



# Civilian History of the NYPD

2022



**NYPD**

Office of  
Equity and Inclusion





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# Letter from the Deputy Commissioner, Equity & Inclusion



Civilian members play critical roles in maintaining the NYPD's status as the nation's largest, best trained, most effective, and most technologically advanced law enforcement agency. In partnership with uniformed members of the service, civilians work around the clock to keep New York City the safest big city in America. In every area of the department, civilian members perform a wide variety of vital and important duties. As Deputy Commissioner, I am reminded daily of how absolutely essential our civilian workforce is to the effective functioning of our department.

There are more than 17,000 civilian employees in the NYPD, a team of public servants dedicated to supporting our police officers and serving the city's many communities. The history of civilian contributions to the NYPD and the city is rich and varied. The NYPD Office of Equity and Inclusion put together this booklet to highlight and celebrate those contributions, past and present.

We wanted our civilian employees to learn about the many opportunities in various fields in the department to guide their career choices. It's equally important for our police officers and the public to be aware of the diverse titles, the varied roles and the significant responsibilities of NYPD Civilians. People serving in every civilian title should be appreciated and shown courtesy and respect, regardless of rank or function. These are vital members of the police team, and we couldn't succeed without them.

Tanya Meisenholder

# Introduction

In 1844, New York City, which then comprised only Manhattan and a small part of the Bronx, was a cosmopolitan community of 360,000 people in a state of dynamic growth. From 1658 until then, public safety in New York City was maintained using a “watchman” system implemented by the Dutch. This system was unable to control rising crime, and the Municipal Police, the forerunner of our modern Police Department, was established. The force consisted of 889 men, led by Chief of Police George Matsell, who were sworn to protect life and property. By 1898, there were 3.6 million people in the city, served by 7,457 police.

Civilians have been employed by the department for most of its history. In 1898, civilians served primarily in clerical and custodial positions. Today, the population of New York exceeds 8 million and sprawls over an area of more than 319 square miles. Our department, headquartered at One Police Plaza in lower Manhattan, performs a vast array of functions that affect many areas of city life. Uniformed members of all ranks now number more than 35,000. In addition, the department employs about 15,300 full time and 2,300 part time civilians in over 200 titles, many of which require licensure and advanced, technical, graduate, and doctoral degrees. Civilians hail from more than a hundred countries and speak many different languages. The majority of civilian employees reside in the five boroughs of New York, and many have dedicated more than 10 years of service to the department.

## **Civilians in NYPD History**

As far back as 1845, in the earliest days of the NYPD, there were civilian employees in the department. Today, 175 years later, civilians are an integral part of the job. Primarily utilized in clerical and custodial positions in the early years, civilians today serve with dedication and commitment in various job titles. Civilian members of the department have played an important, and at times an unheralded, role throughout the history of the greatest police department in the world.

In the early years, men predominated in the civilian ranks, but today, the majority of the civilian workforce in the NYPD are women. In 1898, when the greater city of New York was amalgamated and the modern police department emerged, most civilians were custodial workers and matrons, whose work freed up police officers to patrol the streets of the city.

One of the department’s most notable civilian employees, Theodore Roosevelt, was sworn in 1895 to head the four-member Board of Police Commissioners. Prior to 1901, a board of four to six commissioners jointly ran the department. Roosevelt had no prior law enforcement experience. He was appointed to a term of six years, and earned an annual salary of \$5,000. Although he only stayed with the NYPD for two years, Roosevelt set the standard for fighting police corruption and establishing professional policing.





As one of his final acts as Governor of New York before becoming Vice President of the United States, Roosevelt signed legislation that replaced the police commission with a single commissioner. Michael Cotter Murphy became the first Police Commissioner in 1901.

In 1906, Police Commissioner Theodore A. Bingham introduced the concept of civilianization as we know it today. Commissioner Bingham's proposal called for the identification of police officers assigned to clerical positions who could be returned to patrol duties and replaced by non-uniformed civilians. To address manpower shortages, Commissioner Bingham recommended that civilian employees backfill the officers previously performing clerical duties. In the late 1930s and 1940s, Mayor Fiorello LaGuardia made concerted efforts to civilianize the police force. The number of civilians increased from 300 to 1,291 during this period.

