISCH: Again, that's
16 something that's determined--

17 CHAIRPERSON GIBSON: [interposing] Based
18 on the Federal Monitor?

19 DEPUTY COMMISSIONER TISCH: Yep.

20 CHAIRPERSON GIBSON: And where are we on
21 the conversations around tasers? Is that something
22 that we have purchased, or where are we with--with
23 tasers?

24 COMMISSIONER BRATTON: We have, as you're
25 aware, expanded the number of tasers in the field

including equipping police officers, patrol officers with those devices. Formerly, they were assigned only to supervisors. So we have had a significant number of them available to patrol officers in the field. I believe all of the recruits in the Academy are now getting training on them.

CHIEF SPINELLA: Yes.

COMMISSIONER BRATTON: And also the badge unit, and my suspicion would be as we monitor it very closely that we would seek to expand the number of those devices over time as we monitor, as we've expanded now to--I think we have about 1,200 out in the field. Many of--

CHAIRPERSON GIBSON: [interposing] Right now 1,200?

COMMISSIONER BRATTON: About 1,200.

CHAIRPERSON GIBSON: And you said expanding. Do you know a number and a time frame?

COMMISSIONER BRATTON: Neither.

CHAIRPERSON GIBSON: Not yet?

COMMISSIONER BRATTON: You know, in terms of further expansion or a time frame. We'll test for a period of time, and see how it goes, particularly with assigned to patrol officers.

CHAIRPERSON GIBSON: Okay. Let me get to--let me see--how many is here? Okay, next we'll have Council Member Brad Lander followed by Council Member Jimmy Vacca.

COUNCIL MEMBER LANDER: Thank you, Madam Chair. Thank you, Commissioner. Also, condolences on the loss of your father. So I just want to make sure I understand on the cameras. I'm just following up on the--on the Chair's question. So, the--the policies and procedures related to--to privacy and security to when tape can be released. All of that is up to the discretion of the Federal Monitor?

COMMISSIONER BRATTON: No, it's--it is a matter of discussion between the Federal Monitor and ourselves that--but he would play a significant role in many aspects, or it will have to be approved by the Federal Judge ultimately.

COUNCIL MEMBER LANDER: Okay. So I just--I mean obviously there's, you know, challenging questions on both sides of this. On the one hand you want privacy to be appropriate so that we're not vastly expanding the amount of information of people that's, you know, being surveilled. On the other hand, as we saw tragically in Chicago, you know, the

debate about when film and tape is released, and should be made public also is a critical issue of public trust around this program. So, I appreciate that we have to--you have to work that out with the monitor, but it seems like those will be very important issues to have a public conversation about it, and make sure that the policies that get put in place to operate the program are ones are that, you know, we all understand and have confidence in and know how they operate. So how do you see that happening given what could be a potentially large expansion of the program in the relatively near future?

COMMISSIONER BRATTON: Okay.

Commissioner Tucker can speak to that specific issue that you're raising, sir.

COUNCIL MEMBER TUCKER: Yeah, and we can Matt--Chief Pontillo to come up as well if you need more information, but--but the--the goal with respect to--look, one caveat with respect to rolling out the thousand cameras that part of the--the court order that's going to take time. So I just--just the--the--just to let you know that that will be a process that--that is--is pretty methodical, but will take,

you know, several months. It could be up to a year because we roll them out a precinct at a time. Those precincts will be chosen by the--the researcher who is working on behalf of the--the monitor to--this is a control experiment. Right, they're doing both experimental commands as well as control commands with respect to giving us the ability to--to monitor and measure the impact and the effect of--of the cameras once they roll out. With respect to the--the--the question of--of the input, we are--and Matt, correct me if I'm wrong, but we have--we are going to be--we--well--well first of all with respect to the monitor--the monitor, we are certainly getting input from all plaintiffs' counsel with respect to what we end up with in that regard. But--and--and so we will be--and we're still having this conversation, but we will be looking for input from them obviously, and they're--they're perspective and point of view. And that--that conversation has been underway. So maybe Matt can give you a--a little bit more detail about what that structure looks like.

CHIEF PONTILLO: Right, absolutely. So as I indicated earlier with the court appointed monitor, it's a collaborative process with us and him

and the plaintiffs. So as part of the process of developing a policy around body-worn cameras, we've been meeting with him and the plaintiffs quite regularly. We began--we started with the template, our current policy for our small voluntary pilot that we began about a year ago, and then built from there. We then began outreach to a variety of stakeholder groups so everyone from DAs to the Office of Court Administration, and we've reached out to our Internal Unions. We've reach out to a number public advocacy groups. We have discussions ongoing with the Monitor right now about doing some type of public survey, and in the near future we plan no reaching out to a number of elected officials including the Council for an update on where we stand with the development of the policy as well as we'll seek input. But it is a very, very lengthy process, and one of the things that we've observed is that there are very, very tough issues, and--and many of these tough issues are contradictory. So while we want transparency, we also want privacy, and--and striking that balance is very, very difficult. And--and even among some advocacy groups there is a great amount of disagreement on things like retention periods and

availability of video. All--all things that we're struggling with. At this point, our focus is to develop a body camera program that improves accountability, but that also protects privacy and--and to that end [coughing] the usual amount of just costs and equipment and--and training effectively.

COUNCIL MEMBER LANDER: So, I--I appreciate all of that. We've also, of course, been talking to the Monitor. It's the collaborative process that include that includes the Council, but I do think we would be wise to have that conversation in a public way given how these issues have played out around the country and just make sure that, you know, a draft set of rules and guidelines and provisions get put out, and that they can be robustly debated. I think you're right getting the appropriate privacy, but also the appropriate transparency and access is not simple [bell] and we want to have that in place before the program expands. Everyone knows what the rules. We're not debating it the first time, a hard issue comes up, as we've seen obviously in Chicago the--the risks and dangers of having it happen that way. Can I just as one more question, then?

CHAIRPERSON GIBSON: Yes, you may.

COUNCIL MEMBER LANDER: So just I appreciate--this back to the CCRB dialogue that the rates of substantiation are up, that the rates of the Commissioner following through on the disciplinary recommendations of CCRB are up. Those are significant improvements from the prior administration. But I did notice recently the first time I think that you overruled or disagreed with the disciplinary recommendation, and it was my understanding that the--when that happened, the reason was going to be made public. It's my understanding here that you--you wrote an answer, and sent it to the CCRB and you saw it, and they saw it. And maybe I was just wrong that that was going to be. But to me, the whole idea there was when there was a disagreement and you dis--differed from their recommendation, the reasons for that would be a matter of public record. So again, I don't want to over-focus on the one case because I recognize there have been a lot of cases where there has been more substantiation. But I--I was--I was puzzled by that. I thought we were going to get was that amount of public accountability. So I---

COMMISSIONER BRATTON: Kevin Richardson, who is our principal interacter with the CCRB can explain both that particular case, but also the practice as to what can be discussed publicly, what cannot be.

