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**COMMITTEE ON OVERSIGHT AND INVESTIGATIONS**

Hon. Ritchie J. Torres, Chair

**COMMITTEE ON PUBLIC SAFETY**

Hon. Adrienne E. Adams, Chair

**December 16, 2020**

**Oversight - Racism, Bias, and Hate Speech in the NYPD**

## **Introduction**

On December 16, 2020, the Committee on Oversight and Investigations, chaired by Council Member Ritchie J. Torres, and the Committee on Public Safety, chaired by Council Member Adrienne E. Adams, will hold an oversight hearing on racism, bias, and hate speech in the New York City Police Department (“NYPD”). The committees expect to hear testimony from the NYPD as well as other stakeholders and members of the public.

## **Background**

On November 6, 2020, the Council released a report revealing that Deputy Inspector James Kobel, the commanding officer of the NYPD’s Office of Equal Employment Opportunity (EEO), had apparently posted a series of extremely offensive statements online, including expressions of racist, misogynistic, antisemitic, and homophobic sentiments, with a particular animus toward prominent Black New Yorkers. The full report is attached as Appendix A.

This is not the first time that a prominent member of the NYPD has expressed offensive or hateful sentiments. For instance, Sergeant Ed Mullins’s history of offensive statements and actions while serving as president of the Sergeants Benevolent Association prompted an NYPD Internal Affairs Bureau investigation earlier this year.<sup>1</sup> It is also notable that 75 percent of uniformed members of the NYPD above the rank of captain are white, while just 43 percent of patrol officers and 33 percent of New Yorkers overall are white.<sup>2</sup>

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<sup>1</sup> Jake Offenhartz, *NYPD Opens Investigation Into Police Union Boss After Declaration Of 'War' On De Blasio*, Gothamist (Feb. 20, 2020), available at <https://gothamist.com/news/ed-mullins-sba-iab-investigation-nypd>.

<sup>2</sup> Greg B. Smith, *Number of Black Patrol Cops Falls as NYPD Upper Ranks Remain Majority White*, The City, (June 24, 2020), available at <https://www.thecity.nyc/2020/6/24/21302335/number-of-black-cops-falls-as-nypd-upper-ranks-remain-white>.

## History of Bias in Law Enforcement

The Kobel incident comes at a critical moment in the history of race and policing. In 2020, on top of a global pandemic, a resulting recession, and a number of natural disasters, many have construed America to be undergoing a “racial moment”<sup>3</sup> or a moment of reckoning on race. For the eighth consecutive summer, America's attention has been turned to the deaths of Black men and women at the hands of law enforcement. The broadcasted May 25<sup>th</sup> killing of George Floyd, after a Minneapolis police officer knelt on his neck for more than eight minutes, [along with the deaths of hundreds of other Black civilians], seemed to spark months of widespread street protests against racism, bias, and brutality in the country’s criminal justice system. A mass call for change, seems to have suddenly infiltrated the national culture.<sup>4</sup> The roots of the outrage and unrest—racial disparity in law enforcement—may go back much further than current trends suggest.<sup>5</sup>

Scholars argue that racial disparity has permeated the criminal justice process for centuries and is evident in the racial statistics of police stops, searches, arrests, and shootings, to courts’ rates of convictions, sentences, and incarceration.<sup>6</sup> Scholars have suggested that these disparities may exist because the very notion and history of criminality, and thus policing or law enforcement, is rooted in racism and inequality.<sup>7</sup>

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<sup>3</sup> Michael German, “Hidden in Plain Sight: Racism, White Supremacy and Far Right Militant Law Enforcement,” Brennan Center for Justice (August 27, 2020) available at <https://www.brennancenter.org/our-work/research-reports/hidden-plain-sight-racism-white-supremacy-and-far-right-militancy-law>.

<sup>4</sup> Anna North, “How Racist Policing Took Over American Cities, Explained a Historian,” VOX, (June 6, 2020), available at <https://www.vox.com/2020/6/6/21280643/police-brutality-violence-protests-racism-khalil-muhammad>. See, Ron Elving, *Will this be the moment of Reckoning on Race that lasts?*, NPR, (June 13, 2020), available at <https://www.npr.org/2020/06/13/876442698/will-this-be-the-moment-of-reckoning-on-race-that-lasts>.

<sup>5</sup> Dara Lind, “The ugly history of racist policing in America” VOX, (July 7, 2016), available at <https://www.vox.com/michael-brown-shooting-ferguson-mo/2014/8/19/6031759/ferguson-history-riots-police-brutality-civil-rights>.

<sup>6</sup> *Supra* note 3.

<sup>7</sup> Rhea Mahbubani, *Officers already get training to deal with biases they may not know they have, but there's no evidence it actually works*, INSIDER (June 16, 2020), available at <https://www.insider.com/police-defensive-deescalation-techniques-implicit-bias-training-2020-6>.

Historians have argued that many notions of what was considered to be criminal were tied to the actions of Black slaves challenging their oppression.<sup>8</sup> In the early 19<sup>th</sup> century, slave patrols were established to maintain, through violence and the threat of violence, the submission of enslaved people.<sup>9</sup> After the abolition of slavery, newly freed Black persons looking to express their newfound rights and freedoms —voting, buying land, earning wages – were quickly met with accusations of being criminals from their resistant white counterparts, and any expression of those rights in defiance of the white masses resulted in imprisonment. After the Civil War, much of the modern criminal justice system was built during the Jim Crow era, in which laws designed to segregate white and Black citizens continued the practice of criminalizing Black people.<sup>10</sup> These laws continued until 1965, when the Civil Rights Act was enacted. However, the repercussions of Jim Crow laws can be seen in the maldistribution of public resources and services that still exists today.<sup>11</sup> The same premise that Black people are presumptively suspect, continues today in American law enforcement, and in policing measures such as “broken windows”<sup>12</sup> and “stop and frisk.”<sup>13</sup>

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<sup>8</sup> *Supra* note 4.

<sup>9</sup> *Supra* note 4.

<sup>10</sup> Radley Balko, *There's overwhelming evidence that the criminal justice system is racist. Here's the proof*, Washington Post: Opinion, (June 10, 2020), available at <https://www.washingtonpost.com/graphics/2020/opinions/systemic-racism-police-evidence-criminal-justice-system/>.

<sup>11</sup> *Supra* note 4.

<sup>12</sup> *How A Theory Of Crime And Policing Was Born, And Went Terribly Wrong*, NPR, (Nov. 1, 2016), available at <https://www.npr.org/2016/11/01/500104506/broken-windows-policing-and-the-origins-of-stop-and-frisk-and-how-it-went-wrong>. See, Justin Fox, *Broken Windows' Theory Was Right ... About the Windows*, Bloomberg Opinion, (Oct.16, 2019), available at <https://www.bloomberg.com/opinion/articles/2019-10-16/what-broken-windows-theory-got-right-about-crime>.

Note: “Broken Windows” is a criminology theory, introduced by George L. Kelling and James Q. Wilson that states that visible signs of crime, or disorder, such as a broken window, shows neglect and can become a target for other likely vandals, encouraging further crime and disorder, including serious crimes. The theory suggests that policing methods that target minor crimes, such as vandalism, loitering, public drinking, jaywalking and fare evasion, help to create an atmosphere of order and lawfulness, thereby preventing more serious crimes.

<sup>13</sup> National Review Editors, *Stop-and-Frisk Works*, National Review (Jul. 2, 2013), available at <https://www.nationalreview.com/2013/07/stop-and-frisk-works-editors/>. See, Taahira Thompson, *NYPD's Infamous Stop-and-Frisk Policy Found Unconstitutional*, Leadership Conference Education Fund, (Aug. 21, 2013), available at <https://civilrights.org/edfund/resource/nypds-infamous-stop-and-frisk-policy-found-unconstitutional/>



## *Explicit and Implicit Bias*

Experts in social justice and criminology have credited this history for contributing to an “implicit bias” in law enforcement. Implicit bias or “implicit social cognition” is the idea that unconscious attitudes, stereotypes, and prejudices, about race, gender, and sexuality, [developed through our exposure to culture, media, and upbringing,] can affect the way we treat and interact with others.<sup>14</sup> This is particularly salient in law enforcement where police officers are tasked with making assumptions about the people around them and split-second decisions in their interactions with them.

Implicit bias can lead to many forms of discrimination that may be unrecognized by those carrying them out.<sup>15</sup> Implicit bias can affect how everyone in a society – not just police officers – behaves towards one another.<sup>16</sup> Academics suggest that addressing and combatting bias and prejudice in law enforcement begins with recognizing and acknowledging that people in general have biases in the first place.<sup>17</sup> While linking any one incident to officer prejudice is difficult, all signs point to implicit bias playing at least some role in the broader disparity between police interactions with white citizens and people of color.<sup>18</sup>

As such, police departments have begun implementing implicit bias trainings. At their root, the trainings are founded on one basic premise: that unconscious biases about gender, class and

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*Note:* “Stop and Frisk” is a policing practice adopted by the New York City Police Department in the 1980’s of temporarily detaining, questioning, and at times searching civilians and suspects on the street for weapons and other contraband. After countless lawsuits and public outcry, the controversial practice was found unconstitutional and discontinued in 2013, after research showed that people of African and Hispanic descent were stopped more frequently than whites.

<sup>14</sup> Charlotte Ruhl, “Implicit or unconscious bias” *Simply Psychology* (July 1, 2020), available at <https://www.simplypsychology.org/implicit-bias.html>.

<sup>15</sup> Tiffanie Wen, *Is it possible to rid police officers of bias?*, BBC (Aug. 27, 2020), available at <https://www.bbc.com/future/article/20200827-is-it-possible-to-rid-police-officers-of-bias>

<sup>16</sup> *Id.*

<sup>17</sup> *Id.*

<sup>18</sup> Tom James, *Can Cops Unlearn Their Unconscious Biases*, *Atlantic* (Dec. 23, 2017), available at <https://www.theatlantic.com/politics/archive/2017/12/implicit-bias-training-salt-lake/548996/>.

race are inevitable and that they can exist in the subconscious despite our best intentions to consciously embrace ideas of fairness and equality.<sup>19</sup> The hope in conducting these trainings is that by highlighting the existence of these officers' biases, and encouraging discussion about where these biases may come from, officers may develop enough self-awareness to think twice before taking action and change their behaviors on the street.<sup>20</sup>

It has been argued that implicit bias training programs could make an impact if they were incorporated into both academy and in-service trainings, and if they were coupled with police training measures that re-prioritized de-escalation tactics over use-of force techniques, when officers engage with civilians.<sup>21</sup> These measures, however, may leave unaddressed the more obvious and alarming form of bias in law enforcement: explicit racism and bias. A recent report from the Brennan Center for Justice noted that there are instances where current members of law enforcement agencies have openly expressed explicit racism.<sup>22</sup> This can range from an officer posting racist or xenophobic commentary on social media, participating in violent white supremacist or militant groups, or engaging in racially discriminatory behavior toward the public. The report also noted that while police departments and government entities may know this behavior exists, they may be doing very little to identify, report, and reprimand this type of prejudice.<sup>23</sup> The report notes that efforts to address implicit bias may not be effective at reducing racial disparities, if nothing is done to address explicit forms of racism.<sup>24</sup>

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<sup>19</sup> Tom James, *Can Cops Unlearn Their Unconscious Biases*, Atlantic (Dec. 23, 2017), available at <https://www.theatlantic.com/politics/archive/2017/12/implicit-bias-training-salt-lake/548996/>.

<sup>20</sup> *Id.*

<sup>21</sup> *Supra* note 7.

<sup>22</sup> *Supra* note 3.

<sup>23</sup> *Supra* note 3.

<sup>24</sup> *Supra* note 3.

## NYPD Policies Regarding Explicit Bias

The NYPD's mission is to "enhance the quality of life in New York City by working in partnership with the community to enforce the law, preserve peace, protect the people, reduce fear, and maintain order."<sup>25</sup> According to the NYPD Patrol Guide ("Patrol Guide"), the Department strives to "foster a safe and fair City by incorporating Neighborhood Policing into all facets of Department operations, and solve the problems that create crime and disorder through an independent relationship between the people and its police, and by pioneering strategic innovation."<sup>26</sup> In partnership with the community, the NYPD pledges to:

- Protect the lives and property of our fellow citizens and impartially enforce the law.
- Fight crime, both by preventing it and aggressively pursuing violators of the law.
- Maintain a higher standard of integrity than is generally expected of others because so much is expected of us.
- Value human life, respect the dignity of each individual and render our services with courtesy and civility.<sup>27</sup>

The NYPD Patrol Guide contains a two-page document entitled "Department Policy Prohibiting Racial Profiling And Bias-Based Policing."<sup>28</sup> The policy reminds all members of service that the Department is committed "both to the impartial enforcement of law and to the protection of constitutional rights."<sup>29</sup> The Department explicitly prohibits the use of racial and bias-based profiling in law enforcement actions.<sup>30</sup> Race, color, ethnicity, or national origin may not be used as a motivating factor for initiating police enforcement action.<sup>31</sup> Consequently, when

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<sup>25</sup> N.Y.P.D Patrol Guide, Procedure No. 200-02 "General," available at [https://www1.nyc.gov/assets/nypd/downloads/pdf/public\\_information/public-pguide1.pdf](https://www1.nyc.gov/assets/nypd/downloads/pdf/public_information/public-pguide1.pdf) at pg. 1.

<sup>26</sup> *Id.*

<sup>27</sup> *Id.*

<sup>28</sup> N.Y.P.D Patrol Guide, Procedure No. 203-25. at pg. 152.

<sup>29</sup> *Id.* Also see N.Y.P.D "Racial and Biased-based Profiling, available at <https://www1.nyc.gov/site/nypd/about/departement-policy/racial-bias-based-profiling.page>. (last accessed Oct. 4, 2020).

<sup>30</sup> *Supra* note 28.