Civilianization once again emerged in the 1950s with the introduction of the school crossing guard program, which remains an important resource of the NYPD. At the time, the Police Benevolent Association opposed the idea of replacing police officers at school crossings. In 1960, the cadet position was introduced, and followed by the Police Trainee Program in 1964. These initiatives had the dual benefit of providing a pool of civilian employees to perform non-enforcement duties, while at the same time maintaining a roster of candidates interested in pursuing a uniformed police career. In 1968, a civilian position was created to broaden job specifications and increase management's latitude in assigning duties and work hours; the first written test for the title of police administrative aide was given that year.

In the early 1970s, uniformed strength reached 31,859 with 2,159 civilians (93.7% vs. 6.3%). A massive plan to hire 2,300 civilian employees began in 1972. The department's civilian staff almost doubled in the first year, but the city experienced unrelated financial difficulties, and a hiring freeze for both civilian and uniformed job titles was in effect by 1974. Civilian hiring efforts only resumed in 1979.

Throughout the modern-day timeline of civilianization, many members have risen to the top of their fields, and their success is a testament to their determination and perseverance to excel under challenging circumstances. The performance of certain duties by civilians has gained wide acceptance over time. For example, today's residents and members of the department don't think twice about school crossing guards protecting children at school crossings. Today, practically all of the civilian job titles in the Police Department have promotional career ladders. It is the responsibility of all civilian employees to maintain a level of personal excellence and to take an active role in the advancement of their own careers.

### **History of the Police Administrative Aide Title**

During the mid-1960s the department was attempting to attract better educated professional civilian employees. Eligibility requirements for the department were more stringent than for other city clerical positions, and the title included an age-range limit of 19 to 29 years of age. The first written test for the title of police administrative aide was given in March 1968.

Forty men were hired from the first promotions list. The title of police administrative aide has become the predominant civilian title in the Police Department. The title was opened to women in 1970, and today it is primarily staffed by women.

In 1968, Chief of Personnel George McManus requested the establishment of the title of senior police administrative aide with the goal of developing a career path for the new cadre of civilian employees. From all appearances, it seemed as though there was interest in cultivating a group of career civilian employees. Yet, although the title of SPAAAs was established in 1969, it was not until 1972 that a test was actually given, and no further promotional step was provided in the job specifications. Suddenly, the hope for a career ladder turned into a mere step stool. It was not until 1978 that SPAAAs were included in the direct line of promotion to principal administrative associate, leading to eligibility to take the administrative manager examination. Finally, an actual career path had been established. Today PAAs are vital to the NYPD, carrying out a variety of duties within precincts and administrative offices across the organization.

### **Civilian Advancement**

Many civilian titles offer the opportunity for advancement. Employees who have been appointed from a Civil Service exam list can advance through promotional exams. The opportunity to advance to a higher position within the same job category is called a career ladder. Advancement through career ladders offers salary increases, new challenges, and greater responsibility. The existence of a career ladder is important to both employee morale and to sustaining a capable workforce; career ladders offer employees the chance to advance in satisfying careers and ensure that trained and talented employees have a future within the department. Civilian members of the New York City Police Department have a unique opportunity to explore a wide variety of job titles and roles within the NYPD.

### **Examples of Civilian Career Ladders:**

- Police Administrative Aide / Senior Police Administrative Aide / Principal Administrative Associate (Level I-III) / Administrative Manager (NM 1-3) / Administrative Manager (Managerial)
- Staff Analyst Trainee (Step I & II) / Staff Analyst (Level I & II) / Associate Staff Analyst - Administrative Staff Analyst (Non-Managerial I-III) / Administrative Staff Analyst (Managerial)
- Traffic Enforcement Agent (Level I-IV) / Associate Traffic Enforcement Agent (Level I-III) / Administrative Traffic Enforcement Agent (Non-Managerial) / Administrative Traffic Enforcement Agent (Managerial)

# Civilian Leadership Titles

## **Police Commissioner**

The highest-ranking civilian in the NYPD is, in fact, the Police Commissioner. The Police Commissioner, who serves at the behest of the Mayor, is appointed to a five-year term to manage the Department to meet the public's need for police services. The Police Commissioner provides leadership, direction, and control of department governance, administration, and discipline.