DEPUTY COMMISSIONER RICHARDSON: Good afternoon again. There are employment privacy rules that govern the disclosure of information concerning particular--particular department disciplinary proceedings, which don't allow for the public disclosure of it--of certain information. However, the terms of the memorandum of understanding between the Police Department and the CCRB require that any time the Police Commissioner deviates from the penalty sought by CCRB, but the Police Commissioner has to notify the CCRB in writing and afford them an opportunity to respond before the Commissioner changes the disciplinary recommendation. And in the case that you are discussing, that mandate was followed with the piece--the Police Commissioner did send a communication to the CCRB. The CCRB was afforded an opportunity to respond in writing, which they did before the final disciplinary decision was made.

COUNCIL MEMBER LANDER: But none of that will be made public so when there is a departure, and again I want to acknowledge that there are fewer departures than in the past, but when there are departures even though they'll be put in writing they will not be essentially a matter of public record or information?

DEPUTY COMMISSIONER RICHARDSON: Well, while they--that is partially correct. While they will not be a matter of public record, so to speak, what does happen is an open and aggressive dialogue between the department and the CCRB. So that in prior CCRB practices, there was no such discussion. The Department would act unilaterally, but what we have now is a clearer development of an understanding between CCRB and the Police Department on disciplinary decisions.

COUNCIL MEMBER LANDER: It's--it's dramatically better than it was in prior administrations. There's no doubt of that. I still have some questions about what the value of this things in writing that--that none of us can see. But I--I thank you for your clear answers, and--

CHAIRPERSON GIBSON: Thank you. Thank you Council Member Lander. Thank you. We will next have Council Member Jimmy Vacca followed by Council Member Chaim Deutsch.

COUNCIL MEMBER VACCA: Thank you, Madam Chair. I first want to say Commissioner that I think you're doing a very good job, and I thank you for the job you're doing, and I thank all of the officers in your department. I know that that may not be in vogue sometimes, but I feel strongly that people in our city appreciate the--typical work that your people do, and, in fact, everywhere I go I hear people want more police officers. And since this is a--is a budget hearing, I'd like to ask you some budget related questions. Do you feel that they Police Department now is at a--is at an adequate strength and size to meet the goals that you have set forth that you would like to achieve in the coming fiscal year, and beyond?

COMMISSIONER BRATTON: I think where we are is a good place at the moment. As--as you're aware last year, you authorized for the first time in 12 or 13 years of growth in the department which we lost between five and six thousand members in the

previous 12 years. Additionally, through civilianization efforts increased hiring of civilians that we will get approximately at total of about, the equivalent of about of about 2,000 officers between the new hires as well as well as those who have been civilianized. Additionally the--almost 700 cadets that we will have, those young men and women who also provide the services that will free up additional officers, and some of the work that they provide to us. And these are always sort of young men and women that we will be ultimately hiring into the Police Department, many of them. So where we are now at the moment that we're in the--replaced with another staff up to see our city the SIG. We've been able to staff up. By July we'll have 26 precincts and six PSAs. We sector with additional NCOs, and sector officers. So for the coming fiscal year, I think the strength of the department, the overtime that's being made available to us, the civilianization, the increased numbers of traffic agents if those were approved. That we're in a very good position. A good position in the sense that we expect that crime will be maintained a low levels. We think that as evidenced by the enhancements that we're making with

CCRB and the monitors that a lot of the issues of trust will be addressed, and the technology that Jessie Tisch and her personnel are acquiring for all of us the efficiencies that come from that technology. I think at this juncture we have no ability to even comprehend how many efficiencies we'll get out of that technology. The fact that an officer can sit in the field and make out an accident report on his Smart Phone instead of having to go back to the precinct and sit at a table with pen and paper, and fill it out. Just think of the time saving alone in those hundreds of thousands of accidents that we investigate every year. So a long answer that for the coming fiscal year, the budget we have proposed I think is going to be more than adequate to keep the city safe, and go forward with the implementation of many of new initiatives that we've discussed.

COUNCIL MEMBER VACCA: I want to talk for a minute about Rodman's Neck in my district, but it's the citywide training facility for our police officers. We had commitments from the previous administration concerning Rodman's Neck, budget allocations that were not made. And last year you

made a small down payment on what has to be done there. We have lead abatement issues. We have sound issues that--that my community endures everyday. We had a commitment to move large segments of Rodman's neck or to rehabilitate and make safe what's there. So this is a significant capital budget allocation we're talking about. I'd like to know because many residents in my community feel that previous assurances were not kept from years ago. So I'd like to know how--how much money is in the budget now, and what are your plans and a--and a time table. How much money is in the budget for--that you propose for the coming fiscal year, and where are we with this plan?

COMMISSIONER BRATTON: The reality is we will not be moving from Rodman's Neck. There is no ability to do that, and so I can't speak for previous commitments. I haven't the faintest idea where they thought there were going to house a new Rodman's Neck. None of your colleagues would certainly want it in any of their districts. So, the reality is Rodman's Neck is there to stay, but we are going to try to mitigate some of the issues for your community out there with the proposed capital plan that would allow for the building of modern safe as well as

significantly reduce noise emitting ranges on that location. We have clearly seen the benefit of firearms training, rules and procedures over the many years that back in the 1970s that the number of shooting incidents involving police officers were successful, 900. Last year, I think we had a total of [bell] of about 68. So Rodman's Neck as a training facility is essential. Vinny can speak to the specific budget proposal, which I hope you and your colleagues will be supportive of, the Capital Budget because the ability to train our officers particularly in the sue of firearms is absolutely essential.

DEPUTY COMMISSIONER GRIPPO: Yeah, so with respect to the budget as--as you referenced funding was put in through the Mayor's Capital Project Scope Development Program at the expense funding that has funded a design consultant. That design consultant has been working with the NYPD for a number of months, and based on where they are we are going to get a preliminary cost estimate based off of the design work the consultant has done to date. Sometime in the month of April, the goal being that the that preliminary cost estimate will help

potentially inform the Mayor's Executive Budget. So we expect this to be an issue that will be discussed during the Executive Budget process. If--if the Mayor--Mayor's Office and we have agreement that the--that--that the preliminary costs are ultimately are usable then it's likely and we're hopeful that we can get the capital money put into the budget during the Exec Budget process.