<sup>31</sup> *Supra* note 28.

an officer initiates an enforcement action against a person, motivated in whole or in part by a person's actual or perceived race, color, ethnicity, or national origin, the enforcement action violates Department policy. Further, individuals may not be targeted for any enforcement action because they are members of a racial or ethnic group that appear more frequently in local crime suspect data.<sup>32</sup> In fact, race, color, ethnicity, or national origin may only be considered when a stop is based on a specific and reliable suspect description that includes additional identifying information. Similarly, when a stop is not based on a specific suspect description, an individual's race, color, ethnicity, or national origin may not be used as a motivation or justification for the stop.<sup>33</sup>

The New York City Administrative Code (§14-151) also prohibits bias-based profiling. Specifically, it prohibits the Department and individual officers from intentionally engaging in:

bias-based profiling, defined as “an act of a member of the force of the police department or other law enforcement officer that relies on actual or perceived race, national origin, color, creed, age, alienage or citizenship status, gender, sexual orientation, disability, or housing status as the determinative factor in initiating a law enforcement action against an individual, rather than the individual's behavior or other information or circumstances that link a person or persons to suspected unlawful activity.”<sup>34</sup>

Commanding officers must ensure that their commands conduct self-inspections regarding stop, question and frisk activity and the NYPD Quality Assurance Division must monitor compliance with self-inspection protocols and audit stop, question and frisk activity Department-wide.<sup>35</sup> Commanding officers must also ensure that members of their command comply with Department policy concerning investigative encounters.<sup>36</sup>

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<sup>32</sup> *Supra* note 28.

<sup>33</sup> *Supra* note 28.

<sup>34</sup> N.Y.C. Admin. Code § 14-151.

<sup>35</sup> N.Y.P.D Patrol Guide, Procedure No. 203-25, *at pg. 153*.

<sup>36</sup> *Id.*

### *Use of Discourteous or Disrespectful Remarks and Prohibited Associations*

The NYPD has a “zero tolerance” policy for racial and other protected-class slurs.<sup>37</sup> The Patrol Guide prohibits members from “using discourteous or disrespectful remarks regarding another person’s ethnicity, race, religion, gender, gender identity/expression, sexual orientation, or disability.”<sup>38</sup> Members are prohibited from knowingly associating with any person or organizations:

- Advocating hatred, oppression, or prejudice based on race, religion, gender, gender identity/expression, sexual orientation or disability.
- Disseminating defamatory material.
- Reasonably believed to be engaged in, likely to engage in, or to have engaged in criminal activity.
- Preventing or interfering with performance of police duty.<sup>39</sup>

### *Social Media Policy*

Furthermore, the Patrol Guide states that members of service who elect to maintain personal social media accounts must not post, transmit, share, and/or disseminate any content involving discourteous or disrespectful remarks, in any form, pertaining to issues of ethnicity, race, gender, gender identity/expression, sexual orientation, and/or disability.<sup>40</sup> Similarly, members may not engage in “any type of social media contact” with any individual or organization advocating oppression, or prejudice based on the same enumerated classifications.<sup>41</sup> NYPD staff must refrain from all social media contact with third parties whose content violates these provisions. This includes “liking, retweeting, sharing, promoting, commenting on, or otherwise endorsing social

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<sup>37</sup> N.Y.P.D Patrol Guide, Procedure No. 203-10, at pg. 121.

<sup>38</sup> *Id.*

<sup>39</sup> *Id.*

<sup>40</sup> N.Y.P.D Patrol Guide, Procedure No. 203-32, at pg. 167.

*Note:* The same social media restrictions apply to any content advocating harassment or violence.

<sup>41</sup> N.Y.P.D Patrol Guide, Procedure No. 203-32. at pg. 168.

media posts.”<sup>42</sup> The same social media restrictions apply to any content advocating harassment or violence.

### *Reporting Requirements*

Patrol Guide Procedure No. 207-21 mandates all members of service who observe *any* misconduct, whether on or off duty, to report such wrongdoing. The Patrol Guide outlines how the conduct must be reported, whether by phone or written report, and to whom the report must be made.<sup>43</sup> The NYPD states these reporting requirements apply any incidents of bias-based policing, protected-class profiling, or the use of any protected-class slur.<sup>44</sup> According to the Patrol Guide, “the failure to report corruption, other misconduct, or allegations of such is, in itself, an offense of serious misconduct and will be charged as such when uncovered during an investigation.”<sup>45</sup>

### NYPD Practices and Procedures Regarding Bias

#### *NYPD’s Hiring Process: Screening and Disqualifications*

During the NYPD hiring process a candidate must undergo a character pre-screening, as well as a character investigation and a psychological examination (written and oral), in addition to other exams and tests.<sup>46</sup> No official NYPD source, including the Police Officer Candidate Resource Booklet, details what exactly these investigations and examinations entail.<sup>47</sup>

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<sup>42</sup> *Id.*

<sup>43</sup> N.Y.P.D Patrol Guide, Procedure No. 207-21, at pg. 545-546.

<sup>44</sup> “N.Y.P.D Response to June 2019 DOI Report on N.Y.P.D Bias,” (August 16, 2019) available at [https://www1.nyc.gov/assets/doi/oignypd/response/FinalResponse to IG v2 81619.pdf](https://www1.nyc.gov/assets/doi/oignypd/response/FinalResponse%20to%20IG%2081619.pdf) at pg. 11.

<sup>45</sup> N.Y.P.D Patrol Guide, Procedure No. 207-21, at pg. 546.

<sup>46</sup> N.Y.P.D Police Officer Candidate Resource Booklet, available at <https://www1.nyc.gov/assets/nypd/downloads/pdf/careers/candidate-resource-booklet-v3-2020-01-09.pdf>.

<sup>47</sup> N.Y.C Commission to Combat Police Corruption, (Feb. 2005), available at <https://www1.nyc.gov/assets/ccpc/downloads/pdf/Review-of-the-Background-Screening-Process-of-New-Recruits-February-2005.pdf>.

*Note:* A 2005 CCPC review of the background screening process for new recruits details some of the process including interviewing contacts to find information on an applicant’s character and fitness. There is no explicit mention of a review for a history of bias.

As part of the hiring process, candidates will be disqualified if they “demonstrate a history of disrespect for the law, a tendency toward violence, termination from a job for poor behavior, or not adjusting to discipline.”<sup>48</sup> A candidate may also be disqualified for reasons including “conviction of an offense which indicates lack of good moral character;” and “disposition towards violence or disorder.”<sup>49</sup> There is no explicit disqualification based on expression of hateful ideologies.

Individuals on internet forums discussing the NYPD application process have stated that their background investigation included assessments of their social media accounts. These forum posters have stated that during the social media assessments, investigators look for hateful speech, among other things.<sup>50</sup>

#### *Early Intervention Programs*

After officers are officially hired, the Risk Management Bureau of the NYPD “measures the performance of police officers and identifies officers who might be in need of enhanced training or supervision.” The NYPD uses data to monitor “patterns of potential misbehavior and take necessary corrective action as part of an early intervention system.”<sup>51</sup> These early intervention programs include the Performance Monitoring Program and the Risk Assessment Information Liability System (“RAILS”).<sup>52</sup> RAILS uses data from misconduct complaints and internal probes,

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<sup>48</sup> N.Y.P.D Hiring Process, available at [https://www1.nyc.gov/site/nypd/careers/police-officers/po-hiring\\_page](https://www1.nyc.gov/site/nypd/careers/police-officers/po-hiring_page).

<sup>49</sup> *Supra* note 46.

<sup>50</sup> Reddit Forum “Social Media Background Information,” (Oct. 2019), available at [https://www.reddit.com/r/nypd/comments/cjktrh/social\\_media\\_background\\_investigation/](https://www.reddit.com/r/nypd/comments/cjktrh/social_media_background_investigation/).

<sup>51</sup> *Id.*

<sup>52</sup> N.Y.C Department of Investigation’s Office of the Inspector General for the New York City Police Department, “COMPLAINTS OF BIASED POLICING IN NEW YORK CITY: AN ASSESSMENT OF NYPD’S INVESTIGATIONS, POLICIES, AND TRAINING,” (Jun. 26, 2019), available at [https://www1.nyc.gov/assets/doi/reports/pdf/2019/Jun/19BiasRpt\\_62619.pdf](https://www1.nyc.gov/assets/doi/reports/pdf/2019/Jun/19BiasRpt_62619.pdf).

and has recently been working on incorporating litigation and claim data.<sup>53</sup> The Performance Monitoring Program is a Department-wide intervention system and is focused on grouping complaints made against officers. RAILS complements the Performance Monitoring Program by providing supervisors with alerts on their officer's performance. The Council also passed Local Law 68 in June 2020, which requires the NYPD to maintain a centralized system to record, track, review and evaluate officers who may need enhanced training, monitoring and reassignment.<sup>54</sup>

In June 2019, the Department of Investigation's Office of the Inspector General for the New York City Police Department ("OIG-NYPD") released an investigative report on bias policing ("2019 OIG-NYPD Bias report") which found that early intervention systems were not sufficient to handle biased policing complaints. According to the 2019 OIG-NYPD Bias report, RAILS only reports substantiated biased policing complaints to officer's supervisors.<sup>55</sup> The OIG-NYPD noted that "a pattern of biased policing complaints made against an officer over time may warrant early intervention, even if allegations have not been substantiated" and recommended that the Performance Monitoring Program's methods for tracking use of force complaints could serve as a model for tracking biased policing complaints.<sup>56</sup>

The NYPD responded to the report that "RAILS does, in fact, capture unsubstantiated biased policing allegations involving uniformed members"<sup>57</sup> and that they are in the process of implementing a program where personnel "will be reviewed for potential non-disciplinary, early

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<sup>53</sup> N.Y.C Department of Investigation, "Examination of DOI's Office of Inspector General for NYPD 2019 Assessment of Litigation Data Involving NYPD," (Apr. 30, 2019), *available at* [https://www1.nyc.gov/assets/doi/reports/pdf/2019/Apr/13LitData\\_pressrelease\\_report\\_43019.pdf](https://www1.nyc.gov/assets/doi/reports/pdf/2019/Apr/13LitData_pressrelease_report_43019.pdf).

<sup>54</sup> [Local Law 68 of 2020](#).

<sup>55</sup> *Supra* note 52.

<sup>56</sup> *Supra* note 52.

<sup>57</sup> "N.Y.P.D Response to June 2019 NYPD-OIG Bias Report," (August 16, 2019) *available at* [https://www1.nyc.gov/assets/doi/oignypd/response/FinalResponse\\_to\\_IG\\_v2\\_81619.pdf](https://www1.nyc.gov/assets/doi/oignypd/response/FinalResponse_to_IG_v2_81619.pdf).



intervention upon receipt of two (2) or more complaints of biased policing or offensive language involving protected class slurs.”<sup>58</sup>

### *Investigating and Disciplining NYPD Personnel Aligned with Hateful Ideologies*

The NYPD has faced general criticism over “the lack of transparency and plain-English explanations of the NYPD’s disciplinary system and process”<sup>59</sup> and the NYPD’s practices for investigating and disciplining personnel aligned with hateful ideologies are not explicitly laid out. The clearest situation where NYPD personnel might be identified as espousing hateful ideology is during police action.

### *Allegations of Biased Policing or Offensive Language*

Typically, the NYC Civilian Complaint Review Board (“CCRB”) deals with four kinds of public complaints against police officers, known collectively as FADO: excessive force, abuse of authority, discourtesy, and offensive language.<sup>60</sup> The NYPD Internal Affairs Bureau (“IAB”), investigates police officers who engage in misconduct and corruption.<sup>61</sup>

If a member of the NYPD displays bias while policing, there are two potential routes for investigation of the action: the IAB<sup>62</sup> if the allegation is that the actions an officer took (or did not take) were biased or the CCRB if the complaint is only that offensive language was used.<sup>63</sup> If a complainant alleges that both the NYPD officer took some type of action (or refrained from taking

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<sup>58</sup> *Id.*

<sup>59</sup> “Report of the Independent Panel on the Disciplinary System of the New York Police Department,” (January 25, 2019), available at <https://www.independentpanelreportnypd.net/assets/report.pdf>.

<sup>60</sup> N.Y.C Civilian Complaint Review Board, Data Transparency: Allegations, available at <https://www1.nyc.gov/site/ccrb/policy/data-transparency-initiative-allegations.page>, (last accessed Oct. 22, 2020).

<sup>61</sup> N.Y.P.D, “Internal Affairs Bureau,” available at <https://www1.nyc.gov/site/nypd/bureaus/investigative/internal-affairs.page>, (last accessed Oct. 5, 2020).

<sup>62</sup> *Id.*

<sup>63</sup> *Supra* note 52.

an action) based on the complainant’s protected status and an offensive remark was made, the IAB will retain the action allegation while CCRB will investigate the offensive language allegation.<sup>64</sup>

When investigating an allegation of biased policing, the IAB must look at the officer’s intent to discriminate, which makes the allegation difficult to prove.<sup>65</sup> But when the CCRB investigates a complaint of “offensive language,” even when that offensive language is based on the complainant’s actual or perceived protected status, the CCRB does not look at the intent of the officer uttering the language. Thus, an offensive language claim will never be categorized as “biased policing,” but is easier to substantiate.<sup>66</sup>

Notably, NYPD responded to the 2019 OIG-NYPD Bias report stating that it disagreed with the OIG-NYPD’s suggestion that a proof of intent be applied to slur cases, stating that, “sustaining these cases under the current regime allows for appropriate intervention and discipline that usually could not be imposed if the cases had to meet the higher standard.”<sup>67</sup>

At the conclusion of IAB or CCRB investigations, if an investigation is substantiated, IAB or CCRB makes a disciplinary recommendation. For less severe allegations, the recommendation will be for Command Discipline<sup>68</sup> or to receive additional training.<sup>69</sup> For the most serious cases, “Charges and Specifications” will be recommended and the substantiated allegation will proceed to departmental trial. Charges and Specifications can result in the loss of vacation days, suspension, or termination.<sup>70</sup> For IAB, Charges and Specifications are prosecuted by the Department

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<sup>64</sup> *Supra* note 52.

<sup>65</sup> *Supra* note 52.

<sup>66</sup> *Supra* note 52 and 57.

<sup>67</sup> *Supra* note 57.

<sup>68</sup> “Report of the Independent Panel on the Disciplinary System of the New York Police Department,” (January 25, 2019) available at <https://www.independentpanelreportnypd.net/assets/report.pdf>.

*Note:* Command discipline is for behavior more problematic than poor training. There are two types, Schedule A has a maximum penalty of 5 vacation days, and Schedule B has a maximum penalty of 10 vacation days.