## **First Deputy Commissioner**

The First Deputy Commissioner serves as the executive aide to the Police Commissioner and as Acting Police Commissioner in the Commissioner's absence. The First Deputy Commissioner assists the Police Commissioner in the administration of the business affairs of the department. The First Deputy Commissioner also manages the department's training, support, and disciplinary functions.

## **Civilian Executives**

The NYPD is a vast organization which oversees more than 50,000 employees who work across New York City in various commands. The department relies on its forward thinking leadership staff to motivate and inspire employees, create innovative plans and policies, and manage day-to-day operations. Many of the department's leaders are civilians who oversee bureaus and implement essential policies. Civilian members in titles such as deputy commissioner or director lead bureaus and offices which work to maintain and enhance our complex organization.

In 1918, Ellen O'Grady was the first woman to be appointed to deputy commissioner.

Together, civilian and uniformed leaders ensure that the NYPD is the most effective, best trained, most technologically-advanced police department in the nation.

## **Civilian Executive Titles:**

- Deputy Commissioner
- Assistant Deputy Commissioner
- Assistant Commissioner
- Executive Director
- Director
- Deputy Director



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# Civilian Job Titles

Civilian members play a crucial role in assisting officers to safely and effectively execute their duties. From the police administrative aide entering complaint reports to the hostler caring for horses in our esteemed Mounted Unit, every position is essential to the successful operation of the Police Department. There are over 200 civilian titles, and this document does not include every title or career path. It would be impossible to fully describe the entire array of positions, duties, and responsibilities of each civilian title; but to provide an understanding of the critical role civilians play in the department, civilian job titles can be grouped into categories based on similarities in purpose and responsibilities.

## **Public Safety Personnel**

Public Safety Personnel include some of the department's largest civilian groups. These employees are also known as uniformed civilians because they are required to wear a uniform while performing their assigned duties. Uniformed civilian groups include police communication technicians, traffic enforcement agents, and school safety agents, as well as school crossing guards. School safety agents and traffic enforcement agents have special patrolman status which authorizes members in these titles to make arrests and issue summons.

## **School Safety Agents**

School safety agents (SSA) are the largest civilian group in the department, with members assigned to every New York City public school. Prior to joining the NYPD in 1998, school safety agents did not have civil service status and were overseen and managed by the Board of Education. Now, the NYPD School Safety Division works with the city's Department of Education to provide a safe environment for public school students, faculty, and other personnel that is conducive to learning and free from disruptions. The School Safety Division reports to the NYPD Community Affairs Bureau, which provides young people with enrichment, diversion, and intervention programs, helping to reduce youth crime.

## **Examples of School Safety Titles:**

- Administrative School Security Manager
- Associate Supervisor of School Security
- Supervisor of School Security
- School Safety Agent

## **School Crossing Guards**

School crossing guards (SCG) are entrusted with the safety of New York City's school children on the city streets. They safeguard school children walking across busy intersections on their way to and from school. School crossing guards oversee and control traffic flow around schools in the morning, at lunch time, and at the end of the school day.

## **Traffic Enforcement Agents**

Traffic enforcement agents (TEA) are responsible for directing millions of vehicles daily to ensure the safe flow of traffic throughout New York City. Prior to merging with the NYPD in 1996, traffic enforcement agent responsibilities were generally limited to summoning cars parked at expired parking meters. Currently, traffic enforcement agents are assigned to the NYPD Transportation Bureau's Traffic Enforcement District which enforces laws and regulations involving moving and parked vehicles, including expediting the movement of traffic. TEAs perform work of varying degrees of difficulty in traffic enforcement areas including issuing summonses to illegally parked vehicles, directing traffic at intersections, testifying at administrative hearing offices and in court, and preparing required reports.