COUNCIL MEMBER VACCA: And I'd like you also to look into what we can do on an interim basis. I appreciate waiting until April that your statement was your committed to this, and we wait until April. Okay. But on an interim basis, the--the--the issues can be addressed somehow, and I would appreciate your help in looking into that because the complaints have escalated that I've had especially regarding noise, but also the lead abatement is a safety issue that concerns me. Lastly, I did want to mention about manpower. I know that as a councilman we have to look out for the whole city, but certainly Chief Gomez, my former borough commander knows that I've long felt that the two precincts I represent, the 45th and 49th because we have relatively low crime rates, but we represent large geographies. But we do

1 feel that the--the manpower there has--has to be
2 reassessed. I was--I was hoping that we would get
3 additional coverage from the offices the Council
4 approved last year, and I would like there to be an
5 ongoing evaluation of those two precincts for
6 manpower needs. We've have incidents lately that
7 have concerned me, and I'd like to put out--that on
8 your radar screen.
9

10 DEPUTY COMMISSIONER GRIPPO: Well, I will
11 have to go back and check for the--the graduation
12 class, the graduating class and on April 1st and in
13 July. I see what the--the 45 and the 49, but I know
14 historically they have been--they have understaffed
15 but, you know, there are other concerns in--in--in--
16 in the borough of the Bronx and, you know, we--we--we
17 send the officers where the--where the crime is for
18 the most part, but certainly we do not neglect the 45
19 or the 49. The borough sends other resources there
20 as needed. I know [coughs] Westchester Square
21 recently had a rash of school related incidents, and
22 SRG went over there, and--and the borough sent other
23 resources. But I'll certainly, you know, look at it.
24 I'll discuss with--with Chief Spinella.
25

CHAIRPERSON GIBSON: Okay. Thank you very much, Council Member Vacca, and Commissioner I know that you have to leave. So we have one more colleague that has a question, and I understand you will be leaving your executive staff behind for further questions from the Council. Is that correct? Is the executive staff--can they--some stay behind?

COMMISSIONER BRATTON: I'm going to be quite frank with you. I've got quite a few people here that--so who else do you have? I--I see one council member who has not yet asked his questions.

CHAIRPERSON GIBSON: Okay. So, I--

COMMISSIONER BRATTON: We had committed to two hours. We've been here now almost 2-1/2.

CHAIRPERSON GIBSON: I need to ask about school safety, school climate reform as well as school crossing guards.

COMMISSIONER BRATTON: If--if you have specific then--

CHAIRPERSON GIBSON: [interposing] Uh-huh.

COMMISSIONER BRATTON: --I have been typing up--

CHAIRPERSON GIBSON: [interposing] Uh-huh. Okay.

COMMISSIONER BRATTON: --40 people here with--

CHAIRPERSON GIBSON: [interposing] Okay, great.

COMMISSIONER BRATTON: --better part of things going on.

CHAIRPERSON GIBSON: Okay. Let me get to Council Member Chaim Deutsch. Thank you.

COMMISSIONER BRATTON: Okay. Thank you.

COUNCIL MEMBER DEUTSCH: Thank you, Madam Chair. On behalf of myself, my family and my constituents, we extend our condolences to you Police Commissioner.

COMMISSIONER BRATTON: Thank you very much.

COUNCIL MEMBER DEUTSCH: Also, I want to commend the three precincts that worked within my-- within my council district, the 60th Precinct and 61st and 70th Precincts under the leadership of Chief Powers and I--I must say that any time I get called in my district office no matter how large or small, those issues are--they get tackled. So I want to

thank you for that, and it's really very positive over the last few years working with the--with these local precincts in my--in my district.

On another note, I want to mention before you spoke to my colleague about the Department of Homeless Services when you talk about the hotels and the homeless shelters that the NYPD relies on the peace officers protect--in protecting these facilities. Now, the homeless service, the peace officers that work for DHS, they--number one they don't carry any weapons. They don't carry any guns, firearms and they also--their vehicles are not equipped with--with a police package, and every day they inter--they interact with individuals that may need mental health services, and I believe they--they put their job--their jobs--their lives on the line each and every day that they're out there. So I was told that the NYPD will provide training to these peace officers. Is that correct?

COMMISSIONER BRATTON: That's correct.

COUNCIL MEMBER DEUTSCH: And my question is what type of--what kind of training will the NYPD provide, and do you believe that this training will

be nearly enough that these peace officers--these fine men will need in order to protect themselves?

COMMISSIONER BRATTON: They may be questioned by the Mayor's Office and DHS to do an evaluation of the existing training regimen, and they existing circumstances that they face in the shelters. So the training regimen is in the process of being developed. I cannot speak to it. We have made an initial, if you will, estimation that we want to provide at least three days of training, and I believe the number is an additional two days for the supervisors involved. As to whether or that number will be adequate, that's going to be--it would really be very dependent on the evaluation that we do as to what they receive when they take the position. Do they receive any in-service training. So it's really too early on in the process to be able to state to exactly what the training will consist of or the length of it. But right now we're estimating about three days.

COUNCIL MEMBER DEUTSCH: And do you know when is the training supposed to begin?

COMMISSIONER BRATTON: Once that evaluation is completed, and I don't have a set time

frame at this juncture. In terms of the Academy, do you have a sense of the timing on this at all yet.

CHIEF SPINELLA: [off mic] I don't think we do. We're still working the numbers out.

COMMISSIONER BRATTON: Oh. Yeah, this is an issue that it literally has only developed, as you know, within the last ten days.

COUNCIL MEMBER DEUTSCH: So my--my question is if the NYPD will be giving these peace officers training, and they believe that their--their job is right now a security risk. So is--will the NYPD be giving some NYPD officers to be working with these peace officers in the interim until the training begins?

COMMISSIONER BRATTON: No.

COUNCIL MEMBER DEUTSCH: Oh.

COMMISSIONER BRATTON: They no intention of taking over security for the homeless shelters.

COUNCIL MEMBER DEUTSCH: Is there any intention of having these peace officers working on the Department of Homeless Services to be under the jurisdiction of the NYPD just as traffic partners?

2 COMMISSIONER BRATTON: Not that I'm aware
3 of at this time. That's not--that's not been
4 discussed.

5 COUNCIL MEMBER DEUTSCH: Oh, okay. All
6 right, thank you very much.

7 COMMISSIONER BRATTON: Okay, thank you.
8 Madam Chairman, you had indicated there were a number
9 of issues that--so as far as, you know, asking
10 specific people from the command staff to segue
11 (sic), what were--what were they?

