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DOI'S OFFICE OF THE INSPECTOR GENERAL FOR THE NYPD RELEASES REPORT ON THE NYPD'S PAID DETAIL PROGRAM AND ISSUES 11 RECOMMENDATIONS

Nadia I. Shihata, Commissioner of the New York City Department of Investigation ("DOI"), issued the following report from DOI's Office of the Inspector General for the New York City Police Department ("OIG-NYPD) reviewing the policies and procedures for the Police Department's Paid Detail Program. This is the first part of DOI's fifth report issued pursuant to Local Law 166 of 2017[1], which directs OIG-NYPD to consider "patterns or trends identified by analyzing actions, claims, complaints, and investigations" filed against the NYPD. DOI's OIG-NYPD focused on the Paid Detail Program after significant public attention was drawn to the program in July 2025, following the fatal shooting of an NYPD officer while he was working as private security in the Paid Detail Program in Midtown. The officer's killing raised questions about officer safety, training, and guidance. In addition, DOI found that officers participating in the Paid Detail Program have had to litigate to obtain payment from the entities that employed them.

This Report outlines the OIG-NYPD's findings and issues 11 recommendations to the NYPD. The recommendations broadly cover improvements to officer safety through enhanced training and improved availability of information to officers before they accept jobs as part of the Paid Detail Program; updating and streamlining timekeeping rules to ensure they are applied and enforced to prevent officers from working more details than the program permits and they are properly paid for the work they do; and developing better enforcement practices when private entities do not follow program rules, including ensuring that officers are not assigned to companies and organizations that do not pay officers in a timely fashion. The Report follows this release and can be found at this link: OIG-NYPD Reports

DOI Commissioner Nadia I. Shihata said, "Officers participating in the Paid Detail Program deserve to have essential training, information about the detail they are assigned to, and protections to ensure they are paid for the work they do. This Report outlines the limitations uncovered by this investigation, which may decrease officer safety and increase the risk that officers are not paid accurately or in a timely manner. The eleven recommendations to NYPD seek to strengthen the policies and procedures around the Paid Detail Program and safeguard NYPD officers who participate in the program."

The NYPD formalized the Paid Detail Program in the late 1990s shortly after the New York City Conflicts of Interest Board advised the NYPD that officers could work "as part-time security guards for private firms and [could] wear their uniforms during the course of that employment," without violating the City's conflict-of-interest laws. That meant that private entities (often called vendors) could employ uniformed police officers in exchange for an administrative fee to the NYPD and the payment of the officers'

[1] The four previous § 808 (Local Law 166 of 2017) reports, and the NYPD responses, can be found at the following links:
1: Ongoing Examination of Litigation Data Involving NYPD
2: 2019 Assessment of Litigation Data Involving NYPD
3: Sharing Police Body Worn Camera Footage in New York City
4: Overtime Under Review: NYPD Overtime and the Increased Risk of Negative Policing Outcomes

more

wages. The program saw an increase in demand during and following the COVID-19 pandemic, with the program receiving $3.5 million in administrative fees in the first eight months of Fiscal Year 2026.

In 2023, DOI published a § 808 (Local Law 166) report on NYPD overtime, showing a statistically significant correlation between negative policing outcomes and additional overtime hours worked. Given that off-duty employment also involves officers working hours beyond their standard employment hours, OIG-NYPD determined that it would be valuable to assess whether there was also a correlation between off-duty employment hours worked and negative policing outcomes, so OIG-NYPD could issue recommendations to improve the Paid Detail Program, if necessary. This Report evaluates the policies, procedures and monitoring practices of the Paid Detail Program to determine whether existing safeguards are sufficient to ensure both officer safety and a fair and consistent relationship between officers in the program, the NYPD, and participating Paid Detail Program vendors. OIG-NYPD intends to issue a subsequent report (Part 2) examining whether there is a correlation between negative policing outcomes and Paid Detail Program hours worked. During this review, OIG-NYPD identified several limitations in the program that could decrease officer safety and, separately, also increase the risk that officers in the program are not paid in an accurate or timely manner.

The findings from this investigation include:

- While officers in the Paid Detail Program receive routine police training, they do not receive training specific to solo assignments. Lack of solo assignment training is problematic given significant differences between solo assignments and regular police work.
- Officers participating in the Paid Detail Program indicated during interviews that they do not consistently receive site-specific information tailored to their assignments when they show up for a detail. The investigation found that there is no requirement set forth in the agreement signed by vendors participating in the program that requires the vendors to consistently disclose information about their locations, tenants, or specific security concerns that motivate their request for a paid detail.
- Officers on paid detail assignments are supported to an extent by on-duty officers at the precinct in which their assignment is located. While officers at the precinct are generally made aware of where and when paid detail assignments will occur, precincts do not have the same level of visibility into officers on paid detail assignments as they do officers on patrol.
- NYPD's Administrative Guide restricts the shifts officers can pick up in the Paid Detail Program to: (1) no more than 20 hours per week, (2) no more than 80 hours per month, (3) no shifts longer than 10 hours, (4) no shifts within three hours before a police shift, and (5) no shifts within one hour after a police shift. OIG-NYPD's review of records from 2023 through 2025 found the existing process did not reliably prevent recorded scheduling exceptions. For example:
  - 46% of officers had more than 20 hours scheduled for a single week at least once.
  - Nearly 30% of officers completed shifts longer than the 10-hour limit at least once.
  - 1.3% of officers exceeded the 80-hour monthly cap at least once.
- The Program's enforcement of its scheduling restrictions is complicated by its timekeeping practices, which rely on three sets of timekeeping mechanisms: digital activity logs, vendor sign-in/sign-out sheets, and physical Paid Detail Cards.
- Officers often received different penalties for the same violations of Paid Detail Program rules.
- Several recent class action lawsuits have alleged conduct by vendors that have left officers in the Paid Detail Program without payment for the services they rendered. The NYPD's Vendor agreement stipulates that all checks to officers and the City must be forwarded to the Paid Detail Unit within 14 days of the work performed, and if not received within 30 days, the vendor shall be considered delinquent and subject to all remedies of the law, including suspension and/or removal from the program. But the Paid Detail Unit does not track policy violations committed by vendors participating in the Program and the Unit informed OIG-NYPD that it rarely suspends, deactivates, or removes vendors from the program.

As a result of OIG-NYPD's findings, it issued 11 recommendations:

Recommendation #1: Establish a mandatory training program for officers to complete before working a solo deployment, including a solo paid detail deployment.

Recommendation #2: Amend the Vendor Agreement Sheet to require each vendor to disclose site-specific security concerns at each assignment location including, at a

minimum: (i) the identity of other tenants within the building; (ii) a detailed explanation of the reason for requesting the security services; and (iii) the locations, risks, or operational concerns that the assigned officer should monitor or prioritize while performing the requested services.

Recommendation #3: When evaluating vendor applications, require the Paid Detail Unit to cross-reference relevant information available through NYPD databases and to consult with the local NYPD precinct to assess potential risks associated with the assignment. If the information provided by the vendor in the vendor intake agreement or this subsequent review identifies heightened security risks, the Paid Detail Unit should flag those risks within the Paid Detail Internet System to ensure that officers are notified of the elevated risks when viewing or signing up for the detail.

Recommendation #4: Amend the Vendor Agreement to require vendors to provide the assigned officer, upon arrival, with a briefing on any recent incidents, criminal activity, or other security-related developments occurring on the premises.

Recommendation #5: Ensure that local precincts have access to Vendor Agreements and known security risks detailed in the Paid Detail Internet System for each detail taking place within the precinct.

Recommendation #6: Require officers on paid detail assignments to report any unique security threats to the local precinct following their initial briefing from a vendor at an assignment.

Recommendation #7: Modify the Internet Assignment System to automatically enforce all Paid Detail scheduling restrictions.

Recommendation #8: Review the automatic monthly hours restriction in the Internet Assignment System to determine how violations of the limit have occurred and modify the restriction accordingly.

Recommendation#9: Utilize a single, digital check-in/check-out system as the primary mechanism for timekeeping within the Paid Detail Program.

Recommendation #10: Develop a standardized framework with written guidelines to govern penalties for Paid Detail Program policy violations.

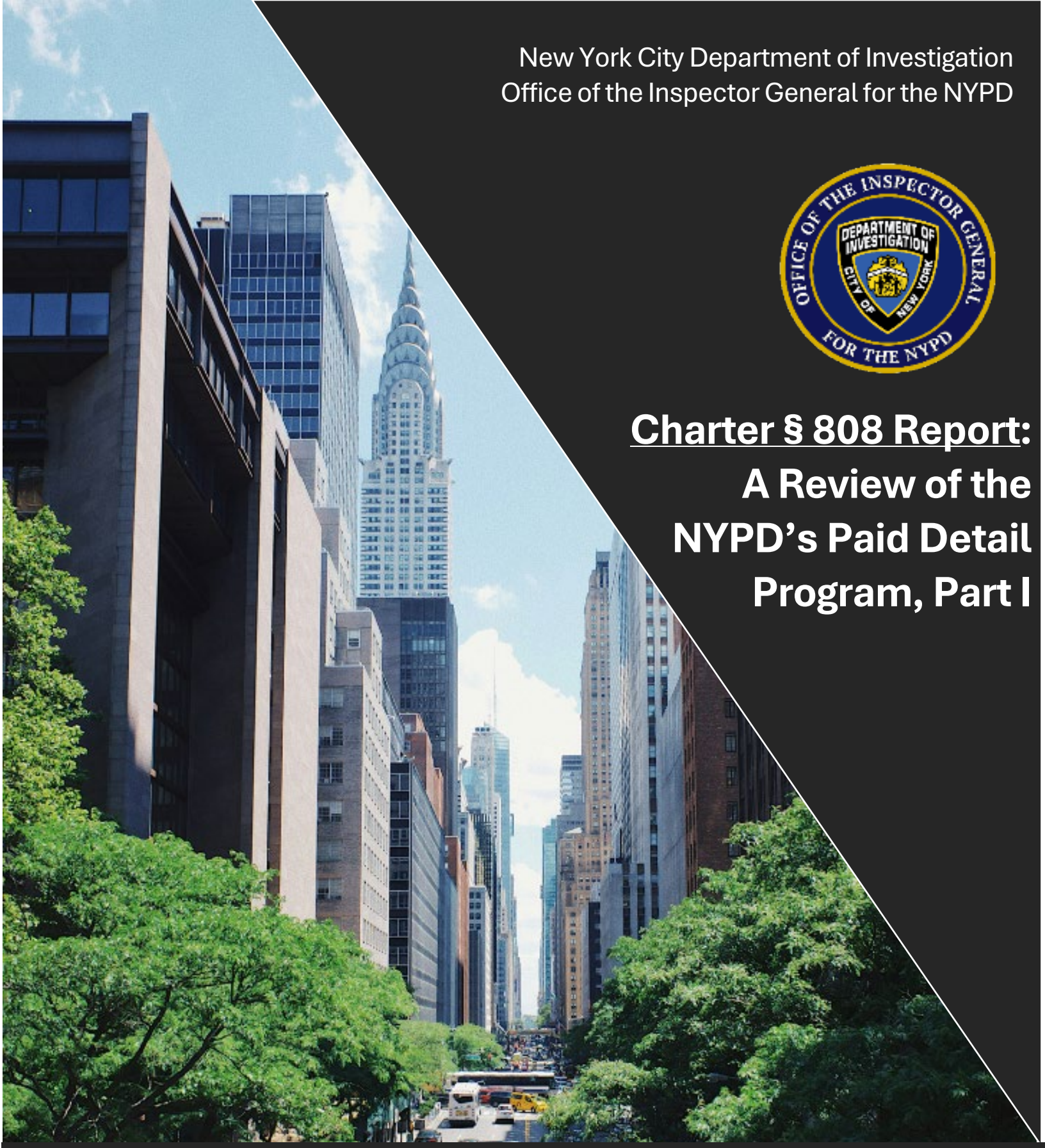
Recommendation #11: Develop a standardized framework with written guidelines to govern remedies for vendor non-payment and late payment.

