

CREATING SAFE COMMUNITIES AND TRANSFORMING POLICING



Full Policy

Maya Wiley has made it clear: there is no leading New York City out of the crisis we're in without cleaning up policing and ensuring it protects our communities. Maya Wiley is presenting the most comprehensive and substantial police reform proposal ever issued by a major candidate for Mayor– a transformational plan to put the public at the center of public safety by creating true, Mayoral control and across-the-board civilian oversight of the NYPD and developing alternatives to policing that can more effectively address New York City's most pressing challenges– poverty, mental health crises, and homelessness. It is a sweeping move forward in policing, crime prevention, and police-community relationships. Every New Yorker has a right to be free from police abuse and free from criminal violence. Both are fundamental civil rights that can only truly exist together. To get there, under the Wiley Plan, the Police Commissioner will be a distinguished and principled civilian leader committed to the rule of law, criminal justice, and change management. Policy and planning will have civilian oversight from a newly-constituted Commission on Public Safety Oversight and Accountability. **Final disciplinary authority for police misconduct will no longer rest with the Police Commissioner. It will be in the hands of a new all-civilian neutral body.** And the NYPD as an agency, along with neighborhood commanders and patrol officers, will work collaboratively with community leaders and other City agencies for problem-solving policing. Patrol officers will be trained and supported to engage in crime prevention, as well as spending their patrol time protecting communities from violent crime and closing cases more effectively. They will no longer serve as first-responders for people in need of mental health services, traffic enforcement, and school safety. A Mayor Wiley recognizes that this sweeping transformation will be met with opposition from police unions—especially Pat Lynch of the PBA and Ed Mullins of the SBA—who for too long have fought to undermine civilian oversight and have defended civil rights violations and caused policing in communities of color in this City to be fundamentally unfair and unjust. The PBA and SBA's toxic approach has been detrimental for New York City, ultimately undermining the Police Department's core mission: to protect and serve the people – *all* of the people – of this City. Maya will not be deterred because this is a time for change– and this is a plan that meets this transformational moment. As Mayor, public safety is a first order priority. A sacred trust. This city of 8 million has had historic drops in crime over the last three decades stretching back to the community policing initiatives of David Dinkins. Tragically, we have not experienced an increase

in equity and fairness in how policing is administered in our communities. We've continued to experience law enforcement that is unaccountable to civilian leadership and that runs counter to our values. This will change in a Wiley administration. We can and will keep New Yorkers safe, while not criminalizing poverty, targeting Black and brown New Yorkers who are just trying to live with dignity, or forcing police officers into interventions that they are not trained for. We are at a turning point in our city as we recover from COVID-19, and as we come to terms with all that we learned about the largest militarized police force in America—one larger than most armies across the globe—during a season of reckoning. Across this country, there has been a spike in certain crime categories, with gun violence alarming us all. But much less attention has been given to the spike in sexual assaults, violence against women and intimate partners—crimes of proximity exacerbated by this long quarantine. This must be addressed, but it is clear that policing alone is not the effective answer. For years, New Yorkers have been told that more cops and more policing will lead to safer communities, but over-policing has instead eroded trust in New York City and has created extreme distrust. And it hasn't made us any safer. What we do know is that when the City goes through the biggest economic downturn in history, with communities of color hit hardest by the pandemic—and there is a simultaneous cutback in services and opportunities for those who are most at risk—more people will turn to violence. Maya Wiley will not peddle easy answers and false boogeymen. By turning this economy around, by creating truly affordable housing, by directing services and opportunities to those who need them, and by taking a problem-solving approach to public safety, we will make our City safer and fairer than it has ever been. **Create real oversight and to address police violence at its root and before it happens**

The policing of Black and brown New Yorkers is inequitable and unsafe, and yet, after decades of attempts at reform, the NYPD is still largely accountable only to itself in setting the course of how it polices the country's largest city. A Wiley Administration will end that. We will make the NYPD accountable to the communities it serves by creating an oversight structure that gives those communities genuine say in determining the NYPD's policies and procedures. Meaningful oversight and accountability cannot only happen once the violence has already occurred. We need a top-to-bottom reshaping of policing. This includes deep and meaningful changes to leadership, the rules that govern the job, and the consequences for failing the people of this city. In order to transform policing through real oversight, Maya will:

- **Appoint a civilian Police Commissioner who has demonstrated a sincere commitment to transforming the institution of policing.** The first step is to take the leadership of the NYPD out of a uniformed culture that is resistant to change and is stuck to routines and practices that are hostile to the mission. A radical reimagining of policing is needed, and a civilian Commissioner who has not risen through the ranks of the NYPD will be better suited to identify and implement that change. This civilian leadership will be amplified by other policy-driven accountability reforms described here. The last time New York City had a civilian police commissioner was over four decades ago, indicating that 1) there is precedence and 2) the time for civilian leadership is long overdue. We must recognize that non-civilian control has coincided with an approach to policing and criminal justice that has devastated our communities through a militarized style of policing that has only fed our national obsession with mass incarceration. We need to turn the tide, and this starts at the top.