12 CHAIRPERSON GIBSON: So, I--I understand--
13 --I know your time is--is limited. I just wanted to
14 ask a quick question about school crossing guards--

15 COMMISSIONER BRATTON: [interposing]
16 Okay.

17 CHAIRPERSON GIBSON: --because I know
18 that last year's budget we budgeted for an additional
19 80 slots for school crossing guards. I wanted to
20 find out if there was an update and where we are.
21 And I do know there were 50 locations identified,
22 NYPD and DOE where we did not have a school crossing
23 guard, and where you--we were using TEAs. I wanted
24 find out if there was an update to see if those
25

locations were permanently assigned to a school crossing guard.

COMMISSIONER BRATTON: Yes, Carlos Gomez and Vinny Grippo can speak to both the budgeting authorization--

CHAIRPERSON GIBSON: [interposing] Uh-huh.

COMMISSIONER BRATTON: --as well as the operation.

CHAIRPERSON GIBSON: Okay.

CHIEF GOMEZ: The--our authorized allotment is 2438. We currently have 2328 assigned. So there are 110 vacancies, and commencing last Monday each and every one of those vacant posts are being--are being covered by traffic enforcement and traffic enforcement agents. So it's more than 50. It's 110 locations. [coughs] When a--a school crossing guard goes sick say somebody went sick in the--in the 44 today, they'll call the desk. The desk officer will make a concerted effort to fill that--that vacant post, and we measured it. We started measuring this last week, and it changes day to day, but the number hovers around 120 to 140 other resources in the form of patrol officers get

redeployed in the morning [coughing] and also in the afternoon to fill these--these posts. But as--as you're aware, we've done we've done a lot in the area of--of recruitment for the school crossing guards. A lot of it on the--on social media, community meetings. We've even asked the--the principals of--of those schools that are historically--have had a lot of vacancies, a hard time getting a--a school crossing guard to apply for that position. We've asked some to send letters to the--to the homes of the children. We've eliminated the application fees, the \$75 fingerprint free--fee and a \$100 application--application fee. So there's--there's no fee when you sign on. Monthly hires instead of quarterly hires, but we're--we're still challenged with the--with the attrition. Calendar year 2015 we hired 216 school crossing guards, and 153 left service for--for various reasons, but--

CHAIRPERSON GIBSON: Okay. I appreciate all of the effort that we're really doing to recruit, but the 110 vacancies I know that there are some areas and precincts where we have had had just a persistent challenge in hiring and recruiting and attracting and maintaining school crossing guards.

So I appreciate the efforts that have already been undertaken and really the collaboration. I mean this has to be NYPD, DOE, DOT really working to make sure that any school that's opening in September we know about it, we have a school crossing guard. We've looked at raising their hourly salary to \$15 an hour, some of the working conditions, annualizing their benefits. So those that are not working during summer are not on unemployment. So we've made a lot of progress. I'm not discounting that at all. The 110 vacancies I know you have identified where they are, but I want to make sure that if we are looking at unique approaches using the Council as well as all stakeholders to help in getting a lot of these vacancies filled. I want us to get to a point where we can say we have a vision zero concept in school crossing guards where we have zero where we need to hire any more. I understand attrition and--and all the other factors, but school crossing guards are great. They're the life blood. They do a lot of work. So I want to make sure we're working to continue to drive down those vacancy rates as we already have been doing.

COMMISSIONER BRATTON: Thank you.

CHAIRPERSON GIBSON: Okay. Thank you so much, Commissioner. I appreciate the work, and we have a lot of follow up that we're going to be making on Victim Services, the Domestic Violence Unit, School Leadership Climate Reform, and the conversations around metal detectors and some of our permanent as well as temporary metal detectors that are in some of our schools. So I will make sure to contact your office, and we'll have a continued follow up in some of that, but thank you so much for being here to you and your staff, and to all of the-- the chiefs who are here. Thank you very much.

[background comments] Oh and before you leave, I'm sorry. I want to acknowledge the presence of a new Council Member that I want to make sure everyone knows, Council Member Rafael Salamanca of the Bronx is here with us representing the Bronx. I want to make sure I introduce Council Member Rafael Salamanca. Okay. [pause] Commissioner, would you mind just staying a couple minutes to get a question or two from the new council member? Okay, he's new to us in the Bronx. He just got elected and just serving at the beginning of the month. So Council Member Salamanca for questions.

COUNCIL MEMBER SALAMANCA: Thank you, Madam Chair. Thank you Commissioner for staying a little longer. Before I ask my question, I just want to say that I'm prior to being a council member I was a district manager. I was also the President of 41 Precinct Council and Chief Gomez he was the Chief in the Bronx. We had a great relationship. So you have a good guy there working with you. I just have two questions. My first has to do, and you may have been asked this, traffic enforcement. In the Hunts Point Bruckner intersection we have major issues with--- with traffic congestion, and for years the community has requested traffic control agents to help ease and control the traffic at this specific location. How are they--how are they fairly distributed, and how can we get traffic control agents in the South Bronx?

COMMISSIONER BRATTON: [pause] Chief Tom Chan heads up our Traffic Bureau. He's involved in that allocation of resources.

CHIEF CHAN: Councilman, if there's an issue at that particular location, I certainly will work with your office and take a look at that. Normally, we do get requests by the many councilmen for additional traffic enforcement agents. We

certainly do rely on the local precinct to address some of the traffic conditions, but again, as areas change, we do have changes in volume of traffic and things of that nature. So we'll follow up with your office in terms of taking a look at the location there, but we do get a lot of requests. Recently as Chief Gomez mentioned before back in November of 2015, we expended 50 additional agents to cover the school crossing guards. Now that's gone up to over 155 different locations. So I am being pulled in many directions for resources. So we have to look at that, and make sure that there is a need for traffic agents there because there is a request throughout the city for more. But we will take a look at that with your office.

COUNCIL MEMBER SALAMANCA: Thank you. I look forward to working with you in terms of getting more traffic control agents in my district. Then the last one has to do in terms of crossing guards. We at least in my precinct the 41 Precinct and the other precincts we notice that there's a certain allotment of crossing guards that they give per precinct. It's been our experience at times that there is a crossing who's out ill for a couple of months, and that

location where that crossing guard is covering is just vacant. How--is there a--is there a--a process or a policy when someone is out for a certain amount of time that they can send a substitute crossing guard to cover that location?

CHIEF GOMEZ: It's very difficult to send a--a substitute because we would have to take that crossing guard from another--another school. But as--as I stated earlier, Chief Chan's resources in the form of traffic enforcement agents are filling a vacant post, and then non-vacant posts. Let's--let's say in the 41 if the school crossing guards go--go sick tomorrow morning, a patrol resource will be at that--at that crossing.

COUNCIL MEMBER SALAMANCA: All right, Madam Chair, that's it for my questions. Thank you.