Commissioner Shihata thanked NYPD Commissioner Jessica S. Tisch, and her staff, for their cooperation in this investigation and Report.

At DOI, this investigation was conducted by DOI's Office of the Inspector General for the NYPD, under the supervision of Acting Inspector General Christina Soto, Special Counsel to the Inspectors General Maria Kostel, and Acting First Deputy Commissioner Christopher Ryan, with assistance from Special Investigative Counsel Zachary Bannon.

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New York City Department of Investigation
Office of the Inspector General for the NYPD

Charter § 808 Report: A Review of the NYPD's Paid Detail Program, Part I

November 2026

Nadia I. Shihata, Commissioner

Christina Soto, Acting Inspector General

TABLE OF CONTENTS

I. Introduction and Executive Summary 1

II. Police Secondary Employment – Benefits and Drawbacks 4

III. The NYPD's Paid Detail Program 6

A. History of the Paid Detail Program 6

B. Current Use of the Paid Detail Program 8

C. Operation of the Paid Detail Program 11

IV. Analysis of the NYPD's Paid Detail Program 14

A. Officer Preparedness in the Paid Detail Program 14

1. Training Related to Solo Deployments 15

2. Vendor Information Sharing in the Paid Detail Program 17

3. Local Precincts' Role in the Paid Detail Program 19

B. Scheduling, Timekeeping, and Enforcement in the Paid Detail Program 21

1. Controls in the Internet Assignment System 22

2. Methods of Paid Detail Assignment Timekeeping 23

3. Enforcement of Paid Detail Program Scheduling Restrictions 24

C. Enforcement of Vendor Obligations in the Paid Detail Program 26

V. Conclusion 27

Appendix A: New York City Police Department Paid Detail Agreement 30

Appendix B: Paid Detail Enrollment Application and Participation Agreement 36

Appendix C: Paid Detail Guidelines 37

I. Introduction and Executive Summary

In 1998, then-Police Commissioner Howard Safir established a New York City Police Department (NYPD) program to allow private entities to hire off-duty, uniformed police officers for security services.[1] The program, known as the "Paid Detail Program," was designed to serve many interests. Police officers could earn extra income. Private entities could procure protection from well-trained security. The NYPD could raise revenue by collecting administrative fees. And the public could benefit from a larger uniformed police presence without additional cost to the taxpayer. Over the last three decades, the Paid Detail Program has grown dramatically; NYPD officers completed almost 300,000 paid detail assignments between 2023 and 2025.

In 2025, significant public attention was drawn to the Paid Detail Program. In July, an NYPD officer was tragically slain by a shooter while working as private security in the Paid Detail Program in Midtown.[2] The officer's death raised questions about officer safety in the program, with some suggesting that the officers are not given adequate training or guidance to ensure their success[3] and others noting that the risks associated with providing security to private companies had grown as a political climate skeptical of corporate power has increased the likelihood of violence.[4]

At the same time, officers participating in the Paid Detail Program have been forced to resort to litigation to ensure they are paid by the entities that employ them. In 2023, TD Bank settled a class action lawsuit, *Pierre v. City of New York*,[5] brought by five thousand officers in the Paid Detail Program, agreeing to pay $8.7 million to

[1] William Bratton, *Paid Details* at 2, *available at* https://www.nyc.gov/html/nypd/downloads/pdf/public_information/nypd-258_paid_details_2016-06-16.pdf.

[2] *See, e.g.*, Tim Balk, *Slain Officer Was in Program That Let Uniformed Officers Work as Guards*, THE NEW YORK TIMES (July 29, 2025), *available at* https://www.nytimes.com/2025/07/29/nyregion/nypd-officer-nyc-shooting.html.

[3] *See* John D. Macari, Jr. and Eric S. Dym, *What's Wrong with the NYPD Paid Detail Program*, THE FINEST UNFILTERED (Aug. 16, 2025), *available at* https://www.youtube.com/watch?v=YHK8hMys4KI.

[4] *See* Ben Feuerherd, *NYPD officers on paid details are used to confronting hotdog vendors, not gunmen*, GOTHAMIST (July 29, 2025), *available at* https://gothamist.com/news/nypd-officers-on-paid-details-are-used-to-confronting-hotdog-vendors-not-gunmen.

[5] *Pierre v. City of New York, et al.*, No. 20 Civ. 5116 (S.D.N.Y.).

those officers.[6] Others, including the City of New York, have also paid significant settlements in the *Pierre* litigation.[7] In 2025, a similar class action, *Piney v. City of New York*,[8] alleged unpaid wages by other corporate participants in the Paid Detail Program, including Target Corporation and The New York Times Company.[9]

With the spotlight on the Paid Detail Program and with its growing size within the NYPD, the New York City Department of Investigation's ("DOI") Office of the Inspector General for the NYPD ("OIG-NYPD") selected the program as the subject of OIG-NYPD's tri-annual report issued pursuant to § 808 of the New York City Charter. Section 808 mandates that DOI's OIG-NYPD periodically study Citywide data regarding allegations of improper police conduct, identify trends that contribute to that conduct, and offer recommendations to ensure that the NYPD's officers are properly trained and monitored to police the City to the best of their abilities.[10] In 2023, DOI published a § 808 report on NYPD overtime, showing a statistically significant correlation between negative policing outcomes and additional hours worked.[11] Given that off-duty employment also involves officers working hours beyond their standard employment hours, OIG-NYPD determined that it would be valuable to assess whether there was also a correlation between off-duty employment hours worked and negative policing outcomes, so that OIG-NYPD could make recommendations to improve the Paid Detail Program, if necessary.

While OIG-NYPD was conducting a statistical analysis to test that possible correlation, OIG-NYPD also reviewed the Paid Detail Program's policies, procedures,

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[6] Katryna Perera, *NYC Cops' $8.7M Deal with TD Bank Gets Initial OK*, LAW360 (Sept. 22, 2023), *available at* https://www.law360.com/articles/1725004/nyc-cops-8-7m-deal-with-td-bank-gets-initial-ok.

[7] *See, e.g.*, *Pierre v. City of New York, et al.*, No. 20 Civ. 5116, Dkt. No. 415 at 4 (S.D.N.Y. Nov. 9, 2023) (requesting approval of settlement related to paid details at B&H Foto & Electronics Corp. for $575,000 paid by B&H and $75,000 paid by the City); *Pierre v. City of New York, et al.*, No. 20 Civ. 5116, Dkt. No. 487 at 4 (S.D.N.Y. Sept. 16, 2024) (requesting approval of settlement related to paid details at Duane Reade Inc. for $4,999,999 paid by Duane Reade and $2,225,001 paid by the City).

[8] *Piney v. City of New York, et al.*, No. 25 Civ. 671 (S.D.N.Y.).

[9] *See* Peter Senzamici, *New York Times, Target ripped off up to 6K NYPD cops working paid detail: suit*, THE NEW YORK POST (Jan. 17, 2025), *available at* https://nypost.com/2025/01/17/us-news/ny-times-target-ripped-off-up-to-6000-nypd-cops-on-paid-detail-suit/.

[10] New York City Charter § 808(b).

[11] *See* Jocelyn Strauber, *Overtime Under Review: NYPD Overtime and the Increased Risk of Negative Policing Outcomes* (May 2023), *available at* https://www.nyc.gov/assets/doi/press-releases/2023/May/21OIGNYPD.OT.Rpt.Release.05.03.2023.pdf.

and monitoring practices to evaluate whether existing safeguards were sufficient to ensure both officer safety and a fair and consistent relationship between officers in the program, the NYPD, and participating Paid Detail Program vendors. During this review, OIG-NYPD identified several limitations in the program that could decrease officer safety and, separately, increase the risk that officers participating in the program are not paid in an accurate and timely manner.

Given the importance of the issues identified, OIG-NYPD determined it was best to bifurcate its investigation so that the NYPD could work to improve the policies and procedures of the Paid Detail Program while OIG-NYPD completes its statistical analysis. As such, this report serves to summarize OIG-NYPD's analysis of the Paid Detail Program's policies, procedures, and implementation. A "Part II" to this report will follow at the conclusion of OIG-NYPD's statistical analysis, detailing the results of OIG-NYPD's study of the relationship (if any) between Paid Detail Program hours worked and negative policing outcomes and providing additional recommendations regarding the Paid Detail Program, if necessary and appropriate.

As explained in more detail below, OIG-NYPD is issuing eleven recommendations to the NYPD to address the issues identified during its review of the Paid Detail Program thus far. Broadly, six of these recommendations will help ensure that officers have adequate training, supervision, and information when they accept a paid detail assignment to ensure they are both safe and effective in their roles. Four provide for changes to the way Paid Detail Program timekeeping rules are applied and enforced, both to prevent officers from overworking themselves in the program and to ensure they are properly paid for their work. The final recommendation tasks the NYPD with adopting consistent enforcement practices when private entities do not follow program rules, which will help ensure that officers are not assigned to work details at organizations that do not make timely payments.

To summarize OIG-NYPD's investigation thus far, this report proceeds in three parts. First, it provides background on police secondary employment systems, explaining both the perceived benefits and drawbacks of having uniformed officers provide off-duty services to private entities. Second, it explains the history of the Paid Detail Program and the NYPD's current practices for operating it. And third, it summarizes the issues identified by OIG-NYPD with current Paid Detail Program practices, providing recommendations to address those issues as they are discussed.