<sup>69</sup> *Id.*

<sup>70</sup> *Id.*

Advocate's Office ("DAO") and for CCRB, prosecutions are led by its Administrative Prosecution Unit ("APU").<sup>71</sup> In all cases, the Police Commissioner makes the final decision regarding guilt and penalties.<sup>72</sup>

### *Evaluation of Biased Policing and Offensive Language Cases*

While the IAB does not publicly release the results of its investigations, the Commission to Combat Police Corruption ("CCPC" or "the Commission")<sup>73</sup> monitors NYPD anti-corruption systems (including the IAB)<sup>74</sup> and annually publishes a report that focuses on "investigations conducted by the [IAB] and reviewing all of the closed disciplinary cases involving uniformed members of the service."<sup>75</sup>

The CCPC's 2019 Annual Report reviewed cases from October 2016 to September 2018. Out of the offensive language cases, APU prosecuted three of the cases, with penalties ranging from the forfeiture of four to five vacation days.<sup>76</sup> DAO prosecuted one case, which ended with a not guilty finding.<sup>77</sup> In the CCPC's 2019 Annual Report, there was also at least one case involving bias in the "Harassment/Improper Contact – with Other Members of the Service" category. In that case, a captain was accused of using derogatory language towards two lieutenants under his command. One lieutenant claimed that the captain made statements disparaging her country of origin and her gender; the other lieutenant stated that the captain linked him with a terrorist group based upon his ethnicity.<sup>78</sup> The captain forfeited 20 vacation days and had to undergo counseling.

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<sup>71</sup> *Id.*

<sup>72</sup> N.Y.C Commission to Combat Police Corruption, "Nineteenth Annual Report of the Commission," (December 2019), available at <https://www1.nyc.gov/assets/ccpc/downloads/pdf/Annual-Nineteen-Report.pdf>

<sup>73</sup> N.Y.P.D, "Internal Affairs Bureau," available at <https://www1.nyc.gov/site/nypd/bureaus/investigative/internal-affairs.page> (last accessed Oct. 5, 2020).

<sup>74</sup> N.Y.C Commission to Combat Police Corruption, "Commission Mandate," available at <https://www1.nyc.gov/site/ccpc/about/mandate.page> (last accessed Oct. 5, 2020).

<sup>75</sup> *Supra* note 72.

<sup>76</sup> *Supra* note 72.

<sup>77</sup> *Supra* note 72.

<sup>78</sup> *Supra* note 72.

The CCPC believed the penalty was insufficient because “the captain should have served as an example for all under his command.”<sup>79</sup>

Separately, ProPublica released a dataset showing all of the closed cases investigated by the CCRB for every police officer still on the force with at least one substantiated allegation against them from 1985 until the present.<sup>80</sup> According to this data, in 2019, the CCRB had 53 Offensive Language allegations. Of these 53 allegations, the CCRB found 38 to be unsubstantiated. The remaining substantiated allegations received the following recommendations: charges (two cases), command discipline (ten cases), and training (three cases).

#### *OIG-NYPD Criticism of the Biased Policing Investigative Process*

As mentioned, the OIG-NYPD released the 2019 OIG-NYPD Biased report based on its investigation NYPD’s handling of complaints of biased policing.<sup>81</sup> As part of its findings, OIG-NYPD found that “from 2014...to the end of 2018, members of the public had made at least 2,495 complaints of biased policing. OIG-NYPD analyzed 888 such allegations, covering a two-and-a-half-year period, and found inadequacies in how NYPD investigated and tracked them.<sup>82</sup> Moreover, to date, NYPD has not substantiated any complaints of biased policing since it created the distinct complaint classification.”<sup>83</sup>

Conversely, the 2019 OIG-NYPD Biased report noted that CCRB had “substantiated numerous allegations of Offensive Language made against NYPD officers since 2014.” However, OIG was critical of the failure to require intent to be a part of the CCRB investigation of offensive

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<sup>79</sup> *Supra* note 72, pg. 87.

<sup>80</sup> Derek Willis, Eric Umansky and Moiz Syed, “Complaints Against New York City Police Officers,” ProPublica, (July 26, 2020), available at <https://projects.propublica.org/nypd-ccrb/>.

<sup>81</sup> *Supra* note 52.

<sup>82</sup> *Supra* note 52.

<sup>83</sup> *Supra* note 52.

*Note:* According to OIG-NYPD, the investigative failures included “instances of NYPD misclassifying complaints and failing to conduct the requisite interviews with subject officers and complainants.”

language complaints. This examination also noted that the CCRB does not investigate complaints of biased policing, unlike similar independent police review agencies associated with the 20 largest police departments in the United States.<sup>84</sup>

#### *Hateful Ideology and Language Espoused Outside of Police Action*

It is unclear whether the IAB or CCRB would handle a complaint of offensive language outside of the normal course of duties, especially if it was posted on social media.<sup>85</sup> However, in 2011, it was reported that numerous NYPD officers were part of a hateful Facebook group entitled “No More West Indian Day Detail.”<sup>86</sup> Officers reportedly called paradegoers slurs such as “savages” and one officer stated “Drop a bomb and wipe them all out.”<sup>87</sup> A deputy commissioner at the time said the matter would be referred to IAB.<sup>88</sup> A year later, it was reported that 17 NYPD employees faced discipline in connection with the posts.<sup>89</sup> Four officers were facing “departmental trials on charges of ‘conduct prejudicial to the good order of the Police Department.’” Six received a command discipline, while the remaining seven received “the department’s lowest level of punishment, the equivalent of a reprimand.”<sup>90</sup>

The disciplinary files for the four officers facing departmental trials were part of a large cache of NYPD disciplinary records released by BuzzFeed. A review of the officers’ disciplinary files shows they all received the same punishment: undergoing retraining and forfeiting 10

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<sup>84</sup> *Supra* note 52.

<sup>85</sup> *Supra* note 72.

*Note:* In the December 2019 CCPC report, there is mention of two cases of social media misconduct handled by IAB under a “miscellaneous” designation, but it is unclear if the social media postings at issue involved hateful speech or were problematic for other reasons.

<sup>86</sup> William Glaberson, “*N.Y.C Police Maligned Paradegoers on Facebook*,” N.Y Times, (Dec. 5, 2011) available at <https://www.nytimes.com/2011/12/06/nyregion/on-facebook-nypd-officers-malign-west-indian-parade.html>

<sup>87</sup> *Id.*

<sup>88</sup> *Id.*

<sup>89</sup> Joseph Goldstein, “*Police Workers Punished for Racist Web Posts on West Indian Parade*,” N.Y Times. (Aug. 22, 2012) available at <https://www.nytimes.com/2012/08/23/nyregion/racist-posts-tied-to-west-indian-parade-bring-police-dept-discipline.html>.

<sup>90</sup> *Id.*

vacation days.<sup>91</sup> It appears that IAB oversaw the investigation, based on the categorization in the documents.<sup>92</sup>

### NYPD Bias Training

In recent years, police departments across the country, including the NYPD, have increasingly implemented trainings to combat implicit biases.<sup>93</sup> According to former New York City Police Commissioner James O’Neill, “the goal of this [implicit bias] training is to help us understand our attitudes, and how to best use our judgment, experience, and intelligence to be as effective and safe as possible.”<sup>94</sup> Further, Benjamin Tucker, NYPD’s First Deputy Commissioner, highlighted, “you know who you are, as a person. And you know what biases you have. We’re saying to you, ‘don’t bring those biases to work.’ That’s the implicit piece of this.”<sup>95</sup>

In 2018, the NYPD contracted with Fair and Impartial Policing (“FIP”), a Florida-based for-profit implicit bias training company, to conduct its bias training.<sup>96</sup> FIP is used by other police agencies across the U.S.<sup>97</sup> and aims “to educate officers about the science of implicit bias and how the phenomenon can negatively impact community and officer safety as well as community perceptions of fairness and legitimacy.”<sup>98</sup>

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<sup>91</sup> N.Y.P.D Disciplinary Documents, available at <https://www.documentcloud.org/documents/4858763-NYPD-Discipline-All540-Pages.html>.

<sup>92</sup> *Id.*

<sup>93</sup> CBS News, “A Rare Look Inside NYPD’s Implicit Bias Training,” (Aug. 17, 2018), available at <https://www.cbsnews.com/news/nypd-rare-look-inside-police-implicit-bias-training/>.

<sup>94</sup> Laura Dimon and Rocco Parascandola, “NYPD to Start Implicit Bias Training,” Daily News/Police Patrol, (Feb. 6, 2018), available at <https://www.police1.com/patrol-issues/articles/nypd-to-start-implicit-bias-training-KRizioZYCY12pCUz/>

<sup>95</sup> *Supra* note 93.

<sup>96</sup> Al Baker, “Confronting Implicit Bias in the New York Police Department,” N.Y Times, (July 15, 2018), available at <https://www.nytimes.com/2018/07/15/nyregion/bias-training-police.html> see also “Bias report”

<sup>97</sup> “Impacts of Implicit Bias Training in the NYPD,” Finn Institute for Public Safety and the Center for Police Research and Policy (July 2020), available at [https://www1.nyc.gov/assets/nypd/downloads/pdf/analysis\\_and\\_planning/impacts-of-implicit-bias-awareness-training-in-%20the-nypd.pdf](https://www1.nyc.gov/assets/nypd/downloads/pdf/analysis_and_planning/impacts-of-implicit-bias-awareness-training-in-%20the-nypd.pdf), pg. 11.

<sup>98</sup> *Id.*, pg. 36.

FIP’s training program was adapted to fit the needs of the NYPD and was vetted by NYPD management and stakeholders. Beginning in February 2018, all levels of NYPD uniformed personnel, over 36,000 officers, received one day of 8-hour instruction,<sup>99</sup> with the exception of command level staff whose program is a day and a half.<sup>100</sup> The training, which concluded in April of 2019, consisted of lectures, role-playing activities and other exercises that allowed officers to experience potential real-world situations that could be influenced by bias.<sup>101</sup>

The training program for new recruits, police officers, and front-line supervisors focused on six steps to help officers acknowledge and reduce implicit biases, by encouraging officers to:

1. “Reduce your biases.” This skill recognizes that “biases are internalized over lifetimes and are therefore difficult to exterminate” and advocates for officers to use *Contact Theory* to recall positive contacts with people of other groups or with counter-stereotypical members of these groups to break down long-held assumptions and biases. As such, officers should attempt to “blur lines” by “looking for similarities rather than differences between themselves and others.”<sup>102</sup>
2. “Manage your biases.” This skill is designed to make officers aware of their biases and give them tools to address how those biases may affect their behavior and actions. It encompasses “self-checks,” during which officers asks themselves probing questions, such as “Would I stop this individual if they were white?”<sup>103</sup>
3. “Avoid profiling by proxy.” This warns officers to “be aware of community/colleague bias.” Officers are taught to use independent judgement about situations and self-check skills to assess the scene with “fresh eyes and neutrality” to prevent the bias of others from influencing their decisions.<sup>104</sup>
4. “Slow it down.” This requires officer to slow decision-making down when possible. This skill teaches officers to act “carefully, deliberately, and objectively” to reduce the ambiguity of a situation.<sup>105</sup>
5. Become aware of agency bias policies and think about those policies in line with the skills learned throughout training. Officers are encouraged to familiarize themselves

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<sup>99</sup> *Supra* note 95.

<sup>100</sup> Jeremy Stahl, “NYPD Paid \$4.5 Million for Bias Trainer. She Says She’s Not the Solution,” *Slate* (June 18, 2020) available at <https://slate.com/news-and-politics/2020/06/lorie-fridell-implicit-bias-policing.html>

<sup>101</sup> *Supra* note 97.

<sup>102</sup> *Supra* note 97 pg. 15.

<sup>103</sup> *Supra* note 97 pg. 15.

<sup>104</sup> *Supra* note 97 pg. 15.

<sup>105</sup> *Supra* note 97 pg. 15.

with department-specific regulations regarding bias and to act and behave in accordance with those policies.<sup>106</sup>

6. “Analyze your options with a FIP perspective.” During small group role-playing exercises, officers are able to combine the skills they’ve learned and implement them, in scenarios modeled after real-world events, then reconvene and discuss and reflect on their handling of the situations.<sup>107</sup>

In summary, the training is designed to “make front-line officers aware of their biases, provide them with motivation to change and equip them with strategies to implement that change.”<sup>108</sup>

Supervisory training addressed the same skills and focused on the unique role supervisors play. During the training, supervisors were presented with role-playing scenarios where an officer may have been influenced by implicit bias and were given the tools necessary to have productive conversations with front-line officers about the officer’s decision-making process. In doing so, supervisors were encouraged to act in a way that does not place blame on the officer. Supervisors were reminded that they are “role-models, mentors and representatives of the department,”<sup>109</sup> and that their own biases can influence command decisions and/or front-line officer behaviors and attitudes.<sup>110</sup>

Supervisors were also trained to avoid “over-control” of situations to ensure that despite becoming more aware of bias, officers should not be fearful that every action they take will be interpreted as biased.<sup>111</sup> The training highlighted that officers should not be fearful of using force when necessary, strictly because they feel that it might be interpreted as biased. Finally, supervisors were given resources to accurately discuss bias within and outside of the department

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<sup>106</sup> *Supra* note 97 pg. 16.

<sup>107</sup> *Supra* note 97 pg. 16.

<sup>108</sup> *Supra* note 97 pg. 16.

<sup>109</sup> *Supra* note 97 pg. 16.

<sup>110</sup> *Supra* note 97 pg. 16.

<sup>111</sup> *Supra* note 97 pg. 17.



to foster continued dialogue and education about the issues raised during FIP training.<sup>112</sup> Going forward, implicit bias training has been incorporated into the police academy curriculum, so new recruits should continue to receive training during the academy.<sup>113</sup> However, it is unclear whether current (in-service) officers are required to receive the training on an annual basis, after the initial cycle concluded in 2019. The contract for FIP was in effect through January 2020 and was subsequently renewed until 2022, which suggests that FIP will continue to provide the training to new NYPD service members.<sup>114</sup>

### *Enhancing the Efficacy of Bias Training*

In addition to foundational implicit bias training, Lori Fridell, CEO and Executive Level Instructor of FIP,<sup>115</sup> stresses the importance of departments' employing additional measures to foster positive outcomes. Fridell recommends heightened departmental accountability measures (body-worn cameras, early-intervention systems, complaint review, supervisory monitoring and employee evaluations),<sup>116</sup> in addition to aligning departmental practices regarding hiring and promotions to foster a diverse and fully vetted workforce.<sup>117</sup>

### *The impact of implicit bias awareness training in the NYPD*

Some researchers and industry professionals question the effectiveness of implicit bias training, particularly whether it can change officers' actions on the streets, rather than just their awareness of potential biases. A recent study by The John F. Finn Institute on Public Safety and

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<sup>112</sup> *Supra* note 97 pg. 17.