CHAIRPERSON GIBSON: Commissioner, I just wanted to make mention I know that your staff had prepared a presentation for us I believe on technology. So if that's something that cannot be done today, can we schedule another time where we would be able to get the presentation?

[background comments, pause]

FEMALE SPEAKER: [off mic]

CHAIRPERSON GIBSON: Okay.

COMMISSIONER BRATTON: [off mic] [on mic] --under your auspices we could arrange to come over, give a presentation, arrange to have people come over to One PP, and take advantage of the various screens over there. I think they would find it very invaluable to them understanding the technology that we're now working that you're helping to fund and to support.

CHAIRPERSON GIBSON: Okay.

COMMISSIONER BRATTON: Thank you.

CHAIRPERSON GIBSON: Great.

COMMISSIONER BRATTON: Okay.

CHAIRPERSON GIBSON: Than you very much, and with that, I appreciate you being here, and thank you so much for your presence.

COMMISSIONER BRATTON: Thank you all very much, all of you.

[pause] [background comments]

CHAIRPERSON GIBSON: If there's any members of the public that are here to testify, please ensure that you sign up with the sergeant-at-arms at the front to my left and to your right. Any members of the public that are wishing to sign to up

1 COMMITTEE ON PUBLIC SAFETY 137

2 please do so at this time, and we will continue with
3 the hearing in a couple of minutes. Thank you.

4 [pause] You ready?

5 MALE SPEAKER: Yes.

6 SERGEANT-AT-ARMS: Keep it down. Keep it
7 down, please.

8 CHAIRPERSON GIBSON: Thank you very much.
9 Thank you very much, and now we will get to the
10 public portion of this hearing, the Committee on
11 Public Safety. Our next panel is Jacqueline
12 Fibrillet from the Local 372 DC37, the Political
13 Director; Denise Ferrante (sp?), a school crossing
14 guard, she's the Chair of Local 372 of the DC 37, and
15 Ralph Palladino, Second Vice President Local 1549, DC
16 37. Can you please come forward, and if you have any
17 testimony, please provide it to the sergeant-at-arms.
18 [pause] And I'd like to acknowledge for the record
19 that we have received written testimony from the
20 Children's Defense Fund in--during this hearing of
21 the Committee on Public Safety. [pause]

22 SERGEANT-AT-ARMS: [off mic] Please
23 begin.

24 JACQUELINE FIBRILLET: All right. Oh,
25 okay. I need to get my story out of here.

CHAIRPERSON GIBSON: Whenever you're ready you can start. Ms. Jacqueline, we'll start with you.

JACQUELINE FIBRILLET: All right, thank you. Good afternoon, committee--

CHAIRPERSON GIBSON: [interposing] Can you make sure your mic is on with the red light.

JACQUELINE FIBRILLET: Sure.

CHAIRPERSON GIBSON: Okay, way to go.

JACQUELINE FIBRILLET: Is it on? I'm sorry. [background comments] Good afternoon, Chairwoman Gibson. My name is Jackie Fibrillet. I am the Political Director for Local 372. Thank you so much for giving us the time to testify before the committee. With me is Ms. Denise Ferrante. She is the Chapter Chair for the School Crossing Guards. And we'll be as brief as possible, but thank you so much for--for bringing us forth to discuss the issue of the school crossing guards, some of the hardest working New Yorkers, often women--women and single mothers, grandmothers, aunts, cousins, and they take their jobs very, very seriously. But before I begin, I want to address a recent article the New York Post saw fit to put--to publish titled *City Pulls Armed*

Cops Off Patrol to Help Kids Cross the Streets. We appreciate that the police officers would rather fight crime than perform school crossing guard duties, but that's not the reason to scapegoat the hardworking men and women who make our kids safe--who make it safe for our kids to cross the schools and the streets everyday. Without citing a single statistic, an anonymous law enforcement sources claimed school crossing guards have suddenly started calling in sick in mass. The fact is our union negotiated significant pay increases for school crossing guards from \$9.88 to \$12.19 per hour, but the NYPD has failed to recruit and hire enough of them to get the job done. That's the problem that needs to be addressed. Another problem that needs to be addressed is the fact that school crossing guards are allowed to only work five hours a day, and that means 2-1/2 hours in the morning, 2-1/2 hours in the afternoon. The needs of our schools have changed severely in the last few years. The need for a school crossing guard extends beyond the five hours a day. We need a school crossing guard outside crossing not just in front of the school, but adjacent streets, which usually tend to be the

streets that are more dangerous. That the NYPD needs to really take into consideration. If you want to make the position more attractive, then you need to increase the hours. There are a lot of resources that can be used. You don't need to use the resources of a traffic agent or take a cop that needs to be out there taking care of the public to cross our children. Our school crossing guards are more than qualified, eager and able to do the--to do the job. my testimony is on paper so I will not bore you with additional details but I want Ms. Denise Ferrante, who's school crossing guard in Staten Island, who on the field every day to speak on the issue of the school crossing guards.

DENISE FERRANTE: Hi. How are you? Thank you for hearing me today. I just want to let you know that I'm a school crossing guard for six years now. Never once has the police officers and the Police Commissioner and everybody else said that they've taken cops and put them on corners where crossing guards aren't. If a crossing guard is out for three months, there's a reason. Either they're getting money to retire and they can't take their time with them when they retire or get it cashed out.

They have to use it or lose it. So which happens. At the end is that they take off whatever hours they have. There is no replacement for a guard that's going to be out for two or three months. That slot stays vacant. They don't send--we don't have floaters, which are hired to go cover different. We're only allowed 30--in my precinct 31 and we have 32, and there are still three spots vacant this whole year you have to take into consideration. Then there are schools that are popping up you have to take into consideration. The after school programs that we can't work because one we have a cap on our hours. They have to lift that cap. At 4 o'clock when kids are coming out of these after school programs and meal programs, there's nobody there to cross them not even the cops. So I don't understand why they like bother--why they won't hire anybody else? Why they won't hire more guards. There's positions available. Yes, they increase the starting salary to--to \$12.70 something an hour. That's great. I started at \$9.88. So, I don't understand what their problem is that they won't help with the hiring of new guards, and there's no qualifications for hiring a school crossing guard other than you. You have to be drug

free because they do a hair follicle test, and--and you have to know how to speak a little English, and you can't have a criminal background. Those are the only three things basically. You go into the precincts, you ask for an application. They tell there's a hiring freeze. I don't understand what, you know, why, and this is what we have to figure out. We need more guards. We need the--safety our children is what comes first.

CHAIRPERSON GIBSON: [off mic] Thank you.

DENISE FERRANTE: Thank you.