II. Police Secondary Employment – Benefits and Drawbacks

To evaluate the policies and procedures of the Paid Detail Program, it is first necessary to understand why municipalities have established police secondary employment programs, what those programs are meant to accomplish, and what potential drawbacks have been recognized incidental to their operation. This section serves to provide an overview of police secondary employment.

Police secondary employment programs offer the benefits of greater public safety without the need for direct public expenditure.[12] These programs allow uniformed officers to work for private entities to provide services such as security and traffic control.[13] By allowing private entities to fund additional police presence, they expand visible law enforcement coverage in high-traffic and high-risk areas without direct public expenditure, enhancing public safety.[14] Furthermore, secondary employment provides officers with opportunities to supplement their income.[15] Research has identified financial considerations as a primary motivation for officers seeking off-duty employment.[16]

One of the greatest benefits of formalized secondary employment programs is that they limit the drawbacks of informal police moonlighting, where officers are hired directly by private entities while off duty, often without consistent oversight, standardized safeguards, or public transparency into police moonlighting work.[17] For example, in 2012, the New Orleans Police Department overhauled its secondary employment program pursuant to a consent decree entered into with the Department of Justice. The department replaced an "informal, decentralized police detail system," with a new public Office of Police Secondary Employment, after the Department of Justice found that the informal system had led to "[d]issention in the ranks, an

[12] James R. Brunet, *Blurring the line between public and private sectors: The case of police officers' off-duty employment*, 37 SAGE JOURNALS PUBLIC PERSONNEL MANAGEMENT 162 (June 1, 2008), *available at* https://doi.org/10.1177/009102600803700202.

[13] *Id.* at 161-62

[14] *Id.* at 164.

[15] *Id.* at 163.

[16] *Id.* at 163-64.

[17] *See* Randy K. Lippert & Kevin Walby, *Police Funding, Dark Money, and the Greedy Institution,* ROUTLEDGE STUD. IN CRIME, SEC. AND JUST. AT 168-180 (2022), *available at* https://api.pageplace.de/preview/DT0400.9781000583885_A42786757/preview-9781000583885_A42786757.pdf.

undermining of the chain of command, distraction from duties, [and] the perception that police resources were not being applied with equity."[18] In Seattle, there were calls for reform of a decentralized secondary employment system run by entities outside the police department after those outside entities extorted private companies seeking officers for details.[19] And the Jersey City Police Department disbanded its decentralized paid detail program after multiple officers pleaded guilty to federal fraud charges involving compensation for unworked assignments.[20] Collectively, the issues faced in New Orleans, Seattle, and Jersey City show that decentralized, informal systems are more vulnerable to misconduct, compensation issues, and oversight failures in secondary employment programs.

Formalizing a police secondary employment program is not a panacea to the drawbacks of police officer details, however. Given the peer-research published on this topic to date, it is possible that officers may still suffer from heightened fatigue, sleep deprivation, and adverse health conditions as the result of working long and irregular hours without sufficient downtime between shifts.[21] As OIG-NYPD showed in 2023 in a study of NYPD overtime, these factors can lead to negative policing outcomes.[22] Specifically, OIG-NYPD's 2023 study found that each additional hour of overtime worked in the days preceding a regular NYPD shift correlated in a statistically significant manner to an increased chance of a negative policing outcome

[18] City of New Orleans Office of Police Secondary Employment, *Annual Report September 2014 – August 2015* (Nov. 13, 2015), *available at* https://www.nola.gov/nola/media/OPSE-Media/2015Annual-Report-FINAL.pdf; *see also United States of America v. City of New Orleans*, No. 12 Civ. 1924, Dkt. No. 778, Consent Decree at 86-95 (E.D. La. Apr. 18, 2024).

[19] Levi Pulkkinen, *As FBI Investigates Seattle Cops' Off-Duty Work*, SEATTLEPI (Sept. 27, 2017), *available at* https://www.seattlepi.com/seattlenews/article/As-FBI-investigates-Seattle-cops-off-duty-12234590.php; Randy K. Lippert & Kevin Walby, *Police Funding, Dark Money, and the Greedy Institution,* ROUTLEDGE STUD. IN CRIME, SEC. AND JUST. AT 176-78 (2022), *available at* https://api.pageplace.de/preview/DT0400.9781000583885_A42786757/preview-9781000583885_A42786757.pdf.

[20] Randy K. Lippert & Kevin Walby, *Police Funding, Dark Money, and the Greedy Institution,* ROUTLEDGE STUD. IN CRIME, SEC. AND JUST. 178-180 (2022), *available at* https://api.pageplace.de/preview/DT0400.9781000583885_A42786757/preview-9781000583885_A42786757.pdf.

[21] *See* Penelope Allison, et al., *Working Hours, sleep, and fatigue in the Public Safety Sector: A scoping review of the research*, 65 AM. J. OF INDUS. MED., 878, 888 (Nov. 2022). https://doi.org/10.1002/ajim.23407.

[22] *See* Jocelyn Strauber, *Overtime Under Review: NYPD Overtime and the Increased Risk of Negative Policing Outcomes* (May 2023), *available at* https://www.nyc.gov/assets/doi/press-releases/2023/May/21OIGNYPD.OT.Rpt.Release.05.03.2023.pdf.

(like a lawsuit alleging improper police conduct or a vehicle accident) occurring.[23] Further, the structures of paid details – often solo deployments where officers are given limited information about their posts – can put officers on such details in situations where their safety is compromised.[24] And, as highlighted by the *Pierre* and *Piney* class action lawsuits mentioned above, paid details with a wide array of private vendors can result in inconsistent payment for details completed.

III. The NYPD's Paid Detail Program

The New York City Paid Detail Program is an initiative of the NYPD that authorizes and oversees the use of off-duty, uniformed officers to provide security to approved private entities. This section provides background on the Paid Detail Program, first tracing the program from its inception in 1998 to the present day, then explaining the current scope of the program, and finally explaining the policies that govern both officers in the program and the private entities who hire them.

A. History of the Paid Detail Program

In 1998, the New York City Conflicts of Interest Board advised the NYPD that officers could work "as part-time security guards for private firms and [could] wear their uniforms during the course of that employment," without violating the City's conflict-of-interest laws.[25] Soon after, the NYPD formalized the Paid Detail Program, a program by which private entities (often called "vendors") could employ uniformed police officers in exchange for an administrative fee to the NYPD and the payment of the officer's wages.[26] Then-First Deputy Commissioner Patrick E. Kelleher stated the

[23] *Id.*

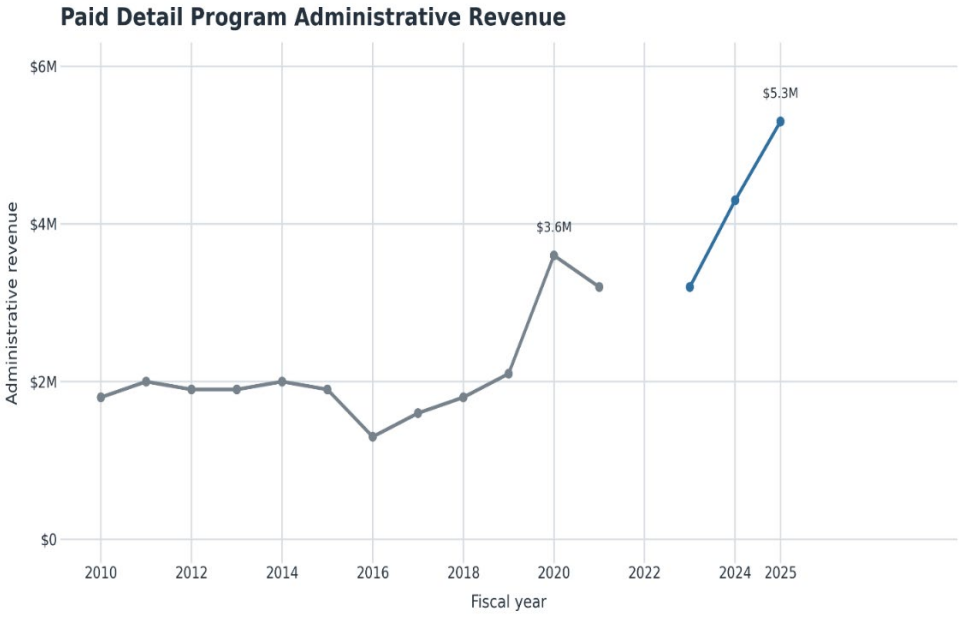
[24] Chuck Remsberg, *Solo Officer Risks and Other Truths About Active Shooter Response,* POLICE1 (Mar. 4, 2005) (describing solo entry into active shooter sites as "the most dangerous call in law enforcement"), *available at* https://www.forcescience.com/2013/06/solo-officer-risks-and-other-truths-about-active-shooter-responses/; Evelyn-Rose Saus, et al., *The Effect of Brief Situational Awareness Training in a Police Shooting Simulator: An Experimental Study*, 18 MIL. PSYCH. at S4 (Dec. 15, 2009) *available at* https://doi.org/10.1207/s15327876mp1803s_2.

[25] New York City Conflict of Interest Board, Advisory Opinion No. 98-4 (Apr. 10, 1998), *available at* https://www.nyc.gov/assets/coib/downloads/pdf5/aos/96_98/AO98_04.pdf.

[26] *See* William Bratton, *Paid Details* at 1, *available at* https://www.nyc.gov/html/nypd/downloads/pdf/public_information/nypd-258_paid_details_2016-06-16.pdf.

public value of the program succinctly: "The public will see more officers out on the street without cost to the city."[27]

During the COVID-19 pandemic, the Paid Detail Program saw its use increase as businesses sought uniformed police presence for enhanced security amid rising crime rates.[28] The program saw its administrative revenue increase by nearly 70% between 2017 and 2021, including a sharp increase from $2.1 million to $3.6 million between 2019 and 2020.[29] This trend continued even after the pandemic's effects on the City faded, with revenue reaching $3.1 million in FY2023, $4.3 million in FY2024 and $5.3 million in FY2025, as reflected in the following graph[30]:



[27] Elizabeth Kolbert, *Metro Matters; Rent-a-Cop Program: the Best Protection Money Can Buy*, THE NEW YORK TIMES (June 29, 1998), *available at* https://www.nytimes.com/1998/06/29/nyregion/metro-matters-rent-a-cop-program-the-best-protection-money-can-buy.html.