- **Create a Commission on Public Safety Oversight and Accountability (“the Commission”)** that will ensure that policing is safe for all New Yorkers. To drive real policy change that is accountable to the people of New York, we need an oversight structure with the capacity to not just review the NYPD’s practices, but to take the insights of the community and review of the data and research to make binding decisions on policies and priorities for policing and final disciplinary decisions for police misconduct:
 - The Commission will be independent of the NYPD and will sit above it. Members will be nominated by the Mayor and must be approved by the City Council. It will have the jurisdiction and authority to review all NYPD policies, procedures, and practices, and to make binding decisions for comprehensive and specific changes to priorities, policies, and procedures. While the Police Commissioner will propose the budget for the NYPD, the Commissioner will do so within the framework of the policy direction of the Commission and share with the Mayor to ensure civilian review of the budget against priorities set by the Commission. The Commission will also share an annual report with the public, along with the necessary data to ensure public accountability of the budget, priorities, policies, and procedures. The Commission will be a body of distinguished leaders, committed to safe and just policing.
- **Create a Compstat for Public Safety office that uses data to identify practices—like foot chases and approaching people over open warrants for minor infractions—where biased policing is likely to occur and limit those practices.** For too long, the NYPD’s preoccupation with statistics and the Compstat program has led to decades of over-policing and victimization of Black and brown communities, through, for example, over-use of Stop and Frisk and arrest quotas. If we fundamentally alter what police officers are being held accountable for, we will change police behavior. Maya will employ a Compstat for Public Safety model, which is based on similar models pioneered by the Vera Institute and the Center for Policing Equity. This model has experts using data to identify situations where biased behavior is likely to occur, and changes policies, practices and procedures to prevent such problems. Through this initiative in other cities, police departments have identified that practices like foot chases, pulling people out of cars, traffic stops, approaching people over open warrants, and interacting with homeless individuals or individuals with mental health issues need to be overhauled. We will create transparency and accountability mechanisms around this research to ensure that recommendations are adopted and reforms are made. The Compstat for Public Safety office will feed the Commission ideas and recommendations that will inform policy changes, including, for example, directives to change the Patrol Guide, amendments to the Disciplinary System Guidelines (also known as the “disciplinary matrix,” which sets guidelines for penalties for misconduct), training, staffing, and where and in what situations resources should be allocated, moved, or even withdrawn.
- **Freeze the incoming NYPD and DOC cadet classes for two years, while the City revamps training.** The Patrol Guide dictates training. When we change the rules of what police officers are required to do, we will also change their training accordingly. Training will focus on problem-solving and a shift from traditional approaches that become lazy

policing and failure to solve crimes. The current emphasis in training that solely focuses on threats to officers distorts the reality of policing and creates an imbalance that shapes officers' behavior to the detriment of how they engage the public. In addition to implicit bias training and de-escalation strategies, we need a new training model that treats officers as guardians of public safety, rather than urban warriors. Maya has committed to freezing the incoming NYPD and DOC cadet classes for two years. This policy will reduce the NYPD headcount by 2,500 officers, and Maya will allocate the \$300 million in diverted resources to fund a [Universal Community Care](#) income, which would give 100,000 low-income caregivers a \$5,000 annual stipend to compensate them for their labor. During the time of that freeze, the Commission will undertake significant rules changes that will reshape training for future classes.

- **Put the People Back in Public Safety:** Police accountability requires that people impacted by crime and unfair police practices have a real voice in the priorities and problem-solving opportunities of policing. In addition to accountability mechanisms that are external to the NYPD, we will build out problem-solving policing, which includes partnerships and making community-policing a department-wide responsibility, not just siloed into the Neighborhood Policing and Neighborhood Coordination Officers (NCO) programs. Precinct Community Councils—which deepen police-community relationships and create a sense of shared responsibility—will be broadened to include priority-setting and evaluation about police precinct performance that will be shared with the Commission. A Wiley administration will broaden the neighborhood policing approach to ensure it will not just be a few officers trying to do the innovative work while the rest of the squad goes about business as usual. We will start with some of the highest-complaint communities across the City to listen to their issues. Collaboratively, the police will examine and develop strategies on how best to interact with and solve the issues facing New Yorkers.