RALPH PALLADINO: Good day. Ralph Pallandino, 2nd Vice President of Local 1549, Clerical Administrative Employees, District Council 37 representing 16,000 taxpayers and employees of the City of New York, 2,500 employees of the NYPD. Two parts to the presentation. One not in writing is the PCT 911 SPCTs. We are happy to report that the-- thanks to the City Council's advocacy and the NYPD saying to do the right thing, there has been an uptick in the number of PCTs and SPCTs in the 911 Center. It certainly has helped. Additional staffing has meant a cut in overtime by 50% and drop in Family Medical Leave cases as well, and that's

calling in sick. So it has been successful, and remember the attrition that constantly takes place when sometimes a third of the people who sign up for these come off the list actually leave employment sometimes within the first month of work. It certainly says that the continual hiring needs to be done. It's an emergency service. Their first responders officially designated. In terms of the PSAC unit, the issue with that is that is our members are complaining somewhat about the distance and the location being somewhat isolated where the--where it's located and also some of the configuration originally of the unit--the building inside is not what it was--is not what it is now compared to what it was planned in--in the beginning. So, we--I think they need to look at that, and I think they need to be speaking more to the employees who are going to be working in there, and that will be greatly appreciated, and we want to appreciate actually that's your--your involvement with the 911 issue. In terms of civilianization at NYPD, civilianization is whereby you have police officers and other uniformed personnel sitting in clerical administrative desks the routine clerical work throughout the city of New

York. DC37 Local 1549 has won three arbitrations on this specifically for the title of principal--I should say police administrative aids, PAAs, and to date, we have seen less PAAs on duty working than the previous--than were working in the previous administration. During the last three years there's a reduction in those numbers. We are very skeptical about the hiring taking place. It's--it's not even keeping up with attrition. PAAs are needed. If you walk through a precinct, and I know some people who have, other than union people, you--you would see police officers sitting at desks doing routine clerical work still in large numbers. We estimate there are still 500 people doing PAA work. We thank the City Council for the 200 positions the year before, and the 415 this year, and we heard the Commissioner talk about the 415 that were being hired but I didn't hear in the testimony, and maybe mistaking, what happened to the 200 the year before? The numbers still go down. There are still 500 positions to be civilianized that are PAA positions. The numbers that we gave the City Council last year in terms of the numbers, in terms of--of us passing the budget were based on the PAA title, not hire

titles, which we heard that they are going today. That's what their plan is, and a couple of their titles were labeled as hard to recruit, and would take a long time where we have hundreds of people currently on a civil service list in communities throughout the city who need decent jobs waiting for those jobs. And we have three arbitration wins at the NYPD and continues, as they have in the past, to just disregard and ignore. It's a legal ruling, and the NYPD still does not honor the legal ruling. There is something wrong with that. So civilianization of 500 positions would save \$30 million a year on an ongoing basis recurring in future years. So we say that they should finish the job that they were supposed to do, to pass controllers, pass public advocacy--public advocates including the present Mayor when he was the Public Advocate, supported this. And we think that we need to have this done this year. The IBO is right when they say that the numbers don't add up. They're also right to say that there's going to be a--a big budget surplus for this coming budget as well as this year's budget. And if you want to invest money in the city, and save taxpayers dollars, and our members are

taxpayers, and we want to have our money saved as well, then they should invest that money to save for the future to have more police officers out on the street making the city safer. And we want to thank the City Council for all your past support, and we hope we can count on you in this fight this year as well. Thank you.

CHAIRPERSON GIBSON: Thank you very much. So I just have a--a couple of quick questions. As far as the school crossing guards and some of the conversations that we've had around the working conditions around the hourly rate, annualizing the position, the summer season and who gets picked and selected to work, have you been engaged? Has Local 372 been engaged in the process on the recruitment? The Chief talked about 110 vacancies, which we know where those vacancies are. I mean it's no secret, but have you been engaged in any part of this process, and if so, to what extent?

JACQUELINE FIBRILLET: Okay.

DENISE FERRANTE: Yeah, we will be--we-- we've put it on our Local 372 page. We also tell, you know, as a crossing guard. I'm a crossing guard. So anybody asks me, go to your local precinct. Walk

in. You could ask for the application and you could get it online at my Local 372 or--or, you know, the Police Department, too. You could go on that website as well. So, but when you walk into the precinct, they tell you there's a hiring freeze. So, I--I know this 'cause it--people have come back to me and said no they're not hiring now. I said that's not true. Go on the--either the NYPD website and you could download the application there, or you can go on the Local 372 and get it there.

JACQUELINE FIBRILLET: Also--

CHAIRPERSON GIBSON: [interposing] And--

JACQUELINE FIBRILLET: I'm sorry. The Local has been in conversations also with the NYPD to try to come up with some kind of resolution. So we are working with the NYPD and also with Labor Relations to try--try to resolve this issue. However, the issue of the cap on the hours is always the big--seems to be the biggest problem because that's beyond us when you go beyond four or five hours--when you go more than--when you go to seven it's full time, and a lot of times people don't want to pay full time benefits. But the need is for additional hours for the raise in the cap, but we

have been in conversations with the NYPD, and the Labor Relations to try to come up with different ways to resolve this because the biggest problem is filling the position sometimes can be a little bit difficult if you're not willing--regardless how much you pay people if you're only paying them to work four to five hours a day, and they have a big gap in the middle of the day, it's going to be a problem. There are uses for school crossing guards. They're more than willing to do things in the community. They can cross--they are still crossing people. They can stay there and cross adults, cross kids that go out to lunch. There are a lot of contingency things, a lot of plans that can be done, things that can be done, but the NYPD is a--they're saying it's the labor relation issue, and it is not because any time they can just say okay let's lift the cap because the need is there.

CHAIRPERSON GIBSON: Okay. So I was going to ask the questions. I know that there are some parts of this conversation that are really a contractual matter that need to be resolved between our labor relations as well as the NYPD Labor--

JACQUELINE FIBRILLET: [interposing]

Yeah.

CHAIRPERSON GIBSON: --Relations. So outside of that I mean is there anything that you're looking for at least in this budget season from--

JACQUELINE FIBRILLET: [interposing] Uh-huh.

CHAIRPERSON GIBSON: --the City Council to support. I saw the recent article that talked about uniformed police officers that are helping children cross the street [laughter] in the absence of the school crossing guard, and what I assumed was those locations where school crossing guards that called in sick--

JACQUELINE FIBRILLET: [interposing] Uh-huh.

CHAIRPERSON GIBSON: --they were out for the day. They were on vacation, et cetera. So is there anything that you're going to be asking of the Council to support as a priority for school crossing guards?