[28] Fola Akinnibi & Sarah Holder, *NYC Businesses Hire Off-Duty Police to Blunt Uptick in Violent Crime*, BLOOMBERG (Feb. 23, 2022), *available at* https://www.bloomberg.com/news/features/2022-02-23/new-york-city-businesses-hire-off-duty-police-officers-to-blunt-crime-increase.

[29] Maxwell Adler, *CityLab Daily: NYC Businesses Turn to Off-Duty Cops for Security*, Bloomberg (Feb. 23, 2022), *available at* https://www.bloomberg.com/news/newsletters/2022-02-23/citylab-daily-nyc-businesses-turn-to-off-duty-cops-for-security.

[30] Fiscal Year 2022 revenue is omitted from the chart. OIG-NYPD received NYPD data for Fiscal Years 2023 through 2025, whereas data for Fiscal Years 2010 through 2021 was sourced from a CityLab article, which used data from the Independent Budget Office.

Notably, in the first eight months of FY2026, the program had already received $3.5 million in revenue. This substantial increase in demand during and after the COVID-19 pandemic appears to represent a sustained shift rather than a temporary spike, with annual revenue continuing to rise in subsequent years. With that said, the City has also paid multi-million-dollar settlements in litigation arising out of the Paid Detail Program,[31] ranging from late-payment claims discussed above to civil rights and tort claims, leaving the net financial effect of the program on the City uncertain.[32]

B. Current Use of the Paid Detail Program

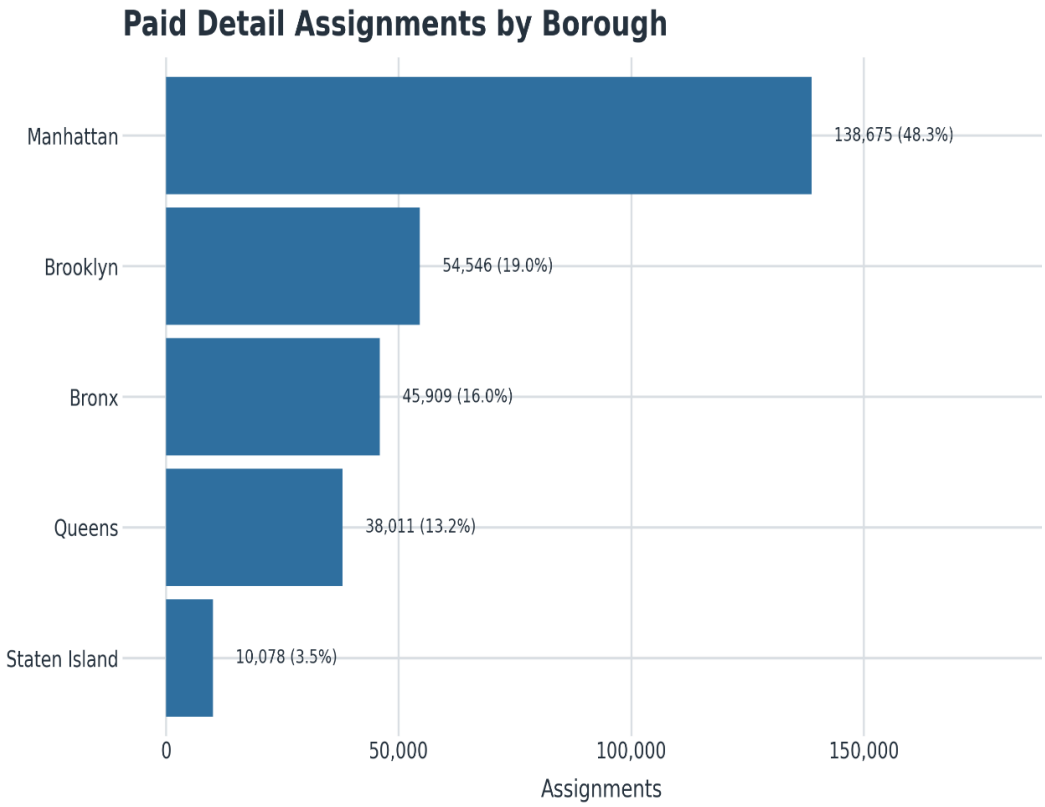
To better understand how the Paid Detail Program is utilized in practice, OIG-NYPD conducted a comprehensive analysis of all NYPD paid detail assignments completed between January 1, 2023, and November 14, 2025.

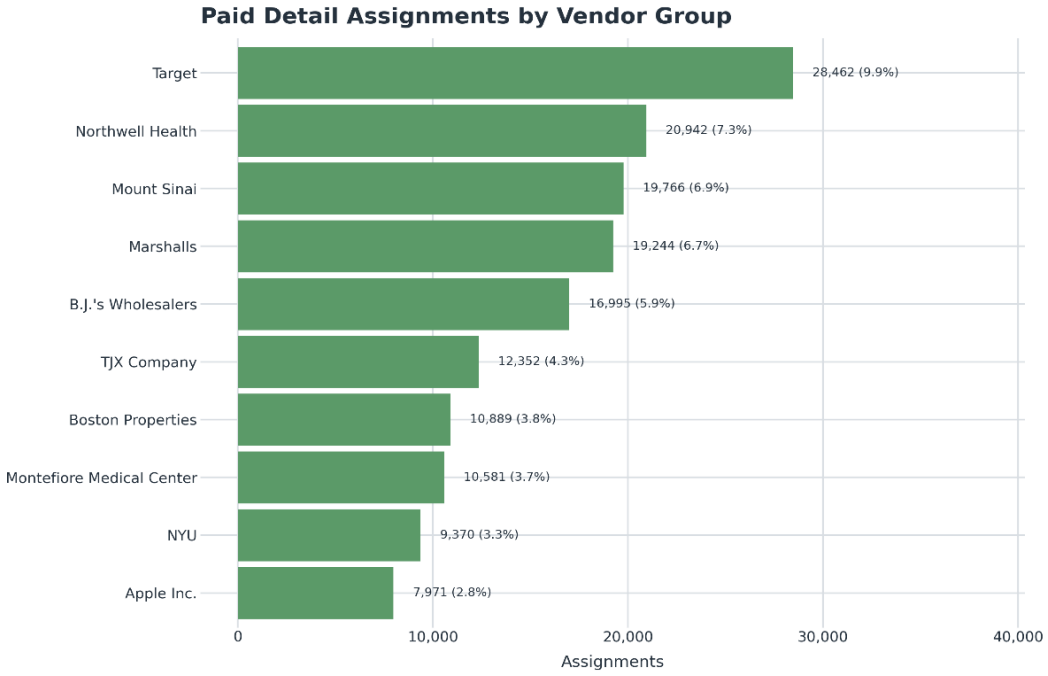
In total, NYPD officers completed 287,219 paid detail assignments during the review period. Nearly half of all paid detail assignments occurred in Manhattan. And more than half of the assignments took place at locations associated with ten vendors—Target,[33] Northwell Health Center, Marshalls, BJ's Wholesalers, Mount Sinai, TJX Company, Boston Properties, Montefiore Medical Center, New York University, and Apple Inc. Charts reflecting the distribution of assignments by borough and vendor are set forth below.

[31] *See, e.g.*, *Pierre v. City of New York, et al.*, No. 20 Civ. 5116, Dkt. No. 415 at 4 (S.D.N.Y. Nov. 9, 2023) (requesting approval of settlement related to paid details at B&H Foto & Electronics Corp. for $75,000 paid by the City); *Pierre v. City of New York, et al.*, No. 20 Civ. 5116, Dkt. No. 487 at 4 (S.D.N.Y. Sept. 16, 2024) (requesting approval of settlement related to paid details at Duane Reade Inc. for $2,225,001 paid by the City).

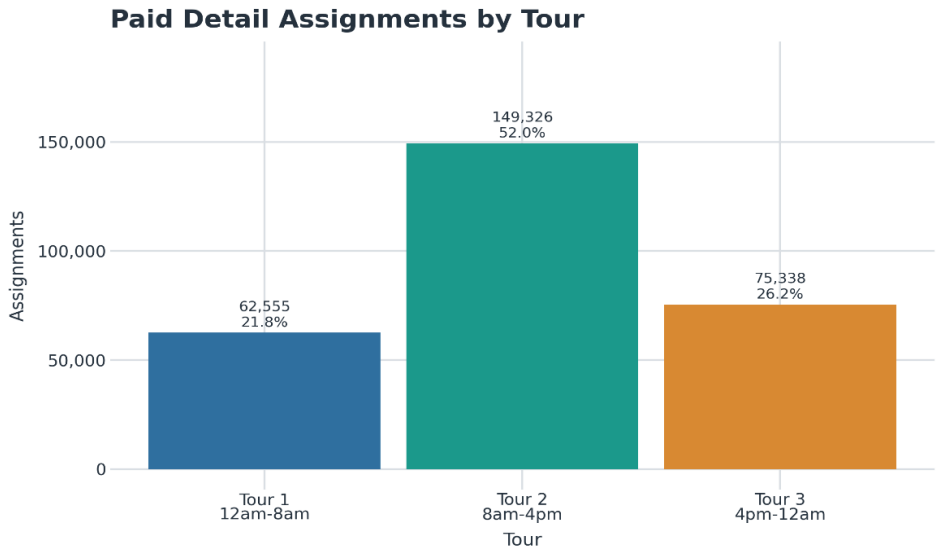
[32] Understanding the net financial effect of the program is complicated by the fact that these settlements are paid out of the City's general fund, rather than the NYPD's budget, making a cost/revenue comparison more difficult.

[33] OIG-NYPD has been informed that, as of August 31, 2025, Target no longer participates in the Paid Detail Program.