<sup>113</sup> *Supra* note 97 pg. 2 footnote 5.

<sup>114</sup> N.Y.C Checkbook, Fair and Impartial Policing Budget Allocation, (See Contract ID: CT105620201416310); available at [https://www.checkbooknyc.com/spending\\_landing/category/1/year/121/yeartype/B/vendor/271081](https://www.checkbooknyc.com/spending_landing/category/1/year/121/yeartype/B/vendor/271081).

<sup>115</sup> Fair and Impartial Policing: The National Team, available at <https://fipolicing.com/the-team/> (last accessed Oct. 5, 2020).

<sup>116</sup> *Supra* note 97 pg. 33. Cited: Producing Biased Free Policing – A Science Based Approach

<sup>117</sup> *Supra* note 97 pg. 33. Cited: Producing Biased Free Policing – A Science Based Approach

the Center for Police Research and Policy on the impact of FIP's training for the NYPD was undertaken to evaluate its effectiveness in the NYPD.<sup>118</sup>

The study conducted pre- and post-training assessments, where officers rated whether they believed policing based on stereotypes or biases can make police unsafe; whether it is easier to manage implicit biases than to change them; and whether implicit biases may lead officers to be "overly vigilant."<sup>119</sup> Post-training assessments show that while officers have a better understanding of implicit bias and that it may play a role in determining the outcomes of citizen encounters, enforcement numbers broken down by race, including data on stops, frisks in stops, summonses, and arrests, did not change.<sup>120</sup>

Fridell explains that, "In any agency, you can't assume that the implicit bias training is going to impact behavior unless the leadership is doing what they have to do. Think about this: you've trained your personnel in implicit bias and then the directive from the top is go out and make aggressive traffic stops and find the guns, the drugs, and the crooks. Well: who do you think human beings are going to focus on? They're going to focus on people of color, they're going to focus on men, they're going to focus on low-income."<sup>121</sup>

### Conclusion

A police officer who espouses hateful or explicitly biased beliefs seriously compromises his or her ability to fulfil his or her duty as a police officer. The NYPD has an obligation to take such matters seriously. As the United States Court of Appeals for the Second Circuit said in a 2002 opinion in a case involving a police officer who was fired for anonymously disseminating

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<sup>118</sup> *Supra* note 97.

<sup>119</sup> Martin Kaste, "Study of Implicit Bias Training Changes Minds not Necessarily Behavior," NPR (September 10, 2020) <https://www.npr.org/2020/09/10/909380525/nypd-study-implicit-bias-training-changes-minds-not-necessarily-behavior>.

<sup>120</sup> *Id.*

<sup>121</sup> *Supra* note 100.

anti-Black and anti-Semitic materials, “[the] capacity of such statements to damage the effectiveness of the police department in the community is immense.”<sup>122</sup> The court further went on to note that “[such] statements also have a great capacity to cause harm within the ranks of the Police Department by promoting resentment, distrust and racial strife between fellow officers.”<sup>123</sup>

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<sup>122</sup> Pappas v. Giuliani, 290 F.3d 143 (2002)

<sup>123</sup> Id.

## **Appendix A**

Attached is the Council's November 2020 report titled, "*A Report on NYPD DEPUTY INSPECTOR JAMES FRANCIS KOBEL and "CLOUSEAU."*"

The NYPD was made aware of the report prior to its public release and began an internal investigation in October.<sup>124</sup> As of December 14, 2020, media reports indicate that Kobel has been relieved of his command of the Office of Equal Employment Opportunity, placed on modified duty, and assigned to the Transit Bureau while the internal investigation remains ongoing.<sup>125</sup>

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<sup>124</sup> ABC 7, *NYPD Officer Accused of prejudice, sexist comments on line*. (Dec. 9, 2020) available at <https://abc7ny.com/nypd-officer-accused-of-prejudice-sexist-comments-online/7679612/>

<sup>125</sup> Craig McCarthy, *High-ranking NYPD cop probed for racist remarks transferred to transit*, N.Y. Post (Nov. 23, 2020), available at <https://nypost.com/2020/11/23/nypd-cop-probed-for-racist-remarks-transferred-to-transit/>



**New York City Council  
Oversight and Investigations Division**

**A Report on  
NYPD DEPUTY INSPECTOR  
JAMES FRANCIS KOBEL  
and  
“CLOUSEAU”**

**HON. RITCHIE J. TORRES**  
Chair, Committee on Oversight and Investigations

**November 2020**

**CAUTION: Due to the offensive nature of some of the material referenced in this report, READER DISCRETION IS ADVISED. While this report summarizes some of the most explicit content, some extremely offensive content remains, including content promoting negative stereotypes about persons of various races, gender identities, religious affiliations, and sexual orientations as well as sexually explicit content and language referencing acts of violence. This material appears on parts of pages 3 through 10.**

**JAMES FRANCIS KOBEL and “CLOUSEAU”**

Deputy Inspector James Francis Kobel is the commanding officer of the New York City Police Department’s (NYPD) Office of Equal Employment Opportunity (EEO),<sup>1</sup> which is a sub-unit of the NYPD’s Office of Equity and Inclusion (OEI).<sup>2</sup> He has held this position since May 2020,<sup>3</sup> and, before that time, served as the executive officer (second in command) of the EEO for at least four years.<sup>4</sup> Kobel has been employed by the NYPD for over 28 years.<sup>5</sup>

The OEI is responsible for promoting “a fair, safe, inclusive and accommodating work environment for all members of the [NYPD]” and “for ensuring [the NYPD’s] employees are treated with dignity and respect in the workplace... and promoting a fair and inclusive workplace that is free from discrimination and harassment.”<sup>6</sup> The OEI’s “commitment to an equitable and inclusive work environment where employees are engaged, valued and have opportunities will have a direct impact on how our employees interact with the diverse communities we serve.”<sup>7</sup>

The EEO, under Kobel’s command, “is responsible for the prevention and investigation of employment and harassment claims,” as well as facilitating “[m]ajor changes in Department policy and training... [including] the NYPD’s policy on pregnancy and lactation, beards, religious head coverings, and transgender policies.”<sup>8</sup>

Unfortunately, in addition to being the head of the EEO, Kobel shares a number of specific professional and personal characteristics with—and therefore appears to be—“Clouseau,”<sup>9</sup> a prolific

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<sup>1</sup> NYPD Deputy Commissioner for Equity and Inclusion Tanya Meisenholder (@NYPDEquity), Twitter (May 29, 2020, 3:32 p.m.), <https://twitter.com/NYPDEquity/status/1266452430126026758?s=20>.

<sup>2</sup> NYPD Office of Equity and Inclusion, <https://www1.nyc.gov/site/nypd/bureaus/administrative/equity-inclusion.page> (last visited September 10, 2020).

<sup>3</sup> See FN 1 (Meisenholder tweet).

<sup>4</sup> Ashley Southall, *Muslim Officer Sues New York Police Dept. Over No Beard Policy*, N.Y. Times (June 22, 2016), <https://www.nytimes.com/2016/06/23/nyregion/muslim-officer-sues-new-york-police-dept-over-no-beard-policy.html>.

<sup>5</sup> City of New York, Citywide Payroll Data, <https://data.cityofnewyork.us/City-Government/Citywide-Payroll-Data-Fiscal-Year-/k397-673e>.

<sup>6</sup> NYPD Office of Equity and Inclusion, <https://www1.nyc.gov/site/nypd/bureaus/administrative/equity-inclusion.page>.

<sup>7</sup> *Id.*

<sup>8</sup> *Id.*

<sup>9</sup> See *infra* “Shared Characteristics of Clouseau and Kobel,” page 10.

poster on a vitriolic public Internet message board known as “Law Enforcement Rant.”<sup>10</sup> Between July 2019 and September 2020, Clouseau posted to this board more than 500 times, often expressing racist, misogynistic, antisemitic, and homophobic sentiments. In these posts, he has also advocated for a “blue flu” (a police strike or slowdown), released confidential information regarding NYPD personnel, accused specific NYPD personnel of misconduct, and described his own on-duty misconduct.

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**CAUTION: Offensive content begins below and continues until the “Shared Characteristics of Clouseau and Kobel” section on page 10 of this report.**

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For example, in September 2020, Clouseau described two female NYPD officers of color as “gutter sl\*ts”<sup>11</sup> and “f\*\*king animals” and wrote that suspending them would “give these two savages plenty of time to” engage in specific, graphically described sexual acts.<sup>12</sup> He also referred to a Palestinian-American Muslim NYPD lieutenant as a “goat-f\*\*king Palestinian scum bag.”<sup>13</sup>

He has written on numerous occasions to malign former NYPD Chief Joanne Jaffe who supervised him in the Housing Bureau,<sup>14</sup> referring to her, for example, using derogatory terms for female genitalia.<sup>15</sup>

Clouseau wrote that Eric Garner was “a morbidly obese, diabetes havin’, high blood pressure ignorin’, asthma havin’, chicken wing eatin’, grape soda drinkin’, loosie sellin’ fat bastard,” who died because of his “poor dietary choices.”<sup>16</sup> In another post, he wrote that Garner “should have made an effort to make himself a productive member of society... [instead of] planting his seed everywhere, and having everyone of his spawn living off of the Federal Government Teet [*sic*].”<sup>17</sup>

He also targeted the rest of the Garner family, writing in one post:

Take a look at the rest of the family. [Garner’s] stepfather and his daughter have dropped dead of heart attacks. A message to the rest of the Garner family... skip

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<sup>10</sup> Law Enforcement Rant, <https://lerant.proboards.com> (last visited September 11, 2020).

<sup>11</sup> Law Enforcement Rant, post by Clouseau (September 4, 2020, 10:26 p.m.). Unless otherwise indicated, asterisks have been added and do not appear in post. Prior to the publication of this report, Clouseau’s posts were deleted. Screenshots of these posts are available in the appendix.

<sup>12</sup> Law Enforcement Rant, post by Clouseau (September 2, 2020, 9:35 p.m.).

<sup>13</sup> Law Enforcement Rant, post by Clouseau (September 2, 2020, 9:52 p.m.).

<sup>14</sup> Law Enforcement Rant, post by Clouseau (January 28, 2020, 6:54 p.m.).

<sup>15</sup> Law Enforcement Rant, post by Clouseau (January 28, 2020, 6:54 p.m.); Post by Clouseau (October 18, 2019, 8:52 p.m.).

<sup>16</sup> Law Enforcement Rant, post by Clouseau (October 23, 2019, 10:47 p.m.).

<sup>17</sup> Law Enforcement Rant, post by Clouseau (August 3, 2019, 10:47 p.m.).

the grape soda and Cheetos and try a salad once in a while, otherwise you won't be around long enough to blow through all of that money that [a profane reference to Mayor de Blasio] gave you.<sup>18</sup>

And in response to an article about a lawsuit brought by Eric Garner's mother against the City, he wrote:

Sounds like Mama Garner is looking for another ghetto pay day. She either needs a new weave for her head or she is looking to get a group rate/price from a local cardiologist for all of the grape soda drinkin', cheese doodle and chicken wing eatin' members of her extended family of bastard children and grandchildren that are in need of angioplasty procedures.<sup>19</sup>

In a thread titled, "Martin Lootie King Day," Clouseau wrote:

I have often wondered what Dr. King would have said if he had the opportunity to comment in 2020 on the state of affairs of the people for whom he fought so tirelessly. It is my firm belief that he would be able to do no more than shake his head. They have done NOTHING to progress, and instead, continue to suck on the government tit. Happy Birthday Dr. King.<sup>20</sup>

In response to a video showing a Black woman complaining about President Trump, he posted that it was "bad enough that she probably votes," but worse that "[t]his savage... reproduces little carbon copies of 'herself/hissself'... someone please throw a gallon of bleach in the human gene pool."<sup>21</sup>

In response to a video showing women of color fighting in a store, Clouseau participated in the following exchange:

USER: They spend so much time and money trying to 'beautify' themselves yet all they succeed in is making themselves look ridiculous [*sic*].

CLOUSEAU: Truer words have never been spoken. 10,000 years of evolution continues to elude this sorry bunch of misfits and malcontents.<sup>22</sup>

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<sup>18</sup> Law Enforcement Rant, post by Clouseau (August 3, 2019, 10:47 p.m.).

<sup>19</sup> Law Enforcement Rant, post by Clouseau (August 28, 2019, 7:49 p.m.).

<sup>20</sup> Law Enforcement Rant, post by Clouseau (January 20, 2020, 9:41 p.m.).

<sup>21</sup> Law Enforcement Rant, post by Clouseau (April 1, 2020, 9:58 a.m.).

<sup>22</sup> Law Enforcement Rant, post by Clouseau (November 24, 2019, 11:46 p.m.).



And in response to other posted videos of people of color fighting, he wrote: “As I’ve stated before, 25,000 years of evolution continues to elude these poor unfortunate creatures”<sup>23</sup> and “Ahh yes. The urban ghetto types. 25,000 years of evolution continues to elude these poor unfortunate creatures.”<sup>24</sup>

When a user posted an article showing an NYPD officer shoving a Black female teenager for jumping a turnstile, Clouseau remarked: “Just another entitled tw\*t who has been raised to believe that the rules don’t apply to her.”<sup>25</sup>

In response to an article about whistleblower complaints within the Office of the Special Commissioner of Investigation for city schools, he posted:

Nothing new here. This will never make the news because it doesn’t involve WHITEY offending or discriminating against a protected class. The main stream [*sic*] voters are not looking to have their spawn EDUMACATED because that would spell an end to living on the government plantation.

As long as the allegations are against Wilhelm and Chico Carranza, they go no where [*sic*]. Unless of course some random sector finds Carranza going down on a one legged lesbian Eskimo who speaks with a lisp and identifies as a jelly fish.<sup>26</sup>

On December 31, 2019, Clouseau encouraged other users to place “bets” on what the first homicide of 2020 would be.<sup>27</sup> He then wrote: “My bet is a gunshot wound in the 4-7 over the last piece of jerk chicken at a buffet.”<sup>28</sup> The 47<sup>th</sup> Precinct serves a northern portion of the Bronx.<sup>29</sup> In another post, he referred to an incident in which at least five people were shot in the 40<sup>th</sup> Precinct as a “fight for the last fried chicken wing [and a] scuffed up pair of untied timberlands.”<sup>30</sup>

In response to video showing a crowd of people of color gathering at the scene of a shootout in which an NYPD officer was shot, one user referred to the crowd as “evil, feral thugs”; another wrote that it “is not even enough to say they make us hate them, they grow more anti-social, unable to live in civilized society”; and Clouseau responded to these comments by writing: “Proving yet again, that if they can’t smoke it, drink it, steal it or f\*ck it, these savages destroy it.”<sup>31</sup>

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<sup>23</sup> Law Enforcement Rant, post by Clouseau (November 13, 2019, 8:51 p.m.).