JACQUELINE FIBRILLET: First of all, to address that article. That was an extremely insulting article. Our members work very, very hard,

and take a lot of pride in the work that they do.
And for you to say that these are lazy shiftless--
shiftless people that are just taking randomly--days
off randomly, it's unfair and it's a lie. Everyone
is entitled to take a day off if they're ill even
Denise had to take a day off this week because her
son was sick. We're all entitled if we're sick we
have to take a day off. The fact of the matter is
that there are not enough school crossing guards to
cover those that take sick that are sick.

CHAIRPERSON GIBSON: Right.

JACQUELINE FIBRILLET: Just like if a
police officer is sick there is always someone to
cover for them. That's not the case for Local 372,
but the fact that this article made us out to seem as
lazy and unwilling to do our jobs, that's completely
disrespectful. Go ahead.

DENISE FERRANTE: Just one more thing
about school crossing guards, you've got to take into
consideration the Family Leave Act if someone is
pregnant and out on maternity. And I had a crossing
guard call me this morning. She got hurt on the job.
Now she's on three months

JACQUELINE FIBRILLET: [off mic]

Disability.

DENISE FERRANTE: --disability to see if she can get back. She was hurt on the job trying to grab a kid from crossing in front of a car without her saying to go ahead, and she tripped and fell. So these are the--the--the spots that, you know, need to be covered. We need to have like either a floater program or a--some--something that when we call in sick or there's something or a death in the family that I need to take off three days or even more than three days because if a parent dies or a grandparent dies, you have to go and do all your--all the stuff for the funeral, and then, you know, the banking and everything. You need a couple of days for that. But they're--they're not taking that into consideration. They're saying that they're not coming in because it's--the sun is shining or it's raining out. And we do get sick. We work in the element. I had to take off a week last year. I had Strep Throat and Influenza on top of it. So, I mean, you know, what do they want me to do, come in with a 104 fever and not do my job correctly? We--we--we need a floater program or--or, you know, something in--in--in that

like, you know, we know this guard is going to be out for three months. We have a list. Here, we'll call this one--

CHAIRPERSON GIBSON: [interposing] Uh-huh.

DENISE FERRANTE: --and put her there for three months, and we'll see after the three months where she'll end up. They need extra guards at each--

CHAIRPERSON GIBSON: [interposing] Right.

DENISE FERRANTE: --precinct.

JACQUELINE FIBRILLET: What--the assistance that we can use from the Council is we-- we're thank--thank you so much for the money you've put in the budget for additional school crossing guards. We really appreciate it, and thank you for that, but I believe if we can increase the pay to \$15 an hour--a higher pay would definitely help, and an increase in the hours. And, even though it's somewhat contractual, the NYPD can't just decide to increase the hours. Vision Zero our school crossing guards can be part of Vision Zero. There's a lot of ways that their services can be utilized during the day whether in the school or outside in order to make

the position more desirable. Therefore, have an extra pool of school crossing guards because there is a need again for during the day for supper program. A lot of community schools would be open during the weekends, and middle schools when the kids are coming out for launch, there is a need for the school crossing guards. If the pay needs to be increased first of all, and also the hours need to be increased. If we could put pressure in the NYPD to study these facts and really take that into consideration, it would really help with--from our--also with our effort to make this a--to help this move forward, and I thank our president Shaun D. Francois and Henry Garrido for doing everything in--in--in their power to help this--to--to make the--the school crossing guards' job a little bit more desirable because my kids benefit from it. We all benefit from it.

CHAIRPERSON GIBSON: Uh-huh, and I agree, and I thank you. A lot of the success we've had thus far although we're not at a place where we should ever be complacent has only been because of the, you know, obviously the membership. A lot of just advocacy. The fact that we've stood on the steps of

City Hall more times than we know, and really the leadership of President Francois, and in his absence I certainly want to commend him and his leadership and his team because never before have you ever seen such an aggressive level of attention given to school crossing guards. And I'd like to think that under my leadership as the Chair of the Committee and working with all of you that now we're looking at school crossing guards in a different way. And not only saying we need to put money in the budget for more guards, but also we need to look at the working conditions in which our guards work in each and every day. And some of the very intricate issues they deal with, and having the meetings that I've had with all of you, I understand a lot more than I've ever understood. And this is much more than just having a physical presence of a guard, but this is also about making their life better as a guard. And it's also about making sure that the position is obviously much more attractive, and we're really recognizing school crossing guards for the valuable tools that they are. Only when you do that will we ever say that we are at a place where we can be satisfied, and I don't think we're there yet. I am committed to working with all

of you to make sure that we can during this budget season try to address a lot of those issues to the extent that we can. I like the idea of a floater program, but in order for that to be successful we need more school crossing guards. I mean it all comes down to the actual quantity, and the number of guards that we have. But I--I do want to continue having these conversations on what ways we can be creative, and the fight for \$15 and, you know, making sure the Mayor's announcement and how that actually materializes for the school crossing guards, getting to \$15 an hour are among our list of priorities.

JACQUELINE FIBRILLET: Thank you so much.

DENISE FERRANTE: Just--just one more thing. The President Shaun's (sic) difference where it has the applications of guards that went through the whole process, and now as waiting for a class. And they're waiting almost a year. They paid their fingerprints, they paid for their--all the testing. They paid for the abstract driver--the last ten years driver's abstract. They paid for the last ten years of Social Security. You know, you have to go get your whole tens you paid for these things.

CHAIRPERSON GIBSON: Uh-huh.

DENISE FERRANTE: Now, it's coming up to a year, and everything is going to expire. So now, they're saying--I don't know how true it is--they said now it's free, you know, the--the \$75--

CHAIRPERSON GIBSON: [interposing] Uh-huh.

DENISE FERRANTE: --for the fingerprints and this and that. I--I don't know how true it is, but these people paid already. So now when your year comes us it used to be you have to re-pay again.

CHAIRPERSON GIBSON: Okay.

RALPH PALLADINO: [laughs]

DENISE FERRANTE: And also, when your year comes up, you have to go back to Motor Vehicles and get your driver's--you know, abstract and Social Security. Those cost money. So now these people that are willing to take the job, have to keep shelling out money to get a job? I don't--I don't, you know--

CHAIRPERSON GIBSON: How many applicants did you say are currently enrolled. (sic)

DENISE FERRANTE: [interposing] I know my three fingers, three but President Shaun he--

JACQUELINE FIBRILLET: [off mic] He has everything.

DENISE FERRANTE: He has a--we have--our coordinator have been gracious enough to tell people when they do an application to give it to--give it to the shop steward as well.

CHAIRPERSON GIBSON: Okay.

