

Department of Correction Online Disciplinary Database

The New York City Department of Correction is committed to transparency and accountability of its uniformed members of service (MOS). With the repeal of New York Civil Rights Law Section 50-a, the Department has created a public database where the disciplinary history of Correction Officers, Correction Captains, Assistant Deputy Wardens, and others can be accessed.

Imposing Discipline

The Investigation & Trials Division is primarily responsible for the disciplinary process for all uniformed staff within the Department. Discipline can be imposed on the Member of Service (“MOS”) in the following ways:

1. Negotiated Plea Agreement (“NPA”):
 - a. During the disciplinary process, plea negotiations between the MOS and the Department could result in a disposition. When that happens, the disposition is then memorialized in an NPA, and signed by all parties.
2. Office of Administrative Trials & Hearings (“OATH”):
 - a. Discipline can also be imposed as a result of an Administrative Hearing conducted at OATH. Similar to a trial, the charges are heard before an Administrative Law Judge. If the charges against the MOS (also known as the “Respondent”) are sustained, a penalty is then recommended. Permissible penalties under Section 75 of the Civil Service Law include the following:
 - i. Reprimand
 - ii. Fine up to \$100
 - iii. Suspension without pay for up to 2 months
 - iv. Demotion
 - v. Termination

Correction Officer Database

The Department has accumulated a list of names of those MOS who have had discipline imposed during the time period of January 1, 2019 through August 21, 2020. The Department will be providing additional historical disciplinary records and updating the information provided to include new disciplinary actions on a regular basis.

The information reported in this record involved an act of misconduct which resulted from an interaction between uniformed staff and an incarcerated person(s). Please see the accompanying glossary of terms for definitions contained within this database.

Glossary of Terms

1. **ANTICIPATED USE OF FORCE:** A situation, including but not limited to cell extractions, in which it is apparent that Staff will likely need to use force to address the situation and there is time to prepare a plan of action prior to using force.
2. **CENTRAL OPERATIONS DIVISION (COD):** A 24-hour command center that monitors, records, and reports Use of Force and other reportable incidents.
3. **COMMAND DISCIPLINE (CD):** An informal, non-adversarial, non judicial punishment to correct minor deficiencies and to maintain discipline among uniformed members of staff. A CD is reflected on a staff member's disciplinary history for a period of 1 year and then removed at the end of that period, if no further misconduct has occurred.
4. **COMPENSATORY TIME:** Non-cash overtime earned.
5. **EXPUNGEMENT:** A type of disciplinary penalty in which the disciplinary charge is reflected on a staff member's disciplinary history for a period of 1 year and then removed at the end of that period, provided no further similar misconduct has occurred.
6. **INVESTIGATION DIVISION (ID):** Exists to investigate certain reportable incidents, including all actual and alleged UOF incidents and PREA allegations, which the Department is required by law, court agreement, or statute to investigate. Also investigates all actual or alleged acts of misconduct and violations of the department's directives and/or rules and regulations, and to determine whether a staff member engaged in misconduct, both on and off duty.
7. **MAYORAL EXECUTIVE ORDER 16:** An Order which requires that all City employees report promptly to the Inspector General or the Department of Investigation allegations of corruption, criminal activity or conflicts of interest.
8. **MEMBER OF SERVICE (MOS):** Term used to describe any first responder such as a police officer, firefighter, correction officer, emergency medical technician or paramedic.
9. **OFFICE OF ADMINISTRATIVE TRIALS & HEARINGS (OATH):** The central administrative law court for the City of New York. The OATH Trials Division holds proceedings on a diverse range of complex administrative law matters, including disciplinary cases related to DOC
10. **OLEORESIN CAPSICUM (OC):** A type of authorized chemical agent utilized by the Department.
11. **PROBATION (DISCIPLINARY):** Period during which an MOS' conduct and behavior is being monitored. During this time, a subsequent violation of previously agreed upon Rules & Regulations could result in termination of employment.
12. **REPRIMAND:** A verbal warning given to the MOS regarding their misconduct.
13. **RESPONDENT:** The person or entity named on the summons/notice as having committed a violation of a City rule or law.
14. **SUSPENSION DAYS:** Unpaid time charged against an employee where the employee does not report to work and does not get paid.
15. **TOUR COMMANDER:** An MOS in the rank of Captain or higher, who has supervisory responsibility over uniform staff.
16. **USE OF FORCE (UOF):** A Use of Force is any instance where staff use their hands or other parts of their body, objects, instruments, chemical agents, electronic devices, firearms, or any other physical method to restrain, subdue, or compel an inmate to act or stop acting in a particular way. The term "Use of Force" does not include moving, escorting, transporting, or applying restraints to a compliant inmate.