### **Examples of Traffic Enforcement Titles:**

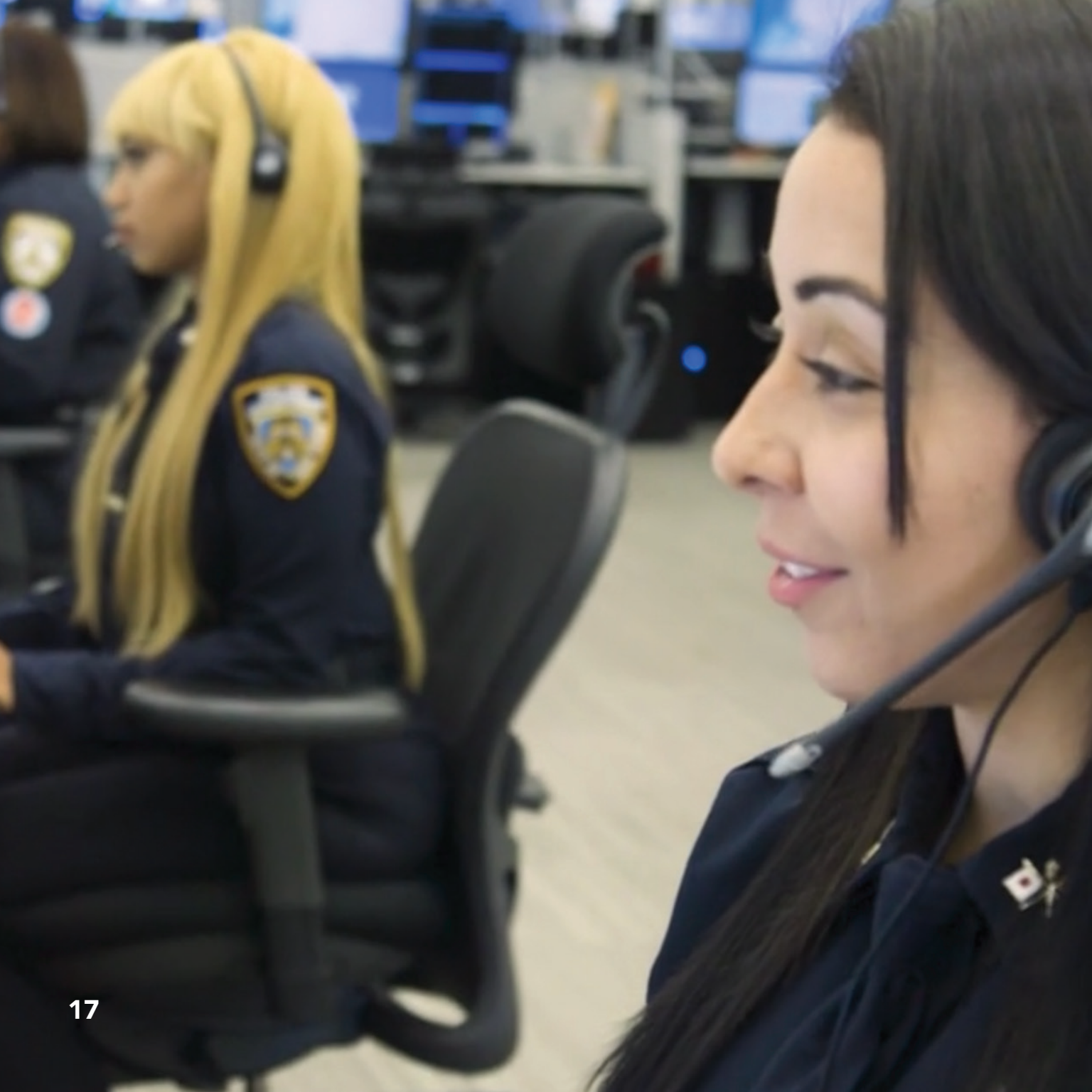
- Administrative Traffic Enforcement Agent
- Associate Traffic Enforcement Agent
- Traffic Enforcement Agent