<sup>24</sup> Law Enforcement Rant, post by Clouseau (November 11, 2019, 4:30 p.m.).

<sup>25</sup> Law Enforcement Rant, post by Clouseau (February 7, 2020, 11:48 a.m.).

<sup>26</sup> Law Enforcement Rant, post by Clouseau (December 2, 2019, 12:29 a.m.).

<sup>27</sup> Law Enforcement Rant, post by Clouseau (December 31, 2019, 7:11 p.m.).

<sup>28</sup> Law Enforcement Rant, post by Clouseau (December 31, 2019, 7:36 p.m.).

<sup>29</sup> NYPD, 47th Precinct, <https://www1.nyc.gov/site/nypd/bureaus/patrol/precincts/47th-precinct.page> (last visited September 11, 2020).

<sup>30</sup> Law Enforcement Rant, post by Clouseau (November 27, 2019, 9:04 p.m.).

<sup>31</sup> Law Enforcement Rant, post by Clouseau (September 17, 2019, 10:11 p.m.).

In response to an article about a shooting at a child’s birthday party in which several people of color were injured, he wrote: “Nowadays, ghetto showers aren’t complete without a group of Hennessy fueled savages causing their own unique brand of savagery.”<sup>32</sup>

In a discussion about the National Football League (NFL), Clouseau wrote that football is “most frequently played by a bunch of overpaid, wife/girlfriend beating, DWI driving, dog fight betting, best friend murdering Neanderthals whose neck size is bigger than their IQ”<sup>33</sup> and added later: “I boycott anything and everything associated with the NATIOAL [*sic*] FELON LEAGUE. F\*\*k them, and f\*\*k all of the kneeling scumbags and f\*\*k anyone who supports them.”<sup>34</sup>

During a discussion in which a user posted about Columbia University many years ago relocating to present-day Midtown and purchasing farmland in Morningside Heights, Clouseau responded: “Well when they moved northward and bought farmland, they should have built the wall. Keep the liberal POS inside, and keep the feral ‘yoots’ outside.”<sup>35</sup>

On at least two occasions, Clouseau referred to Public Advocate Jumaane Williams in posts as a “twitching missing link.”<sup>36</sup> He also made unfounded claims about Williams’s relationship to Kirsten John Foy in sexually explicit, homophobic terms,<sup>37</sup> and, during a discussion about Williams possibly running for mayor, wrote: “God help us! There isn’t enough medication to keep this misfit/miscreant’s needle from skipping off the record. Just picture this a\*\*hole appointing the next [Police Commissioner].”<sup>38</sup>

In response to an article reporting that Assembly Member Charles Barron had been diagnosed with COVID-19, Clouseau referred to Barron’s wife (Council Member Inez Barron) as “his lesbian mule wife” and wrote that he hoped that she had Barron “cremated with his ashes hidden” otherwise Clouseau would use the burial site as a bathroom, which he described in graphic terms.<sup>39</sup> He then added: “This ‘Doctor Evil Suit’ wearing c\*\*k sucker never brought anything to the table, and he never will,” whereupon he graphically described preparing to use Barron’s burial site as a bathroom.<sup>40</sup>

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<sup>32</sup> Law Enforcement Rant, post by Clouseau (August 28, 2019, 7:34 p.m.).

<sup>33</sup> Law Enforcement Rant, post by Clouseau (February 2, 2020, 7:51 p.m.).

<sup>34</sup> Law Enforcement Rant, post by Clouseau (February 2, 2020, 8:06 p.m.).

<sup>35</sup> Law Enforcement Rant, post by Clouseau (December 12, 2019, 10:30 p.m.).

<sup>36</sup> Law Enforcement Rant, post by Clouseau (January 13, 2020, 11:55 a.m.); Post by Clouseau (October 28, 2019, 7:51 p.m.).

<sup>37</sup> Law Enforcement Rant, post by Clouseau (January 13, 2020, 11:55 a.m.).

<sup>38</sup> Law Enforcement Rant, post by Clouseau (October 22, 2019, 10:45 p.m.).

<sup>39</sup> Law Enforcement Rant, post by Clouseau (March 15, 2020, 11:58 p.m.).

<sup>40</sup> Law Enforcement Rant, post by Clouseau (March 15, 2020, 11:58 p.m.).

In other posts, he referred to Bronx District Attorney Darcel Clark as a “gap-tooth wildebeest,”<sup>41</sup> to Assembly Speaker Carl Heastie as a “savage,”<sup>42</sup> to former President Barack Obama as a “Muslim savage,”<sup>43</sup> to Representative Ilhan Omar as a “filthy animal,”<sup>44</sup> and to Mayor de Blasio’s son Dante as “brillohead.”<sup>45</sup>

In October 2019, Clouseau wrote to express his frustration about receiving calls from the United States Internal Revenue Service: “I especially love it when the accent I hear on the other end leads me to believe that they may be a cave dwelling, goat f\*\*king savage.”<sup>46</sup>

In March 2020, he wrote that it would be “pretty hard” for the Hasidic community to self-quarantine or social distance in response to COVID-19 because they “have a whole lot of incest going on.”<sup>47</sup> He then added: “On the bright side, if many members of the Hasidim start circling the drain and going out of the picture, the number of people fraudulently claiming welfare benefits will be reduced. Ah yes, a win win situation.”<sup>48</sup>

In response to an article about Orthodox Jews growing tired of being photographed by tourists, he wrote:

I think that eventually all of the inbreeding may lead to the demise of these clowns. The severity of birth defects will only increase. Unfortunately, the local taxpayer is going to be on the hook for the bill when the children need special programs in the local school districts and the parents continue to leach [*sic*] off the system.<sup>49</sup>

In a post about a vacation, Clouseau noted that the only downside to the experience was “all of the Russians” in the building where he was staying.<sup>50</sup> He then explained:

I consider myself to be an open-minded individual but these folks are straight from the Russian ghettos. They are animals. They love staring at me... until I say out loud... “what are you staring at?” Then they avert their eyes. F\*\*k ‘em! I was born here and they are a bunch of bottom feeding savages, only a couple of steps above

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<sup>41</sup> Law Enforcement Rant, post by Clouseau (December 5, 2019, 11:34 p.m.).

<sup>42</sup> Law Enforcement Rant, post by Clouseau (February 11, 2020, 8:46 p.m.).

<sup>43</sup> Law Enforcement Rant, post by Clouseau (June 17, 2020, 9:33 p.m.).

<sup>44</sup> Law Enforcement Rant, post by Clouseau (August 27, 2019, 8:45 p.m.).

<sup>45</sup> Law Enforcement Rant, post by Clouseau (December 13, 2019, 9:48 a.m.).

<sup>46</sup> Law Enforcement Rant, post by Clouseau (October 4, 2019, 10:36 p.m.).

<sup>47</sup> Law Enforcement Rant, post by Clouseau (March 19, 2020, 6:21 p.m.).

<sup>48</sup> Law Enforcement Rant, post by Clouseau (March 19, 2020, 6:26 p.m.).

<sup>49</sup> Law Enforcement Rant, post by Clouseau (September 7, 2019, 11:11 p.m.).

<sup>50</sup> Law Enforcement Rant, post by Clouseau (February 19, 2020, 4:59 p.m.).

the savages living in the Lincoln Houses [a public housing development in East Harlem].<sup>51</sup>

In response to an article about Council Speaker Corey Johnson demanding an investigation into increases in NYPD stop-and-frisk cases, Clouseau posted: “Perhaps we should all take a step back from Stop, Question, and Maybe Frisk, until dear old Corey ends up the victim of a crime in one of the local bathhouses. You know what he’s looking for... Assault with a ‘Friendly Weapon.’”<sup>52</sup>

In another post, he wrote to describe House Speaker Nancy Pelosi as a “too much Chardonnay drinkin’, loose denture wearin’, no class havin’ tw\*t.”<sup>53</sup>

Nor are Clouseau’s offensive posts his only problematic posts. For example, on June 17, 2020, in response to an article about Atlanta police officers walking off the job, Clouseau wrote: “Sadly the blue flu needs to be spread nationwide faster and more furious than the Wuhan Flu. The scumbag liberals ordered this sh\*t sandwich... let them eat it.”<sup>54</sup> And earlier that day in response to another article about the situation in Atlanta, he posted:

OUTF\*\*KINGSTANDING! The liberals asked for it, let them have it. Let the city burn. Let’s go back a few years to the bullsh\*t beer summit in the Rose Garden when Obama publicly declared that the police “acted stupidly.” F\*\*k that Muslim savage and everything he stood for. The liberals created their bed, let them sleep in it.<sup>55</sup>

The State Taylor Law specifically prohibits public employees from engaging in, causing, instigating, encouraging, or condoning a strike or slowdown.<sup>56</sup>

On February 1, 2020, Clouseau posted a lengthy diatribe about the NYPD’s beard policy, which Kobel was (and continues to be) responsible for interpreting and enforcing:

This crew in FD [referring to a federal court decision concerning the FDNY’s beard policy] is no different than the much larger crew of anti-shaving conscientious objectors that we have in *this thing of ours* [NYPD]. Take a look around at the members of our own Department. All of a sudden we have about 8,000 deeply devout religious followers of the prophet Mohammed and the Old Testament Book of Leviticus. It’s all bullsh\*t. The Muslims flat-out refuse to assimilate. And the rest of

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<sup>51</sup> Law Enforcement Rant, post by Clouseau (February 19, 2020, 4:59 p.m.).

<sup>52</sup> Law Enforcement Rant, post by Clouseau (February 11, 2020, 9:19 p.m.).

<sup>53</sup> Law Enforcement Rant, post by Clouseau (February 4, 2020, 11:03 p.m.).

<sup>54</sup> Law Enforcement Rant, post by Clouseau (June 17, 2020, 9:45 p.m.).

<sup>55</sup> Law Enforcement Rant, post by Clouseau (June 17, 2020, 9:33 p.m.).

<sup>56</sup> See New York State Civil Service Law §§ 210(1) and 201(9).

these clowns who have been quoting the Old Testament to get permission to wear beards are nothing but a bunch of frauds. I would have more respect for them if they admitted the truth... that beards are in style, and their wife, girlfriend or boyfriend likes it on them.

A couple of years ago [then Police Commissioner] O'Neill approved the wearing of knit ski type hats in cold weather. The hats are embroidered with NYPD in white lettering. I have noticed that the troops continue to push that issue. The lettering is supposed to be over their foreheads. But no, that's not good enough. Now these clowns are turning the hats so the lettering is off to the side, much the same as you see the standard ghetto savage wearing baseball hats with the brim sticking out from the side of their head.

Looking at all of this makes me want to vomit. Its [*sic*] amazing how so many people don't give a sh\*t about how ridiculous they look. End of my rant. My glass needs to be refilled.<sup>57</sup>

On January 28, 2020, Clouseau described doing his "own digging [on an NYPD rival whom he names] by running his tax number through the Personnel Orders database" in order to determine whether that rival had actually been awarded a "Medal of Valor."<sup>58</sup>

On December 6, 2019, he described an incident in which he witnessed NYPD Chief Charles Kammerdener use a department vehicle to purchase and transport alcohol for a private party.<sup>59</sup> Clouseau notes that this conduct was "a big patrol guide NO NO"<sup>60</sup> and that "driving his department car well outside city limits [violated] city guidelines [and] transport[ing] liquor in said vehicle [violated] Department guidelines,"<sup>61</sup> but the posts do not indicate whether Clouseau reported the incident to the NYPD, the Department of Investigation (DOI), or any other relevant agency.

On November 13, 2019, Clouseau posted about some of his own past misconduct:

I will never forget working weekends in East Harlem when these savages would ride over the Willis, Madison and 3<sup>rd</sup> Avenue Bridges from the Bronx into upper Manhattan, particularly when the weather was nice at the first signs of spring. Many of these bikes ended up in the station house garage after the mutts would dump them after being chased. At the time, I was still a smoker and I would go out to the parking lot/garage for a smoke. The garage was always well stocked with sand and

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<sup>57</sup> Law Enforcement Rant, post by Clouseau (February 1, 2020, 10:58 p.m.).

<sup>58</sup> Law Enforcement Rant, post by Clouseau (January 28, 2020, 6:54 p.m.).

<sup>59</sup> Law Enforcement Rant, post by Clouseau (December 6, 2019, 8:53 p.m.).

<sup>60</sup> Law Enforcement Rant, post by Clouseau (December 6, 2019, 8:53 p.m.).

<sup>61</sup> Law Enforcement Rant, post by Clouseau (December 8, 2019, 9:02 p.m.).

salt for snow melting purposes and there was always some leftover when these scumbags made their spring appearance. Many times I scooped up a handful of sand and salt and deposited said foreign material into their gas tanks.

They were able to enjoy being a savage for a day, riding on sidewalks and the wrong way down one way streets, but at the end of the day, I had the last laugh many times when they came back to retrieve their bikes.<sup>62</sup>

And on November 12, 2019, Clouseau posted the contents of a personnel order imposing discipline on an NYPD lieutenant (whom he names).<sup>63</sup> At that time, the contents of such orders would have been confidential under State Civil Rights Law § 50-a.

### **SHARED CHARACTERISTICS OF CLOUSEAU AND KOBEL**

Based on information provided in Clouseau's posts and on other publicly available information, the common characteristics shared by Clouseau and Kobel include the following:

**They both joined the NYPD at the same time, held the rank of captain or higher in 2019, and were on the job in February 2020.** Clouseau joined the NYPD on June 30, 1992,<sup>64</sup> held the rank of captain or higher in 2019,<sup>65</sup> and was still on the job as of February 2020.<sup>66</sup> According to New York City payroll data, there are only 25 NYPD employees who meet that description.<sup>67</sup> Kobel is one of them: he joined the NYPD on June 30, 1992,<sup>68</sup> was promoted to captain in October 2012,<sup>69</sup> and, as mentioned above, was the executive officer of the EEO in February 2020.