DENISE FERRANTE: So, we have--

CHAIRPERSON GIBSON: [interposing] So these are people that have gone through the process--

DENISE FERRANTE: Right.

CHAIRPERSON GIBSON: --and they're waiting to get a hold in for a class?

DENISE FERRANTE: He has names, phone numbers--

CHAIRPERSON GIBSON: Okay.

DENISE FERRANTE: --everything.

CHAIRPERSON GIBSON: Okay, okay.

DENISE FERRANTE: So that I just want you to be aware of that, that he does have a pile of them in the office and if you need you could call and he knows that--

CHAIRPERSON GIBSON: Okay, that's great.

DENISE FERRANTE: --what had happened because I know--I guess I had another girlfriend of mine from Staten Island she's waiting to go into a class. She was investigated. She was fine. She went up to Lafat (sic) City. She went through all the medical and drug testing. She passed that. Now, she's waiting almost a year to go into a class. And like I said, now everything is getting to expire. Now this girl has to shell out more money to redo everything.

CHAIRPERSON GIBSON: Okay.

DENISE FERRANTE: All right, thank you. That's what I had to say.

CHAIRPERSON GIBSON: Absolutely, and Ralph, of course, I always have questions. Just on civilianization and PCTs and SPCTs, the has indicated that they're going to be making a budget request to us on hiring more PCTs and more SPCTs, and with the roll out of PSAC II in a couple of months, and those PCTs that will be going to PSAC II, I wanted to find out what your thoughts were on everything, and what priorities would you like the City Council to consider, and also on--on the record, I want to be clear because sometimes there's this confusion to the

public. They're talking about civilianization means flooding our communities with more uniformed cops. It's much more than that. The question and the bottom line is we can save a lot of money, and we should not have uniformed able bodied police officers doing civilian and clerical and administrative work. That's the bottom line.

RALPH PALLADINO: Uh-huh.

CHAIRPERSON GIBSON: And I want people to be clear that in my advocacy and in my priority of focusing on civilianization, this is not about flooding neighborhoods with cops. This is about allowing civilians to do civilian work, and not police officers who are supposed to be doing police officer work as a uniformed officer. And I'm clear about this being uniformed able bodied. I'm not talking about the officers that are on disability or any forms of, you know, just restrictive duty. These are able bodied police officers and we know that there are almost 700 total able bodied uniformed officers that can essentially be doing police work. And so I want to make sure that that's clear because members of the public have come to me and just--just straight up confused. And--and also we're talking

about saving a tremendous amount of money. The amount that we pay officers to do civilian work is double what a civilian could be making. We're talking about uniformed officers doing police work, and we're talking about administrative staff doing administrative work at a fraction of the cost. And also we're talking about union jobs as well, and--and this Council is extremely supportive of that making sure that we continue to invest in union hiring and union jobs. And any effort we can do to institute that I think, you know, I speak for many colleagues when I say we want to do that. So I want to be clear on that, and I just had to say that for the record, and I--I wanted to just allow you an opportunity to just give us feedback from your perspective, and Local 1549 and where we are, and what priorities you want us to consider at this budget year?

RALPH PALLADINO: Well, first, I want to separate out the issue of PCTs in 911 from civilianization. Civilianization does not include the--having to do that in the 911 PCTs cent--centers, and the issues there, as I outlined before around PSAC are the safety of the neighborhood, the length of how long it's going to take people to get to work,

and--and the distances involved. We want to make sure our members are able to get to work, and perform the duties that they do in--in a very efficient--an efficient way. In a professional way as they usually do, especially with more staffing it's--it's some things have improved there. So, that's the only issue about PSAC except for some of the internal area design, which some of it has--some--some of which has changed since first presented to our members. And there's concern about that within that area as well. But in terms of civilianization itself, just to point out AM Newspaper, while we talked about crime while it's leveling it's going up. People are debating this. AM had an article dealing with the serious crimes of rapes, grand larceny and felonious--felonious assaults, which actually have gone up this year. So crime always is spikes in different areas and n different ways. Any amount of crime is too much crime. If you have a uniformed officer sitting in desk doing routine clerical work like payroll or--or other things, answering phones, information, filing, whatever that may be, there are officers out on the street risking their lives who are also affected by that, and they see favoritism, and we

hear this. Our members hear it, I hear it. I have friends and relatives who hear it. So I know it's there, okay. So, that kind of morale is the--the uniformed officers don't even like it, the ones that are out on the street, and rightfully so. The other things is, is that the--the--I want to point out one thing the Commissioner said, and I hope I didn't hear it right. That their plan in the future is to take the existing PAAs, and put them where the police officers were doing routine clerical work, and then that would mean to me an increase in the workload of the PAAs that are already working at a full clip. And if we have 500 positions and yet we have 1,384 PAAs right now, that--that's almost doubling of the work for those people if that's their plan. I hope I didn't hear that right because I don't know how he's going to get people to double their work or even increase the workload that's already high. It's not real, and if this city has a budget surplus, the last--in fact every year even on--even on the last administration at the end of the year, and they can't find the way to invest that money for long-term savings and public safety while creating good jobs--good decent paying jobs in communities that need

them, then there's something wrong, and I don't know what it is, but there's something wrong, and I just hope the City Council can help--help us on that.

CHAIRPERSON GIBSON: Okay, thank you very much. I appreciate it. Thank you, Jackie, thank you Denise and thank you Ralph for coming today. Thank you for your leadership and your work, and we certainly will continue to have further conversations as the budget process proceeds.

RALPH PALLADINO: Okay, and a belated happy birthday to all those who had birthdays recently.

CHAIRPERSON GIBSON: Oh, thank you. Thank you very much, guys. I appreciate your presence today.

DENISE FERRANTE: [off mic] Thank you.

[pause]

CHAIRPERSON GIBSON: As this hearing comes to a close, I want to thank everyone for coming out this afternoon. We heard from the NYPD and Commissioner William Bratton on the Department's priorities for FY 2017, and we've also heard from representatives on our labor force, Local 372, DC37 as well as Local 1549. DC37 we have received written

testimony from the Children's Defense Fund. I want to thank the entire staff, the Public Safety team, the Legislative Division, and the Finance Division. I want to thank all of my colleagues for their presence here this afternoon, and I also want to recognize and thank all of our sergeant-at-arms for their work in allowing this hearing to proceed smoothly and efficiently, and with that, this hearing is of the Committee on Public Safety our Preliminary Budget Hearing is hereby adjourned. [gavel]

C E R T I F I C A T E

World Wide Dictation certifies that the foregoing transcript is a true and accurate record of the proceedings. We further certify that there is no relation to any of the parties to this action by blood or marriage, and that there is interest in the outcome of this matter.



Date April 19, 2016