Rewrite the rules of policing and reimagine the job so police officers focus on problems they can help solve. If we're going to change how our communities are policed, and whether they can be safe at the hands of those entrusted to protect and serve them, we need to fundamentally alter the behavior of police officers. The single most effective way to change that behavior is by setting clear and definitive rules and policy that govern officers. We must change the Patrol Guide. We must abandon ruling the department by quotas and stats that lead to bad policing. Many officers yearn for this change. We need to empower them to do a better job. For too long, we have looked to the NYPD to address all of the problems our communities face, to answer the call of any conflict or person in need. We must do more than just change behavior—we have to come to grips with the reality that the police are not always the right person to call or respond. We need to take policing out of situations involving individuals with mental health crises and substance use disorders, and we need to make housing and homelessness experts the first responders to people living on the streets. To address these problems, Maya will:

- **Overhaul the Patrol Guide, which details the rules that govern policing particularly around the use of force.** The NYPD Patrol Guide is the single most important document in dictating how policing is to be carried out in NYC. The Wiley Administration's new

Commission will overhaul the NYPD Patrol Guide's use of force policy, rewriting it to clearly delineate, in detail, what is and is not acceptable use of force and remove discretion from individual officers and their supervisors. It will include a process that engages electeds, community leaders, advocates, victims of police misconduct, and criminal justice and policing experts. The process will also include public hearings. These restrictions on the use of force will be coupled with explicit rules for the administrative consequences of an officer who violates them. This will **dramatically decrease the influence the PBA has to protect and shield officers who violate them**. With a clear guide to what is, and is not justified, the PBA will lack the gray area it has exploited to justify police abuses.

- **Permanently remove NYPD from mental health crisis management, traffic enforcement, and school safety.** This approach is about safety— safety of our officers and our civilians. Research shows that individuals with untreated mental illnesses are 16 times more likely to be killed by police. Instead Maya will divert resources from the NYPD budget to create a mental health emergency response agency, increase enforcement capacity at the Department of Transportation, and increase resources at the Department of Education, so that these agencies can take over responding to these issues. The mental health emergency response agency and DOT should have capacity to respond to any emergency call within 15 minutes with professionals who are trained to respond to these specific issues. The NYPD will still be available as back-up for emergency responders when necessary—evidence from other cities that have implemented this approach show that while the availability of back-up is still needed, such situations are rare.
- **Create student support teams of social workers, school counselors, newly trained school safety officers, and administrators** at all schools to help identify at-risk students who need support managing trauma, bullying, difficulties at home, learning differences, and other conditions that can produce inappropriate and dangerous behaviors. Under this new model, Maya Wiley's DOE will retrain existing school safety agents to take on alternative roles within the school support teams.
- **Permanently remove NYPD from immigration enforcement**, particularly from sharing information on unauthorized immigrants with ICE after non-violent arrests. Maya will enforce local immigration laws, including the 2014 local detainer law that made clear that police can only turn over undocumented immigrants with violent or serious criminal convictions on their records to immigration authorities, as well as the state ban of ICE agents in courthouses.
- **End the homelessness-jail cycle by investing in Housing First strategies, rather than policing**, which focuses on providing secure, affordable, and permanent housing and support services to people experiencing chronic homelessness, drug addiction, and mental health challenges.

Create real and meaningful accountability and consequences for all forms of police misconduct. We have spent decades trying to create a system to hold police officers accountable who violate the public trust, and we have failed. Officers who are reckless or malevolent, who wrongfully kill or brutalize New Yorkers walk off scot-free. The verdict in the

Derek Chauvin case is the exception that proves the rule: when it comes to policing their own, law enforcement gets a free pass. We need a system where New Yorkers can trust that individual officers are no longer able to act with impunity with no fear of meaningful accountability. Maya Wiley will create a system of real accountability that will overcome the NYPD's resistance to holding bad actors accountable. We will have justice, we will have accountability, and we will have change.