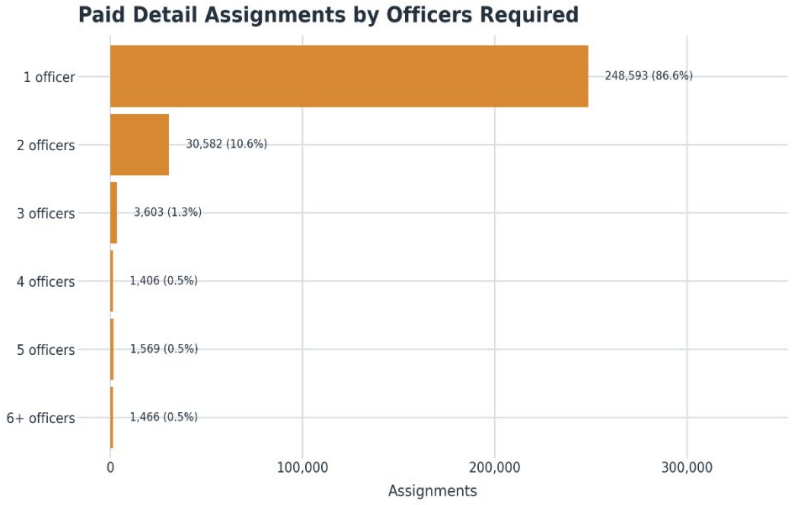

Paid Detail Assignments by Borough
Manhattan
138,675 (48.3%)
Brooklyn
54,546 (19.0%)
Bronx
45,909 (16.0%)
Queens
38,011 (13.2%)
Staten Island
10,078 (3.5%)
0
50,000
100,000
150,000
Assignments


Paid Detail Assignments by Vendor Group
Target
28,462 (9.9%)
Northwell Health
20,942 (7.3%)
Mount Sinai
19,766 (6.9%)
Marshalls
19,244 (6.7%)
B.J.'s Wholesalers
16,995 (5.9%)
TJX Company
12,352 (4.3%)
Boston Properties
10,889 (3.8%)
Montefiore Medical Center
10,581 (3.7%)
NYU
9,370 (3.3%)
Apple Inc.
7,971 (2.8%)
0
10,000
20,000
30,000
40,000
Assignments

Paid detail shifts typically range from six-to-eight hours in length. Within the review period, 52% of assignments occurred during the second tour (between 8:00 am and 4:00 pm), with 149,326 assignments. The remaining assignments are split fairly evenly between the first tour (12 a.m. to 8 a.m.) and third tour (4 p.m. to 12 a.m.), with 21.8% (62,555 assignments) in the first tour and 26.2% (75,338 assignments) in third tour.



One of the most notable features of the Paid Detail Program is that, unlike with ordinary police work, most detail shifts are covered by a single officer, working alone, as reflected in the chart below:



During the review period, 248,593 assignments required one officer, 30,582 assignments required two officers, 3,603 assignments required three officers, 1,406 assignments required four officers, and 1,569 assignments required five officers.

C. Operation of the Paid Detail Program

The Paid Detail Program operates under standardized policies and procedures administered by the NYPD's Paid Detail Unit.

To begin, vendors interested in participating in the program must sign an agreement (the "Vendor Agreement") with the NYPD setting forth the conditions of their participation.[34] Vendors agree to pay fixed hourly rates to officers on detail based on their NYPD rank,[35] to pay a fixed administrative fee to the NYPD for each detail worked,[36] and to indemnify the City and any officer in any litigation arising from a detail.[37] The vendor must also agree to make timely payments to the NYPD and its officers, and to maintain on premise sign-in and sign-out sheets for officers to track the hours worked by the officers on detail.[38] Members of the Paid Detail Unit informed OIG-NYPD in interviews that the Intelligence Division conducts a background check on the vendor, and the Legal Bureau confirms the validity of the vendor's certificate of insurance.. Vendors who are delinquent in payments are "subject to all remedies at law, including but not limited to suspension and/or removal from the Paid Detail Program."[39]

NYPD officers who wish to participate in the Paid Detail Program must also submit an application to, and sign an agreement with, the NYPD.[40] In the agreement, officers acknowledge that wages earned through the Paid Detail Program are considered to be legally separate from their NYPD wages and agree to only accept details from the Paid Detail Unit, rather than from vendors directly.[41] The officers'

[34] This agreement is titled *New York City Police Department Paid Detail Agreement*. A copy of the agreement is attached to this report as Appendix A.

[35] Appendix A ¶ 1.

[36] Appendix A ¶ 14.

[37] Appendix A ¶¶ 6-8.

[38] Appendix A ¶¶ 14-20.

[39] Appendix A ¶ 20.

[40] This agreement is titled *Paid Detail Enrollment Application and Participation Agreement*, a copy of which is attached to this report as Appendix B.

[41] Appendix B.

participation in the program is then governed by several NYPD policies, including the *Paid Detail Guidelines*[42] and Administrative Guide 332-22.[43]

Once officers are accepted into the Paid Detail Program, they are given an account by the Paid Detail Unit in a computer system called the "Paid Detail System" or "Internet Assignment System," from which they may sign up for paid details.[44] On paid details, officers are required to wear their patrol uniforms and body worn cameras, as well as have their NYPD radios turned on and tuned to the proper frequency.[45] Officers on paid detail "carry with them full law enforcement powers and are expected to perform police related duties only[,] . . . subject at all times to NYPD rules, regulations, and standards of conduct."[46] Officers are required to log all police actions that they take on a digital activity log.[47] According to NYPD guidance, "[t]ypical assignments include fixed posts at shopping malls, office buildings, retail stores, hospitals, as well as baseball games."[48] The NYPD informs officers that "[t]he primary purpose of a paid detail is to provide a highly visible police presence at a specified location."[49]

Officers on paid detail assignments have a limited relationship to the precinct in which their assignment is located. At the start of each tour, each precinct's Platoon Commander must log each paid detail assignment in the precinct's Command Log and attach a reference copy to the roll call.[50] During roll call, patrol supervisors are required to ensure that members are aware of all active Paid Detail locations and times of assignments within the precinct.[51]

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[42] A copy of these guidelines is attached to this report as Appendix C.

[43] The Administrative Guide is available online at https://www.nyc.gov/assets/nypd/downloads/pdf/public_information/public-adminguide2.pdf.

[44] Administrative Guide 332-22 ¶ 12.

[45] Administrative Guide 332-22, Guidelines ¶¶ b-c.

[46] William Bratton, *Paid Detail* at 2, *available at* *https://www.nyc.gov/html/nypd/downloads/pdf/public_information/nypd-258_paid_details_2016-06-16.pdf*.

[47] Administrative Guide 332-22, Guidelines ¶ d.

[48] Appendix C at 2.

[49] Appendix C at 2.

[50] Patrol Guide 202-26 ¶ 15. The Patrol Guide is available at https://www.nyc.gov/site/nypd/about/about-nypd/manual.page.

[51] Patrol Guide 212-01 ¶ 7.

Officers on paid details are subject to a three-fold timekeeping requirement. First, they must note the start and end of their shifts on a digital activity log.[52] Second, they must sign in and sign out on timesheets maintained by the vendor at which they are on detail.[53] And third, they must maintain "Paid Detail Cards," which reflect the end and start times of the police shifts immediately preceding and following their paid detail, as well as the hours of their detail.[54] The Paid Detail Card must be presented to an employee of the vendor at the end of a detail for signature and copies of the Paid Detail Card are then kept by the officer, the vendor and one of the officer's supervisors.[55] These timekeeping measures are meant to ensure both the accuracy of hours worked, but also that the restrictions placed on officers who work paid details are adhered to. Under the Administrative Guide, officers can only work twenty hours of paid detail per week, up to eighty hours of detail per month, in shifts of no more than ten hours.[56] Officers also may not work shifts within three hours of the start of an NYPD shift, within one hour of the end of an NYPD shift, and they may not swap detail shifts with other officers.[57]

The Administrative Guide also sets forth penalties that officers may incur if they violate program rules and requirements, namely program-suspensions or removal from the program.[58] Preparing a Paid Detail Card improperly may result in loss of program eligibility;[59] members who fail to follow NYPD or program rules "may be banned from returning to work for a specific vendor, suspended from eligibility, [] dropped from the program[,] . . . [or] face disciplinary action by the Department."[60] Failure to appear at a detail assignment can result in suspension or removal from the program;[61] and shift swapping "will result in immediate and indefinite suspension

[52] Administrative Guide 332-22, Guidelines ¶ d.

[53] Administrative Guide 332-22, Guidelines ¶ t.

[54] Administrative Guide 332-22, Guidelines ¶¶ a, j.

[55] Administrative Guide 332-22, Guidelines ¶ j.

[56] Administrative Guide 332-22, General Prohibitions ¶ b.

[57] Administrative Guide 332-22, General Prohibitions ¶¶ f-i.

[58] The Paid Detail Program is governed by an independent suspension (or disciplinary) system controlled by the Paid Detail Unit and results in suspensions or removal from the program only— it does not affect officers' on-duty status.

[59] Administrative Guide 332-22, Guidelines ¶ l.

[60] Administrative Guide 332-22, Guidelines ¶ m.

[61] Administrative Guide 332-22, Guidelines ¶ s.

from the Paid Detail Program as well as Department discipline."[62] These penalties are enforced by Commanding Officers of the respective commands. NYPD Integrity Control Officers are also required to review "an appropriate representative sampling" of paid details each month to determine whether there are "discrepancies" between those details, roll call, and overtime.[63]

IV. Analysis of the NYPD's Paid Detail Program

OIG-NYPD undertook this investigation to determine whether the Paid Detail Program's design and safeguards could be improved. To do so, OIG-NYPD conducted interviews of officers involved in the Paid Detail Program; reviewed relevant program guidelines, NYPD policies and procedures, and financial records; and evaluated publicly available media reports and studies regarding secondary police employment programs. In addition, OIG-NYPD conducted an analysis of all officers who participated in the Paid Detail Program between January 1, 2023 and November 14, 2025 to determine how the scheduling restrictions of the Paid Detail Program are enforced in practice.[64] As noted above, OIG-NYPD is in the process of conducting an analysis of the relationship between paid detail hours worked and negative policing outcomes. The results of that study, and any recommendations that result from it, will be published in a forthcoming second part of this report.

OIG-NYPD's analysis focused on two aspects of the NYPD's operation of the Paid Detail Program—its policies for ensuring officer preparedness when on paid details and its policies for ensuring consistent timekeeping and scheduling practices. A summary of OIG-NYPD's analyses and recommendations is set forth below.

A. Officer Preparedness in the Paid Detail Program

To evaluate officer preparedness in paid detail assignments, OIG-NYPD evaluated both the extent of officer's training relevant to paid details, the role of local precincts in the Paid Detail Program, and the extent to which Paid Detail Program vendors supply officers with sufficient information to understand the risk profile of their assignments.

[62] Administrative Guide 332-22, General Prohibitions ¶ i.

[63] Administrative Guide 332-22 ¶ 13.

[64] As noted in the Executive Summary and Introduction to this report, OIG-NYPD's more comprehensive analysis of Paid Detail Program hours worked and negative policing outcomes is currently in progress.

1. *Training Related to Solo Deployments*

During this investigation, OIG-NYPD requested that the NYPD provide it with all training that officers undertake before they are permitted to work in the Paid Detail Program. Although officers in the Paid Detail Program go through all ordinary police trainings,[65] during interviews, officers participating in the Paid Detail Program confirmed that they do not receive training specific to detail assignments.