**They both served in the NYPD Housing Bureau under former Chief Joanne Jaffe.** Clouseau served in the NYPD Housing Bureau<sup>70</sup> under the command of former Chief Joanne Jaffe "a few years ago."<sup>71</sup> Former Chief Jaffe was in charge of that bureau from 2003<sup>72</sup> through approximately

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<sup>62</sup> Law Enforcement Rant, post by Clouseau (November 13, 2019, 8:28 p.m.).

<sup>63</sup> Law Enforcement Rant, post by Clouseau (November 12, 2019, 6:58 p.m.).

<sup>64</sup> Law Enforcement Rant, post by Clouseau (July 1, 2019, 1:45 p.m.); Post by Clouseau (August 7, 2019, 9:49 p.m.); Post by Clouseau (September 7, 2019, 10:40 p.m.).

<sup>65</sup> Law Enforcement Rant, post by Clouseau (September 25, 2019, 10:32 p.m.).

<sup>66</sup> Law Enforcement Rant, post by Clouseau (February 19, 2020, 4:59 p.m.).

<sup>67</sup> See FN 5 (Citywide payroll data).

<sup>68</sup> *Id.*

<sup>69</sup> Mark Toor, *30 Civilians Advance, 3 Deputy Inspectors Among 180 Uniformed Promotees*, The Chief Leader (November 13, 2012), [https://thechiefleader.com/news/news\\_of\\_the\\_week/3-deputy-inspectors-among-180-uniformed-%20promotees/article\\_da4349b0-2da4-11e2-aa03-001a4bcf6878.html](https://thechiefleader.com/news/news_of_the_week/3-deputy-inspectors-among-180-uniformed-%20promotees/article_da4349b0-2da4-11e2-aa03-001a4bcf6878.html).

<sup>70</sup> Law Enforcement Rant, post by Clouseau (July 28, 2019, 7:58 p.m.).

<sup>71</sup> Law Enforcement Rant, post by Clouseau (January 28, 2020, 6:54 p.m.).

<sup>72</sup> Complaint in *Jaffe v. City of New York, et al.*, SDNY Case 1:19-cv-07024 (July 26, 2019) at ¶ 31.

February 2014.<sup>73</sup> Kobel was in the bureau at that time: he was the Executive Officer of the Housing Bureau's Police Service Area 5 from November 2012 through September 2014.<sup>74</sup>

**They both share several other very specific personal and family characteristics.** On several occasions, Clouseau posted detailed personal information, including information about his family. This information matches publicly available information about Kobel. For example:

- Their fathers both died in the same year, at the same age, after serving in the NYPD for the same length of time and retiring at the same rank.
- Their mothers both died on the same day.
- They are both the youngest of seven children and have at least two brothers who were NYPD officers.
- They both live in the same county and proposed to their wives at the same time.
- Clouseau's wife's parents live directly on the beach in a particular city. Kobel's wife's parents live directly on the beach in that same city.
- A close friend of Clouseau's wife works for a particular company and held a high-level position in a particular political campaign. Kobel's wife has a close friend who works for that same company and held a high-level position in that same campaign.
- The church that Clouseau attends lost a particular number of parishioners in the September 11<sup>th</sup> attacks. The church that Kobel attends lost that same number of parishioners in those attacks.

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<sup>73</sup> *Gomez Replaces Jaffe as Head of NYPD's Housing Cop Bureau*, The Chief Leader (March 3, 2014), [https://thechiefleader.com/news/news\\_of\\_the\\_week/gomez-replaces-jaffe-as-head-of-nypd-s-housing-cop-bureau/article\\_2fe01690-a21c-11e3-a346-0017a43b2370.html](https://thechiefleader.com/news/news_of_the_week/gomez-replaces-jaffe-as-head-of-nypd-s-housing-cop-bureau/article_2fe01690-a21c-11e3-a346-0017a43b2370.html).

<sup>74</sup> James Kobel, LinkedIn page, <https://www.linkedin.com/in/james-kobel-7b569528> (last visited September 11, 2020).

APPENDIX

This Appendix includes posts by Clouseau (in chronological order). **CAUTION: Due to the offensive nature of some of the material in these posts, reader discretion is advised.**

Posts

**July 1, 2019, 2:11 p.m.**

**Clouseau**  
LER member1  
★



Posts: 508

**June 30, 1992**  
*Jul 1, 2019 at 2:11pm*

Quote ⚙️

That night was unbelievably hot. The school was undergoing renovations with many of the bathrooms and most of the water fountains inoperable.

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**June 30, 1992** Reply

« Prev **1** Next » Actions Search...

**bndb**  
LER member  
level 3  
★★  
^^^ ^^



Posts: 1,111

*Jun 30, 2019 at 10:56am via mobile* **evp50** likes this

Quote ⚙️

Congratulations and happy anniversary to the midnight class of 6/30/1992!

**62a4rmndr**  
LER member  
level 2  
★



Posts: 962

*Jun 30, 2019 at 12:42pm via mobile* **bndb** likes this

Quote ⚙️

Brooklyn Tech on a late tour. Hotter than hot. Great memories.



July 28, 2019, 7:58 p.m.

Clouseau  
LER member1



Posts: 508

**SATURDAY NIGHT - MULTIPLE PEOPLE SHOT**

Jul 28, 2019 at 7:58pm

Quote

Reading that Assistant Chief Maddrey was on the scene and ordered the cops to stand down and take positions on the outskirts is truly disappointing. I have had many dealings with the the Chief over the years, and they have always been positive. But his actions clearly demonstrate a failure to lead. This event sounds very much like my time working in Housing and dealing with each individual projects "Family Days" held on weekends throughout the summer. It seems that a good time is always had by all during the daylight hours, but as soon as the sun sets, the Hennessy keeps on flowing and the weed keeps getting smoked. The fights break out and the shots are fired. Civilized people do not conduct themselves in this manner. These events are supposed to end at a certain time, but the participants never seem to understand that at some point, it's time to take your drunken ass home, and take your baby mama with you. I certainly hope this isn't a prelude to the Labor Day bloodbath that is coming in a few weeks.

Last Edit: Jul 28, 2019 at 7:59pm by Clouseau

August 3, 2019, 10:47 p.m.

Clouseau  
LER member1



Posts: 508

**Political hit job on Pantaleo begins**

Aug 3, 2019 at 10:47pm bndb likes this

Quote

Make no mistake about it. Eric Garner is dead only because of the actions of Eric Garner. He weighed in at well over 300 lbs, he had high blood pressure, he suffered from hypertension, coronary artery disease, diabetes and asthma. And this is the fookin scholar that thought it would be a good idea to "throw down" with a handful of plainclothes cops on a warm and humid July afternoon. He and he alone is the one who told the cops, "No, not today, I'm not going." Guess what, perps don't get to decide when and when they won't comply. Instead of selling loosies and hanging out selling those cigarettes in front of a store where the merchant actually pays taxes, this Big Mac eating, milk shake drinking, loosie selling, asthma and heart disease having, diabetes ignoring, rap sheet having fat bastard should have made an effort to make himself a productive member of society. Instead, it was easier for him to do absolutely nothing, except planting his seed everywhere, and having everyone of his spawn living off of the Federal Government Teet. Take a look at the rest of the family. His stepfather and his daughter have dropped dead of heart attacks. A message to the rest of the Garner family....skip the grape soda and Cheetos and try a salad once in a while, otherwise you won't be around long enough to blow through all of the money that DeBlasshole gave you.

Last Edit: Aug 3, 2019 at 10:54pm by Clouseau

August 7, 2019, 9:49 p.m.

Clouseau  
LER member1



Posts: 508

**Retired cops 'getting away with murder' by raking in fat pen**

Aug 7, 2019 at 9:49pm dustoff262, The Lou, and 3 more like this

Quote

 Aug 7, 2019 at 2:48pm Blue Trumpet said:

The Empire Center has had a pipeline into the NY Post to drop anti-police pension articles for years. Of course, this one throws in a casual mention of the evil "Christmas Bonus" too, as always.

As of this past January's annual pension statement, I had 26 1/2 years OTJ and had 78,000 in banked variable. According to that same pension statement, my annual pension, assuming I don't take the final withdrawal, will be \$148,000. I have no immediate plans to leave so the pension and my banked variable are still growing. To E.J. McMahon and Mike Bloomberg, I sincerely hope you are reading this. You can both blow me!

August 27, 2019 8:45 p.m.

Clouseau  
LER member1  
★



Posts: 508

Magical Vaginasaurus Ilan Omar Steal White Man From His Wife

Aug 27, 2019 at 8:45pm PDU, bohica9, and 1 more like this

Quote ⚙

So, not only is this filthy animal a Homeland wrecker, but she is a home wrecker as well.

August 28, 2019, 7:34 p.m.

Clouseau  
LER member1  
★



Posts: 508

Has this ever happened at your child's birthday party?

Aug 28, 2019 at 7:34pm itslucky, The Lou, and 4 more like this

Quote ⚙

On another note, and to go off on my own rant, when did it become fashionable for men to be present at bridal and baby showers, particularly at ones being held at 0200 hours? I

Nowadays, ghetto showers aren't complete without a group of Hennessey fueled savages causing their own unique brand of savagery. Nothing good comes from showers and christenings held into the early morning hours, and nothing good comes from showers where the baby daddies/grooms are present with their possees.

Last Edit: Aug 28, 2019 at 7:39pm by Clouseau

August 28, 2019, 7:49 p.m.

Clouseau  
LER member1  
★



Posts: 508

Garner Family Now Going After deBlasio

Aug 28, 2019 at 7:49pm Pressure Point Cop likes this

Quote ⚙

Sounds like Mama Garner is looking for another ghetto pay day. She either needs a new weave for her head or she is looking to get a group rate/price from a local cardiologist for all of the grape soda drinkin', cheese doodle and chicken wing eatin' members of her extended family of bastard children and grandchildren that are in need of angioplasty procedures.

Last Edit: Aug 28, 2019 at 7:50pm by Clouseau

September 7, 2019, 10:40 p.m.

Clouseau  
LER member1



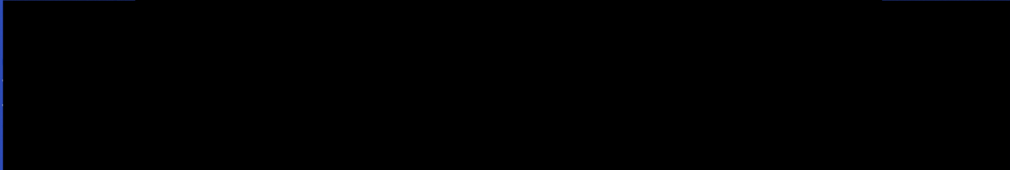
Posts: 508

9/11 As It Happened

Sep 7, 2019 at 10:40pm [bndb](#), [itslucky](#), and 6 more like this

Quote

I will never forgive and I cannot forget. On September 11, 2001, I had 9 years on the job and was a Sergeant on patrol. I did steady 4x12's and that fateful day was supposed to be my first day back to work after a two week long vacation. I was a bachelor and decided to sleep late. A phone call from my father alerted me to what was going on. By the time I got showered, dressed and in my car heading to the city, both towers had fallen. I am no hero.....I was not there. But I will never forgive the savages that inflicted such death and destruction on my city. I now have 27 years in this thing of ours and I will be working on Wednesday.



Last Edit: Sep 7, 2019 at 10:43pm by [Clouseau](#)

September 7, 2019, 11:11 p.m.

Clouseau  
LER member1



Posts: 508

Orthodox Jews sick of being photographed by  
Tourists

Sep 7, 2019 at 11:11pm

Quote

I think that eventually all of the inbreeding may lead to the demise of these clowns. The severity of birth defects will only increase. Unfortunately, the local taxpayer is going to be on the hook for the bill when the children need special programs in the local school districts and the parents continue to leach off the system.

September 17, 2019, 10:11 p.m.

Clouseau  
LER member1



Posts: 508

**COP SHOT: Staten Island**

Sep 17, 2019 at 10:11pm [bnadb](#), [The Lou](#), and [1 more](#) like this

Quote

Sep 17, 2019 at 10:05pm [bnadb](#) said:

Sep 17, 2019 at 7:13pm [Blue Trumpet](#) said:

One video shows cops trying to do CPR on the perp, while the shot cop is being walked to an RMP.

Imagine that, career thug and violent animal tries to gun down two cops, shooting one, and the NYPD is on the street trying to save this asshole's life -- BEFORE the cop he shot has even been evacuated from the scene!

Yet the evil, feral thugs are all standing there, screaming for the death of the cops at the scene.

They are evil. They do evil. They celebrate evil behavior.

It is not even enough to say they make us hate them, they grow more anti-social, unable to live in civilized society and we become less strict with the standards we expect in every day life. I continually ask myself was America better today or fifty years ago and the answer becomes more obvious every day.

Proving yet again, that if they can't smoke it, drink it, steal it or fuck it, these savages destroy it.

September 25, 2019, 10:32 p.m.

Clouseau  
LER member1



Posts: 508

**Sex Crimes Units Under Investigation by IAB**

Sep 25, 2019 at 10:32pm [Pressure Point Cop](#), [Opie Taylor](#), and [1 more](#) like this

Quote

Sep 25, 2019 at 10:56am [kingqueens](#) said:

I was a Capt and above of numerous places in the job. I was very aware of who I was and those around me. The bullet that hits you is never the one you see coming. LOL I NEVER signed in to a command log ANYWHERE that was not accurate. If I walked in at "1010"....I signed in at "1010". No one needed to worry about me ever calling them and saying " save me a line, or "sign me out at 1800....".. type stuff. The reason was I never worked eight hours anyway, so who cared, AND the person you least expect is the one who will drop that dime. I refused to worry about this type of stuff.

So many guys have gotten in trouble over the years for dept car misuse and getting caught with EZPass stuff its retarded. Just do what your supposed to do - AND when the time comes who dont care anymore ( Like I did ) just retire and enjoy your life and pension. LOL

I am in that "Captain and above" position and I will never be able to understand these morons who give the job and the misfits in IAB the "easy score" and the opportunity to let the job kick their balls up into their throat. Never give them the easy opportunity. Show up everyday and do what you are supposed to do. Make those (ocksuckers earn their grade and money.