## **Police Communications Technicians**

Police communications technicians (PCT), both 911 operators and radio dispatchers, are the first of the first responders, handling tens of thousands of calls for service a day and providing officers with crucial information to do their jobs quickly and effectively. PCTs are assigned to the department's Communications Division in the NYPD Information Technology Bureau. They answer 911 emergency calls, serve as radio dispatchers of police resources, and perform all other clerical and administrative duties related to the provision of emergency service. Formerly, civilians were charged with monitoring the telephone switchboard, and police officers performed dispatch functions. Department leaders determined that civilians could work with radios, and the new title of PCT was created, freeing police officers to perform patrol functions.







### **Examples of Police Communications Technician Titles:**

- Principal Police Communications Technician (Level I and II)
- Supervising Police Communications Technician
- Police Communications Technician

# Other Civilian Titles

### **Administrative and Financial Professionals**

Administrative professionals work in partnership with sworn members of the department to ensure that members of the public and NYPD employees receive exceptional service and assistance. Employees in these titles may work at precincts, administrative commands or specialized units. Their responsibilities may include the handling of confidential information and material; referring members of the public who ask for assistance to appropriate city agencies; and typing or maintaining records, reports, forms and schedules, as well as obtaining and transmitting information to the public or members of the police department.

Financial professionals manage the department's multi-billion-dollar budget to ensure funds are allocated appropriately. As the largest municipal police force in the nation, the NYPD requires extensive funding to maintain operations and implement innovative initiatives. Financial professionals are responsible for financial planning, payroll processing, purchasing, allocation of supplies and equipment, and implementation of contracts. Employees who work in financial titles also play an instrumental role in securing funding for counterterrorism operations.

### **Examples of Administrative Titles:**

- Administrative Manager
- Evidence and Property Control Specialist
- Principal Administrative Associate
- Police Administrative Aide



### **Examples of Financial Titles:**

- Administrative Contract Specialist
- Accountant
- Bookkeeper
- Procurement Analyst

### **Attorneys and Legal Services**

As a law enforcement organization, the NYPD relies on legal counsel to assist in interpreting and enforcing local, state, and federal laws. Our law professionals support the department by ensuring that the rights of the public and our employees are protected. These members work in various bureaus including the Office of Equity and Inclusion, the Legal Bureau, the Risk Management Bureau, and the Department Advocate's Office.

### **Examples of Law Professional Titles:**

- Executive Agency Counsel (managerial)
- Agency Attorney
- Paralegal Aide

### **Building Operations and Maintenance**

NYPD Management and Budget's Facilities Maintenance Division is responsible for the maintenance and improvement of all NYPD facilities. The division is continuously implementing projects to enhance NYPD facilities and improve the quality of the workplace for employees. Civilian members include experienced, licensed trades professionals who are responsible for upgrading, modernizing, repairing, sanitizing, and maintaining facilities to provide a safe, inviting, and professional appearance for employees and the public. In the late 1880s, street cleaning was overseen by the Police Department and performed by civilian employees. In 1898, custodial workers were called doormen, and that title was eventually rolled into the Patrolman title. One civilian street cleaner was Joseph Petrosino, who would later rise to be the first Italian-American Lieutenant and is tragically remembered as the only member of the NYPD to be killed in the line of duty in a foreign country.









### **Examples of Building Operations and Maintenance Titles:**

- City Custodial Assistant
- Electrician
- Maintenance Worker
- Painter
- Plumber
- City Laborer

### **Community Relations and Engagement**

Working in partnership with the community is a top priority for the NYPD. Through Neighborhood Policing, our members collaborate with the public in meaningful ways to reduce crime, increase safety, and solve local problems. Neighborhood Policing requires a large number of resources and personnel, uniformed and civilian, to carry out its mission. Civilians who work in titles that are responsible for engaging the community serve as liaisons between NYPD leadership and community members; they organize community meetings and events, provide victims with resources, and conduct program evaluations.