Lack of detail-specific training is problematic given how different paid detail assignments are from ordinary policework. As discussed above, paid detail assignments frequently place officers at solo posts in private locations, precincts outside of their usual command, and with limited supervision and support. Unlike routine patrol—where officers are typically supported by partner deployment, dispatcher coordination, and established precinct-based communications—paid detail assignments require officers to provide fixed-site security, understand premise layouts, monitor access points, and respond independently to incidents as they arise. Notably, an officer participating in the Paid Detail Program explained during an interview with OIG-NYPD that Paid Detail officers are advised that their primary responsibility is to deter or respond to serious threats, including active shooters, and to provide visible security presence. But performing these duties alone significantly increases an officer's vulnerability. Research has found that there is a heightened risk that an officer will be shot when he or she makes a solo entry into an active shooter attack site, and that a single-officer response may make an active shooting "the most dangerous call in law enforcement."[66]

The risk of paid detail assignments is further amplified by the requirement that details be worked in uniform. Uniformed officers naturally attract attention and are often the first target for individuals that plan to commit crime or neutralize security.[67] This exposure places officers at higher risk of being approached, distracted or targeted, particularly in confined or high-traffic environments. At the same time,

[65] For example, officers undergo tactical and active-shooter training. *See* NYPD, *Police Academy*, *available at* https://www.nyc.gov/site/nypd/about/police-academy/police-academy-landing.page.

[66] Chuck Remsberg, *Solo Officer Risks and Other Truths About Active Shooter Response,* POLICE1 (Mar. 4, 2005), *available at* https://www.forcescience.com/2013/06/solo-officer-risks-and-other-truths-about-active-shooter-responses/.

[67] *See* Richard Johnson, *The psychological influence of the police uniform,* FORCE SCI. (Jun. 20, 2013), *available at* https://www.police1.com/police-products/apparel/uniforms/articles/the-psychological-influence-of-the-police-uniform-bhN9cdehTsvjzbMh/.

risk levels vary widely across assignments—from relatively low-risk retail locations to high-profile corporate locations associated with executives or public figures—which create increased concerns such as targeted harassment, stalking, or violence. These conditions illustrate the need for solo deployment training that teaches officers how to respond to active shooter scenarios, to maintain situational awareness, to position themselves to reduce vulnerability, and to manage access points without immediate backup. As such, OIG-NYPD recommends as follows:

> **Recommendation #1:** Establish a mandatory training program for officers to complete before working a solo deployment, including a solo paid detail deployment.

The need for this type of training is reinforced by the NYPD's own experience with solo deployments. In 2022, the NYPD implemented a policy that called for officers to patrol transit and subway stations alone.[68] The initiative drew widespread concerns from the Police Benevolent Association, officers, and public-safety experts, who noted the vulnerability inherent in confined, high-traffic environments.[69] In response, the policy was revised to require officers to remain within visual contact of one another to mitigate the risks inherent in isolated posts[70]—a recognition that solo posts elevate the threat of surprise attacks and increase officer vulnerability. Additionally, in 2022, the Federal Law Enforcement Training Center[71] provided active shooter training to the NYPD Transit Bureau, focusing on active shooter scenarios in transit stations, which specifically included "Single Officer Response Tactics."[72]

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[68] *See* Suzie Ziegler, *NYC amends solo subway patrol plan after cop attacked on day 1,* POLICE1 (June 22, 2022), *available at* https://www.police1.com/transit-police/articles/nyc-amends-solo-subway-patrol-plan-after-cop-attacked-on-day-1-rZP5C9xscUJpHJ1m/

[69] *Id.*

[70] *See* Nolan Hicks, et al., *NYPD tweaks solo subway patrol policy after detective attacked,* N.Y. POST (June 22, 2022), *available at* https://nypost.com/2022/06/22/nypd-tweaks-solo-subway-patrol-policy-after-detective-attacked/.

[71] The Federal Law Enforcement Training Center is a school run by the Department of Homeland Security that provides training to local, state, and federal law-enforcement agencies designed to improve their ability to respond to threats. *See* Department of Homeland Security, *Federal Law Enforcement Training Center (FLETC), available at* https://www.dhs.gov/employee-resources/federal-law-enforcement-training-center-fletc.

[72] Federal Law Enforcement Training Center, *FLETC's Active Shooter Threat Training Program travels to Randall's Island, New York* (June 22, 2022), *available at* https://www.fletc.gov/fletcs-active-shooter-threat-training-program-travels-randalls-island-new-york.

The NYPD should implement similar training for all officers who undertake solo deployments, including solo deployments that are part of the Paid Detail Program. Specific training on threat recognition and site security practices for solo deployments will help ensure that NYPD officers have a level of preparedness that will facilitate their success on solo detail assignments, as well as any solo deployments they undertake during their ordinary working hours.

2. Vendor Information Sharing in the Paid Detail Program

Research shows that law enforcement officer situational awareness is integral to ensure safe and effective police decision-making.[73] As such, OIG-NYPD assessed whether the information provided to officers in advance of paid detail assignments is sufficient to facilitate their effective performance.

The Administrative Guide includes a general statement that "vendor[s] will provide [] members with post location, meal and break policy, and any condition(s) that may require police attention" during a paid detail.[74] However, officers participating in the Paid Detail Program informed OIG-NYPD during interviews that they do not consistently receive site-specific information tailored to their assignments when they show up for a detail. This is not surprising, as the requirement to receive that information is set forth in the *Administrative Guide*, a document that governs *officer* conduct. There is no similar requirement set forth in the agreement that vendors sign to participate in the Paid Detail Program.[75]

Moreover, the general policy statement contained in the Patrol Guide provides no guidance on what could constitute a "condition[] . . . that may require police attention." Without clearer guidance, vendors are unlikely to disclose consistent information about their locations, tenants, or specific security concerns that motivate their request for a paid detail. Without this information, the Paid Detail Unit and the assigned officer have no foundation of location-specific information to inform their assignment. To correct this, OIG-NYPD recommends as follows:

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[73] Evelyn-Rose Saus, et al., *The Effect of Brief Situational Awareness Training in a Police Shooting Simulator: An Experimental Study*, 18 MIL. PSYCH. at S4 (Dec. 15, 2009) *available at* https://doi.org/10.1207/s15327876mp1803s_2.

[74] Administrative Guide 332-22, Guidelines ¶ u.

[75] *See generally* Appendix A.

> **Recommendation #2:** Amend the Vendor Agreement Sheet to require each vendor to disclose site-specific security concerns at each assignment location including, at a minimum: (i) the identity of other tenants within the building; (ii) a detailed explanation of the reason for requesting the security services; and (iii) the locations, risks, or operational concerns that the assigned officer should monitor or prioritize while performing the requested services.

This information should be submitted as part of the initial application and should be specific enough to give the Paid Detail Unit a meaningful basis for evaluating a location. Requiring this information upfront will ensure that the vendor's own knowledge of its premises and the specific concerns driving the request for security are captured before a detail is assigned, rather than left to informal disclosure once an officer is already on-site.

Aside from the information provided by the vendor, officers are not provided with any information from the Paid Detail Unit regarding known risks, crime trends, or other situational conditions proximate to their assignment. This gap is significant because officers work paid detail assignments outside their usual command and could be unfamiliar with the surrounding area, leaving them fully dependent on the vendor to communicate any risks. A vendor's self-assessment is inherently limited to what the vendor is willing to disclose about its premises and vendors are not positioned to speak to broader crime trends or law enforcement activity. To ensure officers have a full picture of the risks at an assignment, OIG-NYPD recommends as follows:

> **Recommendation #3:** When evaluating vendor applications, require the Paid Detail Unit to cross-reference relevant information available through NYPD databases and to consult with the local NYPD precinct to assess potential risks associated with the assignment. If the information provided by the vendor in the vendor intake agreement or this subsequent review identifies heightened security risks, the Paid Detail Unit should flag those risks within the Paid Detail Internet System to ensure that officers are notified of the elevated risks when viewing or signing up for the detail.

To improve officer awareness and risk management, the Paid Detail Unit should evaluate each vendor's submission in conjunction with relevant NYPD intelligence and operational data to determine whether a paid detail assignment warrants a high-risk designation. A high-risk designation should be based on objective, articulable

factors, including, but not limited to, a documented history of criminal activity at or near the location, the presence of individuals or groups of concern, credible threat information, or other security vulnerabilities identified through the vendor's submission or NYPD databases. Only those assignments meeting established risk criteria should be designated as high risk within the assignment system. This targeted approach ensures that officers receive advance notice of assignments presenting elevated safety or operational concerns while avoiding the overuse of warnings that could diminish their effectiveness. By integrating vendor-provided information with NYPD intelligence, the Department can better identify assignments requiring heightened situational awareness and enable officers to make more informed decisions before accepting a paid detail assignment.

While Recommendation #3 addresses the risk assessment conducted when a vendor requests a paid detail assignment, conditions at a location may change after the initial assessment is completed. A risk established during the application and review process may not reflect subsequent developments, including emerging threats, recent criminal activity, or other changes affecting officer safety. To ensure that officers have access to the most current risk information before reporting for duty, OIG-NYPD recommends the following:

> **Recommendation #4:** Amend the Vendor Agreement to require vendors to provide the assigned officers, upon arrival, with a briefing on any recent incidents, criminal activity, or other security-related developments occurring on the premises.

Requiring vendors to communicate this information directly to the officer at the start of each assignment will ensure that officers are aware of the most recent developments at the location, even where those developments postdate the risk assessment conducted by the Paid Detail Unit.

These recommendations would allow for both the vendor's first-hand knowledge of its own premises and the NYPD's independent knowledge of the surrounding area to inform an officer providing security at a paid detail assignment. This ensures officers are more situationally aware and better prepared to safeguard their own and the public's safety.

3. Local Precincts' Role in the Paid Detail Program

Officers on paid detail assignments are supported to an extent by on-duty officers at the precinct in which their assignment is located. Officers on assignment can contact the local patrol supervisor when an arrest is effectuated or supervisory response is otherwise necessitated.[76] Officers at the precinct are made generally aware of where and when paid detail assignments will occur in the precinct during roll call.[77] Integrity Control Officers monitor representative samples of paid detail assignment hours to ensure that there are no discrepancies between hours submitted, command roll call, and overtime records.[78] And members of the Paid Detail Unit conduct periodic inspections of assignments, with approximately 2,000 inspections conducted last year.

However, precincts do not have the same level of visibility into the work of NYPD officers on paid detail assignments as they do to other officers on patrol. In the ordinary course of their duties, precinct patrol supervisors visit on-duty patrol officers "frequently and at irregular intervals" and they visit officers assigned to work at "[h]ospital[s] and special posts at least once each tour."[79] However, patrol supervisors are not required to conduct routine oversight of paid detail assignments, and, although the Paid Detail Unit conducts periodic inspections of officers on details, those inspections only cover a small percentage of paid detail assignments. Moreover, although paid detail assignments are announced during precinct role calls, there is no system in place to ensure that local precincts are aware of the circumstances of a detail assignment that may lead to the need for law enforcement action.