**October 4, 2019, 10:36 p.m.**

**Clouseau**  
LER member1



Posts: 508

**The IRS called me**

Oct 4, 2019 at 10:36pm wobblypops likes this

Quote

I keep getting calls on my Department cell. I wait until I get a live human being and repeat over and over, enunciating every syllable carefully.....BLOW ME! I especially love it when the accent I hear on the other end leads me to believe that they may be a cave dwelling, goat f---ing savage.

Last Edit: Oct 4, 2019 at 10:36pm by Clouseau

**October 18, 2019, 8:52 p.m.**

**Clouseau**  
LER member1



Posts: 508

**ANYONE HERE REALLY MISSING SHEP SMITH?**

Oct 18, 2019 at 8:52pm itslucky likes this

Quote

Shep Smith? Miss him? Are you fucking crazy? I miss him about as much as I miss that dried up Cee U Next Tuesday (C.U.N.T.) Joann Jaffe and her shit breath lackey Vinny "Feet Don't Fail Me Now" Salerno.

Hey Vinny, I heard your retirement party is coming up soon. Let me know if you need a ticket. There are still plenty of seats available in the phone booth you scumbag.

**October 22, 2019, 10:45 p.m.**

**Clouseau**  
LER member1



Posts: 508

**Ladies and Gentlemen: the Next Mayor of the City of New York**

Oct 22, 2019 at 10:45pm itslucky likes this

Quote

God help us! There isn't enough medication to keep this misfit/miscreant's needle from skipping off the record. Just picture this asshole appointing the next PC.

Last Edit: Oct 22, 2019 at 10:47pm by Clouseau

**October 23, 2019, 10:47 p.m.**

Clouseau  
LER member1  
★



Posts: 508

**PANTELAO UPDATE**

Oct 23, 2019 at 10:47pm [dustoff262](#), [hapd](#), and [3 more](#) like this

Quote ⚙

Best of luck to PO Pantaleo in his quest. More focus should have been placed on the fact that the officer should never have been held responsible for the poor dietary choices of a morbidly obese, diabetes havin', high blood pressure ignorin', asthma havin', chicken wing eatin', grape soda drinkin', loosie sellin' fat bastard.

Last Edit: Oct 23, 2019 at 11:01pm by [Clouseau](#)

**October 28, 2019, 7:51 p.m.**

Clouseau  
LER member1  
★



Posts: 508

**Jumaane Tourette's Says Transit PO's Were Too Aggressive!**

Oct 28, 2019 at 7:51pm [itslucky](#) and [Harry Callahan](#) like this

Quote ⚙

This turd is nothing but a twitching Missing Link. And Eric "My career never went any where because the big bosses realized I was a zero and a scammer" Adams is no better. These two miscreants are now in competition for the most catchy one-liners at press conferences because I firmly believe that they will be running against each other for the Mayor's seat in 2021.

As far as these two dip shits are concerned, it is the right of the citizenry to interfere with officers making a lawful arrest. It is the right of the citizenry to attempt to pull officers off of perpetrators with whom they are struggling. Outstanding job done by the officers. My only critical observation is that the officer needs to hit harder and knock out some teef.

Last Edit: Oct 28, 2019 at 7:52pm by [Clouseau](#)

**November 11, 2019, 4:30 p.m.**

Clouseau  
LER member1  
★



Posts: 508

**Diversity Trashes Dunkin Donuts, Hollis, Queens**

Nov 11, 2019 at 4:30pm [bnbd](#), [itslucky](#), and [3 more](#) like this

Quote ⚙

Ahh yes. The urban ghetto types. 25,000 years of evolution continues to elude these poor unfortunate creatures.

**November 12, 2019, 6:58 p.m.**

Clouseau  
LER member1  
★



Posts: 508

**Well known lieutenant who emceed NYPD promotions loses 25 da**  
Nov 12, 2019 at 6:58pm

Quote ⚙

Perhaps, and I'm just speculating here, that he was told to leave after getting hit for 25 days because this was not Lt. Toni's first time to the Charges and Specifications Rodeo.

Personnel Order #158s.2012 notes that he was found guilty of:

1. While off duty, wrongfully used a Department EZ Pass for non-Department purposes.
2. While off duty, wrongfully used a Department vehicle for non-Department purposes.
3. Wrongfully transported unauthorized non-members of the service in a Department vehicle.
4. Wrongfully approved four (4) off duty employment applications containing inaccurate information.
5. Wrongfully employed four (4) members of his command.

For the above charges he took a thirty (30) day hit. I guess Toni "The Casket Carrier" isn't too smart since he didn't learn from his past mistakes.

Last Edit: Nov 12, 2019 at 6:59pm by Clouseau

**November 13, 2019, 8:28 p.m.**

Clouseau  
LER member1  
★



Posts: 508

**1 MOS vs. Gang of bikers (Bronx)**  
Nov 13, 2019 at 8:28pm hapd, bndb, and 2 more like this

Quote ⚙

On the bright side, at least one of these savages went home without his dirt bike that day.

I will never forget working weekends in East Harlem when these savages would ride over the Willis, Madison and 3rd Avenue Bridges from the Bronx into upper Manhattan, particularly when the weather was nice at the first signs of spring. Many of these bikes ended up in the station house garage after the mutts would dump them when being chased. At the time, I was still a smoker and I would go out to the parking lot/garage for a smoke. The garage was always well stocked with sand and salt for snow melting purposes and there was always some leftover when these scumbags made their spring appearance. Many times I scooped up a handful of sand and salt and deposited said foreign material into their gas tanks.

They were able to enjoy being a savage for a day, riding on sidewalks and the wrong way down one way streets, but at the end of the day, I had the last laugh many times when they came back to retrieve their bikes.

Last Edit: Nov 13, 2019 at 8:30pm by Clouseau

**November 13, 2019, 8:51 p.m.**

Clouseau  
LER member1  
★



Posts: 508

**Diversity Fight Over the Last Chicken Sandwich At Popeyes**  
Nov 13, 2019 at 8:51pm itslucky and rabbit like this

Quote ⚙

As I've stated before, 25,000 years of evolution continues to elude these poor unfortunate creatures.

Last Edit: Nov 13, 2019 at 8:52pm by Clouseau

**November 24, 2019, 11:46 p.m.**

Clouseau  
LER member1  
★




Posts: 508

**Donnybrook erupts at Miami weave shop**

Nov 24, 2019 at 11:46pm

Quote ⚙

 Nov 22, 2019 at 1:07pm **terry33** said:

They spend so much time and money trying to 'beautify' themselves yet all they succeed in is making themselves look more ridiculous. A truly hopeless bunch.

Truer words have never been spoken. 10,000 years of evolution continues to elude this sorry bunch of misfits and malcontents.

**November 27, 2019, 9:04 p.m.**

Clouseau  
LER member1  
★



Posts: 508

**MULTIPLE PEOPLE SHOT - 40 PRECINCT**

Nov 27, 2019 at 9:04pm **dustoff262**, **The Lou**, and **1 more** like this

Quote ⚙

 Nov 27, 2019 at 7:15pm **The Lou** said:

I switched over to CCN and strangely there was no mention of this incident. I was told that shooter was just trying to keep it real but one of the vics step on his new Air Jordans. Two of the vics were trying to get their lives back on track.

Wrong! You are way off base. They weren't keeping it real. It was a fight for the last fried chicken wing and Air Jordan's weren't involved. Instead, it was a scuffed up pair of untied timberlands. Get your shit straight next time, yo!

**December 2, 2019, 12:29 a.m.**

Clouseau  
LER member1  
★



Posts: 508

**Ed. Dept's Special Inv. Under Fire For ShitcanningComplaints**

Dec 2, 2019 at 12:29am

Quote ⚙

 Dec 1, 2019 at 8:53pm **dustoff262** said:

And this will go nowhere, as usual. The sleepy voters in NYC aren't as passionate about corruption as they are about their local sports team.

They wanted that socialist giraffe and got what they deserve.

Nothing new here. This will never make the news because it doesn't involve WHITEY offending or discriminating against a protected class. The main stream voters are not looking to have their spawn EDUMACATED because that would spell an end to living on the government plantation.

As long as the allegations are against Wilhelm and Chico Carranza, they go no where. Unless of course some random sector finds Carranza going down on a one legged lesbian Eskimo who speaks with a lisp and identifies as a jelly fish.



December 5, 2019, 11:34 p.m.

Clouseau  
LER member1



Posts: 508

### SHEA SHUFFLING EXECUTIVES

Dec 5, 2019 at 11:34pm

Quote

Latest update, UNCONFIRMED, is that " Morris the Cat" is being sent to IAB to replace Joe Resnick. One reason being floated is that O'Neill and the DERMOTologist were unhappy about the manner in which "The Res" handled a case in the Boogie Down where a certain Asian Captain was arrested and charged by the Bull Dyke DA in the Boogie Down for obstructing a DWI arrest of an off duty Detective whose accident and arrest did not occur on the tour that this Captain was working.

The word is that O'Neill was so pissed off after the Captain's acquittal that they gave the rookie Captain his own command. O'Neill took it a step further as a final "FUCK YOU" to the Bronx DA by promoting that Captain to Deputy Inspector last week.

I'm not a fan of the previous PC, but thank you for sticking it to that gap-toothed wildebeest!

Last Edit: Dec 5, 2019 at 11:35pm by Clouseau

December 6, 2019, 8:53 p.m.

Clouseau  
LER member1



Posts: 508

### Retired DC DeMarino Passed away

Dec 6, 2019 at 8:53pm

Quote

Dec 6, 2019 at 6:55pm nuthinbutdatruth said:

I worked for Vinny in BX Narco.

He was a gentlmen. Never got agitated, and KammaHammer broke his balz all the time.

KammaHammer, aka, Kammerdener, aka the Tan Man was quite the bag of douche.

Just a little tidbit about that 1st grade turd. Several years ago when he was still OTJ, I was on line behind him at [REDACTED]. If you're not familiar with the place, it is a liquor warehouse, very decent prices. Well good old Tan Man had a shopping cart loaded with hooch. He went to one register and I went to another. We got paid for our purchases virtually at the same time, exited the store and started walking to our cars. Well it seems old Charlie was parked right next to me. And I couldn't help but notice the antenna on the trunk of his black Ford Crown Victoria. Charlie was loading all of his purchased hooch into the trunk of his Department car. That's a big patrol guide NO NO. So is using the Department car for anything other than commuting to and from work and Department business. [REDACTED]

As he loaded his purchases into his car, I loaded my purchases into my car. As I finished I looked over and said, "Oh hey Chief, how are you? I guess you're having a big party." Needless to say, his fake tan drained from his face.

December 8, 2019, 9:02 p.m.

Clouseau  
LER member1



Posts: 508

Retired DC DeMarino Passed away

Dec 8, 2019 at 9:02pm

Quote

Dec 8, 2019 at 7:09pm gaurdianangel05 said:

Dec 6, 2019 at 8:53pm Clouseau said:

KammaHammer, aka, Kammerdener, aka the Tan Man was quite the bag of douche.

Just a little tidbit about that 1st grade turd. Several years ago when he was still OTJ, I was on line behind him at [REDACTED]. If you're not familiar with the place, it is a liquor warehouse, very decent prices. Well good old Tan Man had a shopping cart loaded with hooch. He went to one register and I went to another. We got paid for our purchases virtually at the same time, exited the store and started walking to our cars. Well it seems old Charlie was parked right next to me. And I couldn't help but notice the antenna on the trunk of his black Ford Crown Victoria. Charlie was loading all of his purchased hooch into the trunk of his Department car. That's a big patrol guide NO NO. So is using the Department car for anything other than commuting to and from work and Department business.

[REDACTED]

As he loaded his purchases into his car, I loaded my purchases into my car. As I finished I looked over and said, "Oh hey Chief, how are you? I guess you're having a big party." Needless to say, his fake tan drained from his face.

**Obviously you have a negative opinion about the K-Master. You probably spent more time doing nothing than making collars. If didn't do your job he broke your balls. If you worked , he took care of you.**

Actually I never worked for Deputy Chief DeMarino or Chief Kammerdener. As for Deputy Chief DeMarino, Rest in Peace Sir. Everyone who I ever spoke with, had nothing but good and positive things to say about the Chief. The scourge of 9/11 related illnesses only continues and I fear that it will for many years to come.

As to the tan man whom you refer to as the K-master, no, I never worked for this tanned turd, yet every dealing with him was in fact, an ordeal. With that said, what I posted was not a comment on his work ethic, or the shit manner in which he treated people. Instead, my comment was intended to draw light to the fact that as much as he screwed with his people, and fucked with his people for violation of rules, this tanned turd had no problem driving his department car well outside city limits, in violation of city guidelines, to transport liquor in said vehicle, in violation of Department guidelines. I noticed that the color of the font you typed is the same color of his fake tan. If it is in fact you, Fuck you Charlie.

December 12, 2019, 10:30 p.m.

Clouseau  
LER member1



Posts: 508

SAVAGES MURDER COLLEGE STUDENT-  
MORNINGSIDE PARK

Dec 12, 2019 at 10:30pm

Quote

Dec 12, 2019 at 8:48pm Pressure Point Cop said:

Columbia was known as Kings College and located by Trinity Church in Lower Manhattan. They moved to present day Midtown briefly and then bought farmland in Morningside Heights where today's main campus is located.

Well when they moved northward and bought farmland, they should have built the wall. Keep the liberal POS inside, and keep the feral "yoots" outside.

**December 13, 2019, 9:48 a.m.**

Clouseau  
LER member1  
★



Posts: 513  
Member is Online

**SAVAGES MURDER COLLEGE STUDENT-  
MORNINGSIDE PARK**

Dec 13, 2019 at 9:48am hapd and The Lou like this

Quote ⚙



Dec 13, 2019 at 9:44am The Lou said:

Since they haven't described the 13 y/o mutt other than his age we can only assume the rest.

I'm wondering if DeBlassihole had "the Talk" wi with brillohead about walking in Morningstar park at night.

"Brillohead!" An instant classic. You Sir have earned the "Ranter of the Day Award." I tip my hat to you.

I am willing to wager today's uniform allowance that at least one, if not all three of these savages is a resident of the nearby Grant or Manhattanville Houses.

Last Edit: Dec 13, 2019 at 9:54am by Clouseau

**December 31, 2019, 7:11 p.m.**

Clouseau  
LER member1  
★



Posts: 508

**FIRST 2020 HOMICIDE**

Dec 31, 2019 at 7:11pm

Quote ⚙

Place your bets boys and girls. What command? Method of snuffing?