### **Examples of Community Relations and Engagement Titles:**

- Administrative Community Relations Specialist (non-managerial)
- Community Coordinator
- Community Associate
- Community Assistant

## **Analysts and Technicians**

The department depends on our expert analysts and technicians using cutting edge technology to assist with criminal investigations as well as with economic and personnel research. Employees in analyst or technician titles are critical members of various investigative and administrative bureaus such as the Intelligence Bureau, the Detective Bureau, the Personnel Bureau, the Office of Crime Control Strategies, and the Office of Strategic Initiatives. NYPD crime analysts strengthen the department's efforts to fight crime and terrorism. The department also relies on analysts to perform administrative, operational, and fiscal research to manage its vast workforce and operating budget.

Technicians maintain and operate equipment necessary for investigations and forensic analysis of various kinds of physical evidence. Civilians in these titles may be responsible for ensuring that the candidates for city employment or licenses are appropriately vetted, as well as preparing evidence for court.

### **Examples of Analyst Titles:**

- Crime Analyst
- Administrative Staff Analyst
- Staff Analyst
- City Research Scientist
- Intelligence Research Specialist

### **Examples of Technician Titles:**

- Criminalist
- Media Services Technician
- Fingerprint Technician Trainee
- Investigator

## **Fleet Services and Vehicle Maintenance**

The NYPD fleet is rated one of the top fifty managed government fleets in the country and is one of the greenest police fleets in the world. Employees assigned to Fleet Services are responsible for keeping every police vehicle in exceptional working condition and for modifying vehicles as necessary for specialty functions. Civilian employees who maintain and enhance our vehicles are highly skilled and trained trade workers who ensure the fleet is operational and sustainable.









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## **Health and Wellness**

NYPD employees are the department's most valuable resource, and the wellbeing of the workforce has direct implications for how members fulfill their duties and responsibilities. Civilian employees work in various titles that help support the physical, mental, emotional, and spiritual wellness of all employees. These members ensure that employees are in the best position to provide exceptional service to the public.

### **Examples of Health and Wellness Titles:**

- Chaplain
- Psychologist
- Fitness Instructor

## **Information Technology and Security**

The NYPD is one of the most technologically advanced police departments in the nation due to the state-of-the-art technological support provided by information technology professionals. These professionals report to the NYPD Information Technology Bureau (ITB), which oversees a multitude of projects and has rolled out numerous technological initiatives. ITB professionals play a critical role in developing and implementing state-of-the-art technology to support strategies, programs, and procedures that promote safety, efficiency, and effectiveness.

### **Examples of Information Technology and Security Titles:**

- Certified IT Administrator (LAN/WAN)
- Computer Specialist (Software)
- Computer Associate (Operations) and (Software)
- Computer Program Analyst

## **Medical and Psychological Services**

The NYPD's Medical Division dates back to the beginning of the organization and its responsibilities have grown as the department evolved. The division consists of medical professionals from various specialties, including orthopedics, cardiology, pulmonology, dentistry, and obstetrics who ensure that our employees maintain optimal health.

Working in law enforcement can be dangerous and demanding. Officers are at continual risk, and in the event of an incident involving the hospitalization of an officer, police surgeons are dispatched to provide our members with the best care. Our department psychologists play a critical role in evaluating candidates for suitability for employment and fitness for duty, as well as providing counseling, trauma responses, grief management, and addiction services.

### **Examples of Medical and Psychological Services Titles:**

- Police Surgeon
- Psychologist
- Case Management Nurse

## **Creative Services, Photography, Public Information, and Printing**

The NYPD keeps New Yorkers and employees informed through various channels and media to provide transparency into the department and to share stories of the dedicated and hardworking people who comprise the NYPD. Public Information professionals employ exceptional reporting and communication skills to convey the goals and initiatives of the department.