Recommendations #2 through #4, discussed above, are designed to improve information sharing about security risks between vendors, officers on paid detail assignments, and the Paid Detail Unit. The NYPD should leverage those improvements to keep local precincts well informed, in case the need arises for officers at the precinct to respond to an incident. Accordingly, OIG-NYPD recommends as follows:

> **Recommendation #5:** Ensure that local precincts have access to Vendor Agreements and known security risks detailed in the Paid Detail Internet System for each detail taking place within the precinct.

[76] Administrative Guide 332-22, Guidelines ¶¶ f-g.

[77] Patrol Guide 202-26 ¶ 15; Patrol Guide 212-01 ¶ 7.

[78] Administrative Guide 332-22 ¶ 13.

[79] Patrol Guide 202-19 ¶ 12.

Recommendation #6: Require officers on paid detail assignments to report any unique security threats to the local precinct following their initial briefing from a vendor at an assignment.

Adoption of these changes would give local precincts more information about the risks associated with paid detail assignments that may necessitate the local precinct's involvement. Ensuring that local precincts understand and are prepared for these risks is critically important given that details are most often conducted as solo deployments, as discussed above.

* * *

Officer preparedness is critical to the success of the Paid Detail Program. Preparedness ensures that officers are safe and effective; that detail locations and the public are well-protected; and that the City does not assume unnecessary risks from negative policing outcomes. Adoption of the recommendations set forth above will bolster the Paid Detail Program by facilitating an appropriate level of preparedness.

B. Scheduling, Timekeeping, and Enforcement in the Paid Detail Program

Given both the risks associated with officers working lengthy and irregular shifts[80] and the lawsuits that have been filed alleging payment delays within the Paid Detail Program,[81] OIG-NYPD also assessed the controls the NYPD has put in place on timekeeping and scheduling in the Paid Detail Program, as well as how those controls are enforced. Notably, in 2023, OIG-NYPD recommended that the NYPD "develop a system to track off-duty employment hours worked by its officers,"[82] which the NYPD did not accept.[83] Although the NYPD now has some timekeeping procedures in place, OIG-NYPD found in this review several areas in which the

[80] Jocelyn Strauber, *Overtime Under Review: NYPD Overtime and the Increased Risk of Negative Policing Outcomes* (May 2023), *available at* https://www.nyc.gov/assets/doi/press-releases/2023/May/21OIGNYPD.OT.Rpt.Release.05.03.2023.pdf.

[81] *Pierre v. City of New York, et al.*, No. 20 Civ. 5116 (S.D.N.Y.); *Piney v. City of New York, et al.*, No. 25 Civ. 671 (S.D.N.Y.).

[82] Jocelyn Strauber, *Overtime Under Review: NYPD Overtime and the Increased Risk of Negative Policing Outcomes* at 44 (May 2023), *available at* https://www.nyc.gov/assets/doi/press-releases/2023/May/21OIGNYPD.OT.Rpt.Release.05.03.2023.pdf.

[83] Michael Gerber, *New York City Police Department Response* at 3 (Aug. 3, 2023), *available at* https://www.nyc.gov/assets/doi/oignypd/response/CGD_Response_71723_FINAL.pdf.

NYPD could improve the reliability of its scheduling practices and enforcement mechanisms, as discussed below.

1. Controls in the Internet Assignment System

As discussed above, the Administrative Guide places restrictions on the shifts that officers can pick up in the Paid Detail Program— (1) no more than twenty hours per week, (2) no more than eighty hours per month, (3) no shifts longer than ten hours, (4) no shifts within three hours before a police shift, and (5) no shifts within one hour after a police shift.[84] As part of this review, OIG-NYPD evaluated how these restrictions are enforced in practice.

With respect to the weekly hour and shift restrictions that prevent paid detail assignments from being accepted too close in time to a police shift, members of the Paid Detail Unit informed OIG-NYPD that the NYPD relies on officers to "act in good faith" to comply with the restrictions. From an oversight perspective, the NYPD then relies on Integrity Control Officers to monitor paid detail hours through reviews of "appropriate representative sampl[es]" of paid details.[85] This system leaves a significant degree of compliance monitoring to officer self-regulation.

OIG-NYPD's review of paid detail assignment records from 2023 through 2025 showed that the existing process did not reliably prevent recorded scheduling exceptions. For example, OIG-NYPD found that 46% of officers had more than twenty hours scheduled for a single week at least once, with 25,843 over twenty-hour weeks scheduled in total. In addition, 29.4% of officers completed shifts longer than the ten-hour limit at least once, with 15,243 assignments over ten scheduled hours. Given the importance of the NYPD's scheduling restrictions on officers and public safety, DOI further recommends as follows:

> **Recommendation #7:** Modify the Internet Assignment System to automatically enforce all Paid Detail scheduling restrictions.

With respect to the monthly hour restrictions, members of the Paid Detail Unit informed OIG-NYPD that the policy is enforced automatically by the Internet Assignment System, simply preventing officers from selecting shifts once they complete shifts up to the monthly hour limit. Nevertheless, in an audit of paid detail assignment records that OIG-NYPD reviewed for the period between 2023 and 2025,

[84] Administrative Guide, General Prohibits ¶¶ b, f-h.

[85] Administrative Guide 332-22 ¶ 13.

OIG-NYPD found that 1.3% of officers exceeded the eighty-hour monthly cap at least once, with officers scheduled for over eighty hours in a month 261 times in total. While OIG-NYPD did not analyze the mechanism by which the Internet Assignment System automatically enforces the hours restriction, it appears that the system does not entirely prevent violations of hours restriction from occurring. Accordingly, DOI recommends as follows:

> **Recommendation #8:** Review the automatic monthly hours restriction in the Internet Assignment System to determine how violations of the limit have occurred and modify the restriction accordingly.

Implementing automatic regulations within the Internet Assignment System would strengthen compliance and reduce reliance on after-the-fact oversight. The current system—dependent on self-regulation and retrospective review—allows preventable scheduling violations to occur. By further embedding automatic controls within the internet system, the Department can ensure uniform application of Department policies, enhance the accuracy of oversight, and reduce avoidable risks of non-compliance. These changes appear to be technologically feasible, given both that they have been implemented to enforce the Paid Detail Program's eighty-hour-per-month requirement and that members of the Paid Detail Unit informed OIG-NYPD in interviews that the unit had been contemplating implementing similar automatic regulations for the remaining scheduling restrictions.

2. *Methods of Paid Detail Assignment Timekeeping*

The Paid Detail Program's enforcement of its scheduling restrictions is also complicated by its timekeeping practices. As discussed above, the program relies on three sets of timekeeping mechanisms—digital activity logs,[86] vendor sign-in/sign-out sheets,[87] and Paid Detail Cards,[88] which serve as the primary proof an assignment was fulfilled and the principal mechanism for enforcement of the program's scheduling restrictions. These paper records are vulnerable to loss and alteration. Even with policies in place, the process depends heavily on the integrity and coordination of the officer and an employee of the vendor at the point of completion. As a result, it becomes the responsibility of the vendor and its employees

[86] Administrative Guide 332-22, Guidelines ¶ d.

[87] Administrative Guide 332-22, Guidelines ¶ t.

[88] Administrative Guide 332-22, Guidelines ¶ j.

to monitor officer attendance, even though officer scheduling directly implicates NYPD scheduling policies designed to ensure officer readiness.

The inherent pitfalls[89] of relying on paper documentation and verification should be addressed to avoid inaccurate timekeeping within the Paid Detail Program. DOI accordingly recommends as follows:

> **Recommendation #9:** Utilize a single, digital check-in/check-out system as the primary mechanism for timekeeping within the Paid Detail Program.

The benefits of a digitized timekeeping system are manifold. First, if integrated with the Internet Assignment System and Recommendations #7 and #8 above, the process for enforcing the Paid Detail Program's scheduling restrictions could be largely automated. Second, a digitized system that incorporates location verification could reduce the risk of inaccurate or fraudulent timesheet submission. And third, a digitized system would be more convenient for officers in the Paid Detail Program, who would no longer need to navigate a system of three timekeeping methods. Transitioning away from paper-based tracking would strengthen oversight and accountability while also protecting the NYPD, vendors, and officers from errors or policy non-compliance. The NYPD has taken an important first step toward digitizing timekeeping in the Paid Detail Program, having issued a Request for Proposal for a "vendor to create an electronic platform and application capable of supporting the scheduling . . . of the Paid Detail program," on July 8, 2026.[90]

3. Enforcement of Paid Detail Program Scheduling Restrictions

Ensuring compliance with the scheduling restrictions placed on officers participating in the Paid Detail Program also depends on consistent enforcement of those restrictions. As such, OIG-NYPD conducted a review of 2025 Paid Detail

[89] These pitfalls have been brought to OIG-NYPD's attention by complaints from the public. For example, in April of 2026, OIG-NYPD received a complaint alleging that a paid detail officer had acquaintances that were employed at one Paid Detail Program vendor's location and that the vendor's employees signed the officers' Paid Detail Cards reflecting hours different from those worked by the officers.

[90] *See* Department of Citywide Administrative Services, *Paid Detail Application and Software Platform* (July 8, 2026), *available at* https://a856-cityrecord.nyc.gov/RequestDetail/20260701043.

Program suspension records to determine how the program's scheduling rules are enforced in practice.[91]

OIG-NYPD's review revealed that officers often received different punishments for the same violations. In 2025, eight officers were suspended from the program for switching detail assignments or performing an assignment scheduled by another member. Among those suspensions, two officers were suspended from the program for 28 days, one for 31 days, one for 92 days, one for 102 days, and two were permanently barred from the program. Among 109 suspensions issued for officers who missed details, most suspensions fell between 12 and 18 days. However, five were suspended for less time (including two whose suspensions were recorded as zero days) and ten suspended for more, ranging up to 66 days. Suspensions for scheduling restriction violations were similarly inconsistent. Among repeat offenders, two officers received 7-day suspensions, and one received a 61-day suspension. Moreover, an officer whose account was reportedly banned following a violation committed the same violation a month later and received only a 31-day suspension. This example raises questions about how bans are implemented, tracked, and enforced.

These inconsistencies are unsurprising given the NYPD's policies on Paid Detail Program enforcement. While the Administrative Guide is replete with provisions that state that policy violations "may" or "will" result in suspensions from the program, the NYPD's policies contain no guidance on the length of those suspensions or the factors that should be considered in determining suspension length. Inconsistencies in punishment undermine the fairness and credibility of the NYPD's penalty system, risking the appearance that penalties are arbitrary rather than based on objective criteria. Moreover, the lack of objective guidance risks that penalty decisions can be influenced by subjective judgment or bias, weakening accountability. To correct this issue, OIG-NYPD recommends as follows:

> **Recommendation #10:** Develop a standardized framework with written guidelines to govern penalties for Paid Detail Program policy violations.

