

### **-Factors that the Department utilized to determine staffing**

The NYPD considers various factors when determining unit-by-unit staffing. In the Detective Bureau, the Chief of Detectives adjusts the staffing needs of each unit under their direction. Specifically, for the Special Victims Unit (SVU), the Chief of Detectives evaluates:

- The number of cases received by the SVU.
- The number of cases classified as felonies or misdemeanors.
- The number of cases involving children.
- The number of open and active cases each detective handles, as well as the investigative steps taken. (All SVU investigators receive Trauma-Informed Interview training, which emphasizes allowing the victim of a sexual assault to set the pace of the investigation. Consequently, a case may become inactive at the victim's direction, allowing the detective to take on other cases.)
- The number of cases involving known versus unknown suspects. (Cases with known suspects are treated with the same seriousness and investigated with the same vigor as those with unknown suspects. However, cases involving unknown suspects require additional investigative steps to identify, locate, and apprehend the suspect.)

Additionally, the Department examines the number of investigative resources employed from outside the division. For example, investigators routinely seek assistance from the Technical Assistance Response Unit for video gathering, neighborhood coordination officers for canvassing, the Real Time Crime Center for analytical and investigative support, Crime Stoppers, and Community Affairs. The Crime Scene Unit supplements investigative efforts through forensic evidence collection, the Warrants Section assists in apprehending wanted perpetrators, and the Vice and Human Trafficking units augment investigations, all supporting SVU.

Furthermore, the SVU Mentoring Program supports and develops new investigators by pairing them with experienced, veteran Special Victims detectives. This structured, four-month "Eight-Session Mentoring Program" provides comprehensive guidance, case reviews, and ongoing professional development through scheduled meetings that gradually decrease in frequency as the investigator gains experience. The first month includes weekly sessions, followed by bi-weekly sessions in the second month, and one session each in the third and fourth months. Meetings are conducted flexibly via phone, web conference, or in-person, depending on the senior investigator's preference. Each session is tailored to the mentee's specific needs, focusing on case reviews, best practices, and Q&A. The program not only equips new investigators to handle the unique challenges of SVU cases but also fosters lasting relationships, promoting ongoing collaboration and support well beyond the mentoring period.