Creative Services professionals work to illustrate the department's messaging to the public and employees. Creative Services members deliver information through complex art, design, data analysis, infographics, video, animations, presentations, and publications. They create documents for release to the press, for executive conferences and public campaigns, and generate content for department social media accounts.

Photographers work to create visual messaging and capture vital moments in department ceremonies and events. Our Photo Unit maintains a photographic archive of the department's history and also provides our Detective Bureau with images of prisoners and evidence necessary for investigations.







Communicating essential print media to the public and employees requires fast, on-demand printing. The Printing Section produces and distributes reams of essential forms and printed material that the NYPD consumes on a daily basis. The unit generates millions of printed pieces every year, including wanted posters and informational brochures for the public. In addition to publishing documents, the operators of the Printing Section are skilled in the maintenance and repair of state-of-the-art equipment.

#### **Examples of Creative Services titles:**

- Administrative Public Information Specialist
- Graphic Artist
- Program Producer

#### **Examples of Photographer titles:**

- Senior Photographer
- Photographer

#### **Examples of Printing titles:**

- Bookbinder
- Compositor
- Printing Press Operator

#### **Interns, Fellows, and College Aides**

The Department of Citywide Administrative Services (DCAS) offers students a number of ways to interact with city agencies and learn from numerous professionals. The NYPD takes part in offering academic programs for students interested in various career tracks, including public policy, human resources, facilities management, criminal justice, government administration, and automotive maintenance. These programs are designed to introduce the city's finest college students and graduates to local government and public service. Responsibilities vary depending on the unique mission of the particular units to which the students are assigned, but they work closely on department initiatives and develop their leadership skills.



## **Examples of Student Opportunities:**

- College Aides
- Summer College and Summer Graduate Interns
- Skills USA Automotive Interns
- Youth Leadership Council
- Urban Fellows
- Partners in Education (for college credit)

# Patrol Partners

The Patrol Services Bureau is the largest and most visible bureau in the NYPD. The bureau relies on civilian members to assist with protecting New York City's residents, workers, and visitors. Auxiliary police officers and police cadets help patrol officers ensure the safety of the city's neighborhoods.

## **Auxiliary Police Officers**

The NYPD's auxiliary police program is the largest auxiliary police program in the United States, with thousands of volunteer officers contributing more than one million hours of public service each year. Auxiliary officers are trained to observe and report conditions requiring the attention of the officers on patrol and are known as the "eyes and ears" of the community.

## **Police Cadet Corps**

The current Cadet Corps is an internship program within the New York City Police Department, started by Mayor Ed Koch in 1985. The Cadet program offers college students tuition assistance and other benefits as they explore interest in starting a career as a police officer. It provides a unique opportunity to experience working with police officers while testing one's ability and commitment to improving the quality of life for the people of New York City. While they are considered civilians, cadets do wear uniforms and must attend regular trainings, which will make for an easier transition into a uniformed police role once they take and pass the promotional or open competitive police officer exam.







# Civilian Employee Organizations

## Advancement of Civilian Employees Society

In 2009, civilian employees came together to found the Advancement of Civilian Employees Society (ACES). The organization was established to advocate for more career and education opportunities in the department, as well as to increase camaraderie and networking among civilians. The founding members were civilians from various titles, ranks, and commands who sought to create an organization that focused specifically on the concerns of NYPD civilian employees.

In 2011, the NYPD formally recognized ACES as an employee organization which allowed the group to work with the department to address the needs of its membership. ACES members participate in various department initiatives to enhance the civilian workplace experience and create opportunities for advancement. ACES also offers educational scholarships for members and their children pursuing higher education.

In addition to professional support, ACES provides a social outlet where members can interact as equals without regard for rank title, seniority, or union affiliation. The organization hosts annual social and volunteer events where members can network and experience a fellowship with coworkers and give back to their communities. ACES often partners with other organizations to organize toy drives, coat drives, and food donations.