- **Empower the Civilian Complaint Review Board with an expanded budget.** The lack of accountability for police officers who engage in excessive use of force, despite bodycam footage and public video evidence, signals that the City's civilian oversight mechanism of the NYPD must be overhauled. The Civilian Complaint Review Board (CCRB) is an independent oversight agency that investigates, mediates, reports findings, and recommends actions on complaints of NYPD misconduct. As a former Chair of the CCRB, Maya understands both the importance of the role the agency plays and its limited influence. For example, in 2020, the CCRB's \$20 million budget was cut amid racial justice protests. And despite a 2019 change to the City Charter that ties the CCRB's budget to the NYPD's budget, this Charter amendment has never been implemented. Maya will enforce the Charter provision and give the CCRB the funding it needs so it can clear up its backlog, pursue cases, and do the job it was created to do. Proper funding of the CCRB in conjunction with other changes, including the recently adopted "disciplinary matrix" which sets guidelines for penalties for misconduct, and Maya's proposed rewriting of the NYPD's use of force policy, will enhance the standing of the CCRB to substantiate their cases against bad actors.
- **End NYPD final authority over disciplinary actions and empower the newly created civilian public safety commission to have final decision-making authority over police discipline, whether it originates inside the police department or in the form of recommendations for discipline in CCRB cases.** Maya will end the practice of the NYPD Commissioner having final say over police discipline. Under the current system, complaints of misconduct can originate inside the police department, which can include corruption in addition to other forms of misconduct, like excessive force. The Internal Affairs Bureau has jurisdiction over corruption. Victims and witnesses to certain police misconduct—excessive force, abusive language, disrespect and offensive language claims—can file a formal complaint with the CCRB, which investigates cases and makes disciplinary recommendations. Currently, the NYPD Commissioner can choose to ignore CCRB recommendations. Over the past two decades, the NYPD Commissioner has reduced or rejected the CCRB's recommendations for serious discipline in about 71% of 6,900 serious misconduct charges that have been brought against officers. Under a Wiley Administration, a fully empowered civilian Commission on Public Safety Oversight and Accountability with oversight authority will make all final disciplinary decisions, including on CCRB's disciplinary recommendations. This will ensure independent, neutral, civilian oversight of police accountability and help to ensure that punishment is consistent across cases. The CCRB shall be engaged by the Commission in developing the disciplinary matrix for misconduct.

- **Enforce the City's power and refuse to fund the defense and settlements for indefensible police misconduct.** We need to end the days of bad actors having their cake and eating it too; police misconduct is protected at every level– by amorphous standards in the Patrol Guide that hinder legal accountability; by a department that shields officers from investigation by the CCRB and then from disciplinary action when recommended; and ultimately even by taxpayers who contribute nearly \$2 million a year that is expressly intended to pay for lawyers in civil cases where the City Law Department has determined that the officer's actions were indefensible, like those of the officer who was caught on video clearly and unambiguously assaulting a protester at the Barclays Center last year. Maya will renegotiate the currently expired union contract between the City and Police Benevolent Association (PBA) and end the practice of using taxpayer dollars to fund the indemnification of officers who the City has deemed to be beyond the protection of law, a benefit no other type of City employee receives. Maya will also explore other areas where taxpayers are financing the defense and protection of egregious police misconduct to determine whether such funding is appropriate.
- **Bolster criminal prosecutions of official misconduct.** As the trial of Derek Chauvin has proven, we only have criminal accountability for officers who kill civilians when our prosecutors take their jobs seriously. This happens too infrequently. Maya Wiley will advocate for the expansion of the Attorney General's Office of Special Investigation so that, in addition to cases involving the death of a person the police, it will also review cases involving serious bodily harm.

Bring the NYPD budget in line with our values and priorities.

- **Invest in our communities by cutting at least \$1 billion from the NYPD budget to fund investments in alternatives to policing,** including the elimination of the vice squad, a community-based participatory justice fund to address gun violence, payment for low-income caregivers, and cuts associated with removing several functions from the NYPD and freezing incoming cadet classes for the next two years. For more information on the participatory justice fund and the subsidized care economy, you can read Maya's [Gun Violence Prevention Plan](#) and [Universal Community Care Plan](#).
- **Conduct a full audit of the NYPD's budget to assess how funding is currently distributed and make additional necessary cuts,** including to the number of uniformed officers.