**December 31, 2019, 7:36 p.m.**

Clouseau  
LER member1  
★



Posts: 508

**FIRST 2020 HOMICIDE**

Dec 31, 2019 at 7:36pm itslucky likes this

Quote ⚙

My bet is a gunshot wound in the 4-7 over the last piece of jerk chicken at a buffet.

January 13, 2020, 11:55 a.m.

Clouseau  
LER member1



Posts: 508

Next Mayor of NYC is a Speeding Recidivist

Jan 13, 2020 at 11:55am

Quote

I have no doubt that the Mayor will end up giving this twitching missing link a PD driver that way any future speeding incidents can be blamed on the Detective. The problem for any PD driver would only be compounded by having to stomach Jumanne's butt boy and meat gazer Kirsten John Foy. Those two assholes are a package deal ever since they got collared together.

January 20, 2020, 9:41 p.m.

Clouseau  
LER member1



Posts: 508

Martin Lootie King Day

Jan 20, 2020 at 9:41pm

Quote

Jan 19, 2020 at 4:56pm hapd said:

Combat Information Center Watch Supervisor

well, he did not deserve to die like that, nor the jackals around him to profit from his death. what he did was good violence free civil rights work. the south was really plucked up and at the same time the blacks that moved north or were given a bus ticket by george wallace came north for jobs or bigger welfare checks. we really are a better nation for him doing what he did. it just has been bastardized by the jessie jackson, alwhore sharptons and many others into a greivence industry with billions at stake every day. what is now taking place is many northern blacks are leaving the inner shitty and other areas for a better life in the south and other regions. just to be replaced by low skilled non english speaking illegal aliens for all the free shitte. Happy Birthday Doctor King.

Nicely stated HAPD. I have often wondered what Dr. King would have said if he had the opportunity to comment in 2020 on the state of affairs of the people for whom he fought so tirelessly. It is my firm belief that he would be able to do no more than shake his head. They have done NOTHING to progress, and instead, continue to suck on the government tit. Happy Birthday Dr. King.



January 28, 2020, 6:54 p.m.

Clouseau  
LER member1



Posts: 508

**Banging A Female Lt In The Bathroom!**

Jan 28, 2020 at 6:54pm

Quote

Jan 28, 2020 at 5:30pm **overanddone** said:

Jan 28, 2020 at 5:26pm **hapd** said:

Combat Information Center Watch Supervisor

what balls? salerno lost his breakfast sausage and tiny eggs a long time ago running from a gun fight. i'm surprised he was not given a medal. First Order of Cowardice under fire.

I never said he found them!

Overanddone, a few years ago when I had the misfortune of working in Housing under that dried up twat JJ, I had regular dealings the coward known as Salerno. He was always wearing the dark blue Medal of Valor breast bar. I did my own digging by running his tax number through the Personnel Orders database. According to those orders, that turd was never awarded the MOV, which means it was an unpublished personnel order.....kept off the official radar. I guarantee you that the same way he was promoted to DI and never crossed the stage for fear of boos and embarrassment, this First Grade Douchebag was awarded the MOV for the incident in the Taft Houses.

Hey Vinny, I know you're still running your time. Did Secreto tell you to go fuck yourself when you requested the honorary walk-out?

February 1, 2020, 10:58 p.m.

Clouseau  
LER member1



Posts: 508

**Hairy situation: Federal judge orders FDNY to accommodate st**

Feb 1, 2020 at 10:58pm **hapd**, **509thSFS**, and **2 more** like this

Quote

This crew in FD is no different than the much larger crew of anti-shaving conscientious objectors that we have in *this thing of ours*. Take a look around at the members of our own Department. All of a sudden we have about 8,000 deeply devout religious followers of the prophet Mohammed and the Old Testament Book of Leviticus. It's all bullshit. The Muslims flat-out refuse to assimilate. And the rest of these clowns who have been quoting the Old Testament to get permission to wear beards are nothing but a bunch of frauds. I would have more respect for them if they admitted the truth.....that beards are in style, and their wife, girlfriend or boyfriend likes it on them.

A couple of years ago PC O'Neill approved the wearing of knit ski type hats in cold weather. The hats are embroidered with NYPD in white lettering. I have noticed that the troops continue to push that issue. The lettering is supposed to be over their foreheads. But no, that's not good enough. Now these clowns are turning the hats so the lettering is off to the side, much the same as you see the standard ghetto savage wearing baseball hats with the brim sticking out from the side of their head.

Looking at all of this makes me want to vomit. Its amazing how so many people don't give a shit about how ridiculous they look. End of my rant. My glass needs to be refilled.

Last Edit: Feb 1, 2020 at 11:01pm by **Clouseau**

**February 2, 2020, 7:51 p.m.**

**Clouseau**  
LER member1  
★



Posts: 508

**Not surprised from superbowl**

Feb 2, 2020 at 7:51pm hapd, itslucky, and 4 more like this

Quote ⚙️

 Feb 2, 2020 at 7:36pm **Pressure Point Cop** said:

What is the Super Bowl?

The Super Bowl is a football game that is probably best played by kids because nowadays it is most frequently played by a bunch of overpaid, wife/girlfriend beating, DWI driving, dog fight betting, best friend murdering Neanderthals whose neck size is bigger than their IQ.

**February 2, 2020, 8:06 p.m.**

**Clouseau**  
LER member1  
★



Posts: 508

**HOW MANY STILL BOYCOTTING THE NFL**

Feb 2, 2020 at 8:06pm mongo and Pressure Point Cop like this

Quote ⚙️

I boycott anything and everything associated with the NATIOAL FELON LEAGUE. Fuck them, and fuck all of the kneeling scumbags and fuck anyone who supports them.

**February 4, 2020, 11:03 p.m.**

**Clouseau**  
LER member1  
★



Posts: 508

**State of the Union**

Feb 4, 2020 at 11:03pm nzmike11, dustoff262, and 6 more like this

Quote ⚙️

Two observations. Nancy Pelosi is a too much Chardonnay drinkin', loose denture wearin', no class havin' twat. First she fails to follow the script with the tradional introduction of POTUS, then she rips up her copy of his speech. Big mistake Nancy! That speech would have been worth a lot of money when Trump wins re-election.

Anyone else notice on ABC news when Trump was leaving the chamber, George Stephanopolous stated that it was the first time the "Congressional Medal of Honor" was awarded in the Capitol building when it was awarded to Rush Limbaugh? Hey liberal douchebag, know the facts before you open your mouth, it's the Presidential Medal of Freedom.....dickhead.

Last Edit: Feb 5, 2020 at 12:50pm by Clouseau

**February 7, 2020, 11:48 a.m.**

Clouseau  
LER member1  
★



Posts: 508

**NYPD cop shoves fare beating teen out of subway**

Feb 7, 2020 at 11:48am 509thSFS, itslucky, and 3 more like this

Quote ⚙️

Just another entitled twat who has been raised to believe that the rules don't apply to her.

**February 11, 2020, 8:46 p.m.**

Clouseau  
LER member1  
★



Posts: 508

**Anxiety grips NY amid concerns of rising crime**

Feb 11, 2020 at 8:46pm

Quote ⚙️

As the late Mayor Edward Irving Koch stated upon being beaten for re-election by that train wreck David Dinkins, "the voters have spoken and now they must be punished."

These criminal justice and bail reform laws were enacted by a Democrat controlled State Assembly and a Democrat controlled Senate. There was little to no input from law enforcement agencies. Instead, these morons enacted laws that do nothing but cause further victimization of victims.

Every single republican on the campaign trail should open every campaign speech with a list of names from the geographic area that voted for these laws.

Without a doubt, this savage head of the Assembly, Heastie, needs to go! I thought Sheldon Silver was a bottom feeding mutt. Heastie makes Silver look like an amateur.

**February 11, 2020, 9:19 p.m.**

Clouseau  
LER member1  
★



Posts: 508

**Anti-Cop "Campaigning" Starts With Cop-Hating Corey Johnson**

Feb 11, 2020 at 9:19pm hapd, The Detail Rack Guy, and 1 more like this

@the

Quote ⚙️

Perhaps we should all take a step back from Stop, Question, and Maybe Frisk, until dear old Corey ends up the victim of a crime in one of the local bathhouses. You know what he's looking for.....Assault with a "Friendly Weapon."

February 19, 2020, 4:59 p.m.

Clouseau  
LER member1



Posts: 508

Good Stuff / A week in [REDACTED]  
Feb 19, 2020 at 4:59pm

Quote [Settings]

To those of you who are retired, you earned your down time. Enjoy it. I, on the other hand am still working and closing in on 28 years. I woke up in [REDACTED] this morning while visiting [REDACTED]. I went swimming with [REDACTED] and enjoyed a few cold frosty adult beverages on the beach and at the pool. [REDACTED]

The only downside to this joint are all of the Russians in their building. I consider myself to be an open-minded individual but these folks are straight from the Russian ghettos. They are animals. They love staring at me.....until I say out loud....."what are you staring at?" Then they avert their eyes. Fuck 'em! I was born here and they are a bunch of bottom feeding savages, only a couple of steps above the savages living in the Lincoln Houses.

Last Edit: Feb 19, 2020 at 5:00pm by Clouseau

March 15, 2020, 11:58 p.m.

Clouseau  
LER member1



Posts: 508

Cop hating Charles Baron has Corona virus  
Mar 15, 2020 at 11:58pm hapd likes this

Quote [Settings]

I certainly hope that his lesbian mule wife has him cremated with his ashes hidden otherwise I will have a place to go and drain my bladder and dump my bowels. This "Doctor Evil Suit" wearing cock sucker never brought anything to the table, and he never will. I will begin loading my bladder and bowels for this piece of shit.

March 19, 2020, 6:21 p.m.

Clouseau  
LER member1



Posts: 508

SHOCKED! Hasidic community hit hard by  
Chinese Flu

Mar 19, 2020 at 6:21pm dustoff262 and The Detail Rack Guy like this

Quote [Settings]

It's pretty hard to self quarantine or "social distance" yourself when you have a whole lot of incest going on.



March 19, 2020, 6:26 p.m.

Clouseau  
LER member1  
★



Posts: 508

**SHOCKED! Hasidic community hit hard by Chinese Flu**

Quote ⚙️

Mar 19, 2020 at 6:26pm [dustoff262](#) and [Pressure Point Cop](#) like this

On the bright side, if many members of the Hasidim start circling the drain and going out of the picture, the number of people fraudulently claiming welfare benefits will be reduced. Ah yes, a win win situation.

April 1, 2020, 9:58 a.m.

Clouseau  
LER member1  
★



Posts: 508

**LISTEN HERE, "TRUNK"**

Quote ⚙️

Apr 1, 2020 at 9:58am [Libwithaclue](#) and [Iftheyonlyknew](#) like this

 Apr 1, 2020 at 9:43am [Libwithaclue](#) said:

 Mar 31, 2020 at 11:36pm [redstone14](#) said:

and it probably votes...

At least twice.

It's bad enough that she probably votes. But that's not the extent of it. This savage spreads her legs and reproduces little carbon copies of "herself/hissself." Good God, we are doomed.

Would someone please throw a gallon of bleach in the human gene pool?

June 17, 2020, 9:33 p.m.

Clouseau  
LER member1  
★



Posts: 508

**Fight Back ?? Atlanta PD Blue Flu**

Quote ⚙️

Jun 17, 2020 at 9:33pm [ohyeahbro](#), [hapd](#), and 4 more like this

OUTFUCKINGSTANDING! The liberals asked for it, let them have it. Let the city burn. Let's go back a few years to the bullshit beer summit in the Rose Garden when Obama publicly declared that the police "acted stupidly." Fuck that Muslim savage and everything he stood for. The liberals created their bed, let them sleep in it.

June 17, 2020, 9:45 p.m.

Clouseau  
LER member1



Posts: 508

Godspeed Atlanta Police Department

Jun 17, 2020 at 9:45pm dustoff262, keltec, and 10 more like this

Quote

Sadly the blue flu needs to spread nationwide faster and more furious than the Wuhan Flu. The scumbag liberals ordered this shit sandwich.....let them eat it.

September 2, 2020, 9:35 p.m.

Clouseau  
LER member1



Posts: 508

More NYPD females 🍷🍷🍷

Sep 2, 2020 at 9:35pm dustoff262, The Detail Rack Guy, and 7 more like this

Quote

So the rumors circulating around Gus' Hot Dog cart outside the palace has it that these two princesses have been suspended by "The Rez."

I guess having the next 30 days off without pay will give these two savages plenty of time to slurp all the cum and choke on all the ghetto cock they want.

Well played you two fucking animals. It had only been a week since the last self inflicted black eye on this Department. As another poster stated, Mom and Dad must be so proud.

September 2, 2020, 9:52 p.m.

Clouseau  
LER member1



Posts: 508


Lieutenant "Penalized" For Cheating on 3 Promotional Tests

Sep 2, 2020 at 9:52pm hapd and Pressure Point Cop like this

Quote

This lying, cheating, goat-fucking Palestinian scumbag just couldn't be bothered with studying for the exams like everyone else. Instead, he had to lie and scheme like so many of his countrymen. This asshole needs to make himself comfortable in his lieutenant's rank because this scheming piece of shit will not be making Captain again. He can take the next Captain's exam, or even the one after that. Based upon his past he will have to appear before CARB. Thanks to this asshole's antics and dragging the Department into the headlines, his chances of getting promoted to Captain are about as remote as that guy Jaffe coming back as the Chief of Department.

September 4, 2020, 10:26 p.m.

**Clouseau**  
LER member1  
★  
  
Posts: 508

**More NYPD females** 💡💡💡  
Sep 4, 2020 at 10:26pm pr24ftubx likes this

Quote ⚙️


How many white shirts and sergeants just had their erections go limp because they have had this gutter sluts driving them. Guilt by association.


**Other Material**

Screenshot of relevant portions of LinkedIn page for DI Kobel

<https://www.linkedin.com/in/james-kobel-7b569528>

**James Kobel**  
Captain at New York City Police Department  
Greater New York City Area · 243 connections


 **New York City Police Department**

 **F.B.I. National Academy**

[Join to Connect](#)

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**Experience**

 **New York City Police Department**  
7 years 11 months

- **Captain**  
Sep 2014 – Present · 6 years 1 month  
Executive Officer, Deputy Commissioner Equal Employment Opportunity
- **Captain**  
Nov 2012 – Sep 2014 · 1 year 11 months  
Executive Officer, NYCPD Housing PSA 5