ACES strives to build a spirit of cooperation between civilians and uniformed members. The ACES logo features an image of a person holding up a shield to illustrate how civilian members support uniformed members. The organization attends annual memorials and police events in solidarity with uniformed members. Uniformed members are welcome to join ACES as associate members.

# Managerial Employees Association

The Managerial Employees Association (MEA) is a professional membership association dedicated to protecting and enhancing the civil service and other rights of public employees who are not eligible for collective bargaining under state and/or local law. Membership extends to every city agency within the five boroughs of New York City and includes many NYPD civilian executives.

MEA was founded in the summer of 1968 in reaction to the passage of New York State's Taylor Law and the implementation of the city's Management Pay Plan, both of which hampered managers' power to bargain with the city for compensation and benefits. Since its founding, the primary purpose has been to provide superior advocacy services and support to all members.

## Summary

Throughout the history of the NYPD, civilian employees have been an integral part of its work, helping to achieve New York City's status as the safest big city in the country. A wide range of civilian professionals have dedicated themselves to law enforcement. The future success of the department relies on its investment in, and commitment to, all employees, including the continued expansion of civilian roles and titles. The combined efforts of the Office of Equity and Inclusion, the Human Resources Division, and the Office of Professional Development will help to ensure the continued advancement of civilian employees. As the city and its communities continue to evolve, the department workforce must stand ready to meet the public's needs.



# Civilian History Timeline:

Passage of the Municipal Police Act, which established the Municipal Robert Peel system. The system called for a full-time paid professional police force rather than part-time constables and night watchmen.

1844

Police Board formed to regulate and appoint members of the force.

1853

Police Department charged with cleaning the streets. Officers were given the duty of collecting garbage and acting as the neighborhood "broom"

1872

Street cleaning duties transferred to newly formed Street Cleaning Department.

1887

First female appointed to uniformed force.

1891

All boroughs consolidated as the City of New York. Borough Police Departments governed by a unified Police Board. Civilians employed as custodial workers

1898

Police Board abolished and Police Commissioner appointed by the Mayor to head the Department

1901

First Civilianization programs to use civilians to free police officers for patrol began in this decade

1920

Bureau of Policewomen established

1924

First major, large-scale civilianization effort

1934

Police Administrative Aide civil service title created for police agencies

1968

Large scale civilianization program instituted in December 1972. The Department's civilian staff almost doubled in its first year

1972

City-wide budgetary crisis and hiring freeze halt tax levy hiring and eventually lead to layoffs.

1974

Civilianization efforts resume

1979

Principal Administrative Associates (PRAAs) assigned to precincts to assist operations coordinators

1986

Implementation of community policing program which necessitated large-scale hiring of uniformed and civilian employees

1991

Crime Control Strategies developed; sharp reduction in crime rate Budget gap worsened; severance programs for civilian employees implemented.

Principal Police Communications Technician title created

1994

Merger of Transit and Housing Police Departments with NYPD accomplished; uniformed strength reaches 38,310; baseline civilian staff levels off at 6,700

1995

Merger of 1,500 Department of Transportation's Bureau of Traffic Operations with NYPD accomplished; baseline civilian staff increases to 9,029

1996

Criminalist title created

1997

Merger of the School Safety Division

1998

Creation of the Counterterrorism Bureau; reorganization of Intelligence Division; Intelligence Research Specialist title created

2002

# ACKNOWLEDGMENTS

## **Police Commissioner**

Keechant L. Sewell

## **First Deputy Commissioner**

Edward A. Caban

## **Chief of Department**

Kenneth E. Corey

## **Produced by the Office of Equity and Inclusion**

### **Deputy Commissioner, Equity and Inclusion**

Tanya Meisenholder

### **Assistant Commissioner, Equity and Inclusion**

Monica Brooker

## **Writers**

Kimberly Ariola

Justine Billups

## **Contributing Liaisons**

Creative Services

Employee Relations

Personnel Bureau

Photo Unit

Support Services Bureau

Spring 3100

Advancement of Civilian Employees Society

Bernard Whalen (Ret.)

## **Concept and Design**

Titus V. Thomas















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