Fundamentally shift policing and public safety to a focus on the root causes of crime. It is no secret that the cycles of violence that are endemic in our communities are the result of centuries of racism, disenfranchisement, neglect, divestment that have torn families apart, and it has made it practically impossible to escape poverty. We know it. Police officers know it. And yet we continue to look to the same failed tools for a solution that will never come. Through efforts like violence interruption, for example, there have been bright spots over the past decade in using alternatives to policing to make our communities safer. The NYPD must be a part of this solution, but is not *the* solution; in some cases the NYPD will be a part of a team response, in other cases, they must not be part of the response at all. We need a wholesale examination of the areas that drive and give rise to crime– housing, social services, schools, family services, rehabilitation,

mental health, substance use and addiction treatment— that we have systematically divested from or never actually funded, and *refund* those areas. Maya will shift to a “problem-solving policing” model rather than a “containment and control policing model that has produced strategies like “broken windows policing” and the unconstitutional “stop-and-frisk” policy, which overwhelmingly targeted young Black and Latino men. Problem-solving policing is a model that relies on partnerships within the community and city government to prevent and reduce crime. Reimagining policing means understanding that not all public safety issues require an arrest—there are more tools in the toolbox. Thus, this approach focuses on working with community members to identify the underlying conditions of crime and public safety issues and drawing in and working with other governmental partners to solve them. NYC residents are the experts and know what the public safety issues are in their communities. Therefore, we must source solutions from community members, and invest in the appropriate agencies that can solve them. A Wiley Administration will bring public health into the realm of public safety by following the “community-driven” violence interruption model. Addressing the root causes of neighborhood violence through community outreach and collaborative problem solving is more effective at reducing crime than traditional punitive policing, which targets hotspots and prioritizes surveillance over privacy. To accomplish this, Maya will:

- **Expand community-based violence interruption models:** Train and build the capacity of street outreach workers and violence interrupters, who will be tasked with mediating conflicts and connecting both offenders and victims to the appropriate community-based social services. Programs like Life Camp, Save Our Streets, and Man Up!, for example, which uses credible messengers to defuse interpersonal tensions before they escalate, have demonstrated a 50% reduction in gun injuries. Maya will specifically explore employing these models around violence hotspots, including NYCHA housing, to keep people safe.
- **Strengthen the infrastructure and communication networks between local nonprofits and outreach workers to ensure teams send New Yorkers to the most relevant, accessible, and effective health and safety organizations.** This will ensure the NYPD and outreach workers police crime not poverty, specifically putting an end to the criminalization of housing insecurity.
- **End the criminalization of poverty.** Low-income New Yorkers are too often funneled into the criminal justice system, as if our society is too poor or uncreative to try to do something different. Whether it is an arrest for jumping the subway turnstile or a fine for loitering while forced to live on the streets, low-income communities are often criminalized simply for being poor. Rather than providing real economic opportunities to low-income communities and communities of color, New York City has systematically incarcerated them, which only further exacerbates their financial problems, as they are then saddled with crippling fines and the loss of employment. Maya’s [New Deal New York Plan](#), [Gun Violence Prevention Plan](#), and [Plan to End Evictions](#) detail a more holistic and humane approach to these challenges. Maya will invest in programs and initiatives that keep our communities safe, like the Summer Youth Employment Program (SYEP), jobs and workforce creation, and other community-sourced safety initiatives. Maya will also

invest in making housing and rent in our city actually affordable, as well as supportive services, because housing instability is a leading cause of crime and incarceration.

- **Protect domestic violence survivors while ensuring that those who come in contact with the criminal justice system have access to the support services they need to live safe, healthy, and productive lives.** With domestic violence being a leading cause of violence citywide, we need to invest in solutions that address the epidemic of intimate partner violence. Survivors of domestic violence face a complex set of issues relating to their safety—legal issues and dealing with law enforcement, financial and housing instability, and the need for mental health, case management and other services. The City’s Family Justice Centers (FJCs) are one stop shops intended to meet these needs. FJCs partner with CBOs to help survivors plan for their safety, apply for public benefits, shelter, and housing, and access mental health and counseling services, job training, education programs, and legal services. Maya will increase funding to strengthen and enhance the capacity of FJCs and ensure that all of our new [Community Care Centers](#) have the adequate resources to provide services to survivors as well.
- **Invest in a comprehensive and expansive citywide reentry initiative.** Justice-involved individuals face barriers to successful reentry that statistically prevail in favor of rearrest and future involvement with the criminal justice system. The City has failed to meaningfully invest in and implement a comprehensive reentry system that will address those who cycle in and out of prison, Rikers, shelters, treatment centers, emergency rooms and the street. We need a full court press investment in the areas that will interrupt this cycle: investments that address substance use disorders (through interventions like Medication-Assisted Treatment and Peer Recovery Specialists); lack of housing and housing discrimination both at NYCHA and by private landlords against those with histories of arrests and convictions; employment, job training and job readiness preparation through reentry-focused programs that match participants to in-demand jobs where they are employable; and through legal services that help justice-involved individuals remove the cloud of conviction that is a barrier to a second chance.
- **Address the crisis of mental health and homelessness with investment, not incarceration.**

New York City is facing an acute crisis of homelessness coupled with a rise of mental health incidences on our streets and subways. These situations threaten the safety of everyone involved— from pedestrians, victims of attacks, and those responsible for inflicting those attacks, who are often New Yorkers suffering from mental illness without adequate resources to address their healthcare needs. A proposed solution to this issue has been a call for more police in the subways and on the streets. However, this does little to actually address the root of the issue. **Rikers is the biggest psychiatric facility in New York City, with 40% of inmates struggling with mental illness.** This is unconscionable and does little to address the public safety issues that arise from a lack of care. Above all, policing is not the intervention we need to address this crisis. Rather than punish people suffering from acute mental health episodes, we must ensure that every dollar we spend on mental health has the maximum positive impact. Some of the programs and investments a Wiley administration will look to maintain, create or expand are:

- Support and Connection Centers: facilities that offer short-term, stabilizing services for people with mental health and substance use needs who come into contact with the police, as an alternative to avoidable emergency room visits or criminal justice interventions. Rather than taking them into custody, police or other public safety agents will transport people, who have non-emergency mental health, substance use, and health needs, to one of these centers.
- Mental Health Urgent Care Centers to provide individuals experiencing a mental health crisis with a short-term alternative to hospitalization. Similar to Urgent Care Centers for physical ailments, Mental Health Urgent Care Centers offer same-day outpatient mental health services and short-term crisis stabilization services to walk-in patients. This tactic has yet to be implemented in New York City, but has seen success in [LA County](#), specifically with reduced overcrowding in emergency rooms and reduced escalated crises. This is especially important during COVID, as our hospitals are already experiencing immense strain. Mental Health Urgent Care Centers are also far more cost-effective than jailing people.
- Safe havens for those with mental health concerns: These safe havens would provide immediate temporary housing for homeless individuals and offer supportive services, including mental health and substance abuse programming. Individuals are not required to be sober upon entry or during their stay, which will be instrumental in helping those with substance abuse issues. Additionally, a Wiley administration would integrate homelessness outreach and mental health services to build on this model, and utilize caseworkers to help find stable permanent housing.
- Drop-In Centers: multi-service facilities for homeless New Yorkers that provide a variety of services including food, clothing, hygiene, as well as, referrals to programs for higher-level needs, such as substance use treatment, mental health care, HIV-related programs, employment, and housing. Five of these centers currently exist in the City, but they are not equitably located. For example, Queens does not have one at all. A Wiley administration would expand the number of these types of services and use city data to locate the centers where there is most need.
- Invest in necessary quality of life infrastructure repairs to make people feel less vulnerable in their communities including improving lighting, signage, and subway repairs that can help reduce crime and improve safety.

Renegotiate the contract between the City and Police Benevolent Association (PBA) to end the union's oversized influence and the Department's evasion of accountability We need to be very clear, the main actor who not only protects bad officers, but actively and maliciously pushes back against any and all reforms and accountable, is the PBA and its president, Pat Lynch. Therefore, we must not only work to reform the police department itself, but also the structures that exist which allows the PBA and Pat Lynch to undermine accountability efforts. Simply put, for too long, the PBA has had veto power over policing in New York City. That ends in a Maya Wiley administration. As Mayor, Maya Wiley will renegotiate the currently expired union contract between the City and Police Benevolent Association (PBA) that prevents officers accused of abuse and misconduct from evading accountability. This includes ending the use of taxpayer money for a special fund to pay for the legal defense of police officers whose conduct is

beyond the protection of law. By strengthening and investing in the CCRB, hiring a Civilian Police Commissioner, creating an Oversight Commission to oversee policy, rewriting the Patrol Guide with community input, and limiting the PBA's influence to impede justice, a Maya Wiley Administration will ensure that complaints of police misconduct and blatant incidents of police brutality will lead to real disciplinary action and real meaningful change by individual police officers. As Mayor, Maya will center community voices in reimagining public safety in New York City and ensure transparency and accountability within our criminal justice system.