These guidelines should define baseline suspension ranges for common violation types, with distinction based on severity, frequency and impact of the misconduct.

[91] The Paid Detail Unit established an independent disciplinary system that results in suspension or removal from the Paid Detail Program for violations of the program's rules, operating separately from the Department's disciplinary process.

With clear uniform suspension guidelines established, the Department can promote transparency, ensure equitable penalties, and provide officers with a clear understanding of the consequences of misconduct.

C. Enforcement of Vendor Obligations in the Paid Detail Program

As discussed above, several recent class action lawsuits have alleged conduct by vendors that have left officers in the Paid Detail Program without payment for the services they rendered.[92] As such, OIG-NYPD conducted an assessment to determine what actions the NYPD has taken to ensure that its vendors are in compliance with the terms of their agreements with both the Department and the officers they employ.

The NYPD's Vendor Agreement establishes expectations and timelines for vendor payments. "All checks, to the Officer(s) and the City, [must] be forwarded to the Paid Detail Unit . . . within fourteen (14) days of the work performed."[93] Further, "[i]f payment is not received by the Paid Detail Unit within thirty (30) days, the Vendor shall be considered delinquent and subject to all remedies at law, including but not limited to suspension and/or removal from the Paid Detail Program."[94] The Vendor Agreement also allows the NYPD to impose safeguards on vendors who are a risk of non-payment. "The NYPD may require [a] Vendor to place funds in an escrow account to guarantee payment."[95] Further, "[t]o ensure payment, the Department reserves the right to require [a] Vendor to forward all payments, or any part thereof, to the Paid Detail Unit prior to the date of the Paid Detail."[96]

Through interviews and information requests, OIG-NYPD confirmed that the Paid Detail Unit does not track policy violations committed by vendors participating in the Paid Detail Program. However, the Paid Detail Unit informed OIG-NYPD that it rarely suspends, deactivates, or removes vendors from the program. Instead, it works with liaisons at each vendor to secure overdue payments, actively following up with vendors who are late.

[92] *Pierre v. City of New York, et al.*, No. 20 Civ. 5116 (S.D.N.Y.); *Piney v. City of New York, et al.*, No. 25 Civ. 671 (S.D.N.Y.).

[93] Appendix A ¶ 15.

[94] Appendix A ¶ 20.

[95] Appendix A ¶ 13.

[96] Appendix A ¶ 17.

The Paid Detail Unit's current enforcement regime is likely insufficient to protect the interests of NYPD officers participating in the program, as evidenced by the class action lawsuits filed in 2020 and 2025. Moreover, the City itself has been forced to shoulder some of the burden of vendor's conduct, as the City has been named as a defendant in each of those class actions and has paid significant settlements in some of them.[97] To better protect the interests of the City and NYPD officers, OIG-NYPD recommends as follows:

> **Recommendation #11:** Develop a standardized framework with written guidelines to govern remedies for vendor non-payment and late payment.

The Paid Detail Unit has a range of tools at its disposal to combat the issue of vendor non-payment of its officers, ranging from requiring escrow of funds to removal from the Paid Detail Program. Setting clear and consistent expectations for how those tools will be used will dissuade vendors from violating their obligations to NYPD officers and, when violations nevertheless occur, will prevent future violations. This approach would reduce the risk of delayed compensation claims, enhance program integrity, and reinforce officer confidence in the administration of the Paid Detail Program. It will also help ensure that the City is not forced to foot the bill when vendors do not follow program rules.

V. Conclusion

The Paid Detail Program provides the dual benefit of allowing NYPD officers to earn additional income while also increasing the presence of uniformed police officers in the City at no cost to the taxpayer. Nevertheless, as currently designed, the Paid Detail Program's policy and procedures create unnecessary risks to officer and public safety as well as to officers' receipt of appropriate payment for the paid details they undertake for private vendors. To help mitigate these risks, OIG-NYPD has issued eleven recommendations:

[97] *See, e.g.*, *Pierre v. City of New York, et al.*, No. 20 Civ. 5116, Dkt. No. 415 at 4 (S.D.N.Y. Nov. 9, 2023) (requesting approval of settlement related to paid details at B&H Foto & Electronics Corp. for $75,000 paid by the City); *Pierre v. City of New York, et al.*, No. 20 Civ. 5116, Dkt. No. 487 at 4 (S.D.N.Y. Sept. 16, 2024) (requesting approval of settlement related to paid details at Duane Reade Inc. for $2,225,001 paid by the City).

Recommendation #1: Establish a mandatory training program for officers to complete before working a solo deployment, including a solo paid detail deployment.

Recommendation #2: Amend the Vendor Agreement Sheet to require each vendor to disclose site-specific security concerns at each assignment location including, at a minimum: (i) the identity of other tenants within the building; (ii) a detailed explanation of the reason for requesting the security services; and (iii) the locations, risks, or operational concerns that the assigned officer should monitor or prioritize while performing the requested services.

Recommendation #3: When evaluating vendor applications, require the Paid Detail Unit to cross-reference relevant information available through NYPD databases and to consult with the local NYPD precinct to assess potential risks associated with the assignment. If the information provided by the vendor in the vendor intake agreement or this subsequent review identifies heightened security risks, the Paid Detail Unit should flag those risks within the Paid Detail Internet System to ensure that officers are notified of the elevated risks when viewing or signing up for the detail.

Recommendation #4: Amend the Vendor Agreement to require vendors to provide the assigned officer, upon arrival, with a briefing on any recent incidents, criminal activity, or other security-related developments occurring on the premises.

Recommendation #5: Ensure that local precincts have access to Vendor Agreements and known security risks detailed in the Paid Detail Internet System for each detail taking place within the precinct.

Recommendation #6: Require officers on paid detail assignments to report any unique security threats to the local precinct following their initial briefing from a vendor at an assignment.

Recommendation #7: Modify the Internet Assignment System to automatically enforce all Paid Detail scheduling restrictions.

Recommendation #8: Review the automatic monthly hours restriction in the Internet Assignment System to determine how violations of the limit have occurred and modify the restriction accordingly.

Recommendation#9: Utilize a single, digital check-in/check-out system as the primary mechanism for timekeeping within the Paid Detail Program.

Recommendation #10: Develop a standardized framework with written guidelines to govern penalties for Paid Detail Program policy violations.

Recommendation #11: Develop a standardized framework with written guidelines to govern remedies for vendor non-payment and late payment.

OIG-NYPD thanks the NYPD for its cooperation with this investigation.

Appendix A: New York City Police Department Paid Detail Agreement

NEW YORK CITY POLICE DEPARTMENT
PAID DETAIL AGREEMENT

This **AGREEMENT** ("Agreement") made and entered into between the **New York City Police Department** ("Department") and the below named **Paid Detail Program Vendor** ("Vendor"). Witnesseth that, for and in consideration of the mutual promises set forth herein, and for other good and valuable consideration received, the undersigned Vendor hereby agrees to be bound by the following terms and conditions pertaining to any request for paid police details:

1. Police Officers assigned to the Paid Detail Program are bound by the rules and procedures (i.e., Patrol Guide) of the Department as well as the laws of the United States, State of New York and City of New York.

2. The following is a schedule of hourly rates, effective February 1, 2023, based upon the rank of the officer(s):

1.	Police Officer/Detective	$49.00 per hour
2.	Sergeant	$61.00 per hour
3.	Lieutenant	$68.00 per hour
4.	Captain and above	$87.00 per hour

In the future, these rates may be subject to change. Vendors will be notified in writing prior to the date that the rates will change.

3. The Department has no obligation to include the Vendor in the Paid Detail Program and may remove the Vendor from the program at its discretion.

4. The Department agrees to make a good faith effort to supply an officer(s) to a paid detail. The Department, however, makes no representations, or guarantees, that an

1

officer will in fact appear at a paid detail. There may be situations, beyond the control of the Paid Detail Unit, where an officer is unable to appear at a paid detail.

4a. In the event of an emergency situation, the program may be suspended at the discretion of the Police Commissioner, First Deputy Commissioner or Chief of Personnel.

5. The Vendor agrees not to contact officers directly to fill or augment a paid detail assignment. Vendors are prohibited from formulating details or scheduling assignments except through the Paid Detail Unit.

6. In the event that the New York City Law Department declines or fails to represent the individual officer, or his/her successors or assigns, the vendor shall provide such officer, or his/her successors or assigns, with legal representation in any lawsuit, claim or legal proceeding during and/or arising out of this Agreement and any/all related activities thereto in accordance with paragraph 8 below. In addition, in the event that the City of New York declines or fails to indemnify the individual officer, or his/her successor or assigns, the vendor shall indemnify and hold the individual officer, or his/her successors or assigns harmless from any judgments, awards, debts, expenses, damages, executor's claims, and demands, and attorney's fees and costs assessed against the individual officer or his/her successors or assigns during and/or arising out of this Agreement and any/all activities related thereto.

7. The NYPD shall forward a copy of all litigation documents relating to any claims arising under this Agreement to the Vendor as soon as the NYPD has actual notice that the documents have been served.

8. A copy of this Agreement will accompany the litigation documents. In the event that the New York City Law Department declines or fails to represent the individual officer, the Vendor shall provide defense counsel for the individual officer or his/her successors or assigns and shall confer with the City of New York regarding the defense and/or settlement of any/all claims made against the individual officer, or his/her successors or assigns, during and/or arising out of this Agreement and any/all activities related thereto. The NYPD will cooperate in the defense of any such action.

9. The NYPD shall not commence performing services under this Agreement unless and until the Vendor obtains all insurance required by The City of New York, including general commercial liability insurance, and that such insurance is in effect for the Vendor and its sub-contractors for the entire period of this Agreement. All certificates shall name the NYPD and the City of New York as additional insureds. Vendor represents, and the NYPD/City of New York acknowledge, that this insurance shall pertain to claims made during and/or arising out of this Agreement and any/all activities related thereto, including any claims made against any NYPD personnel in his or her official and individual capacity, and any claims against the NYPD and/or the City of New York.

10. Vendor shall ensure continuous insurance coverage in the manner, form, and limits required by the City of New York throughout the term of the Agreement. Vendor shall provide a certificate of insurance demonstrating such coverage, and upon expiration of said certificate shall immediately provide the NYPD with a renewal certificate/s. Failure of the Vendor to provide said renewal certificates does not remove Vendor's insurance obligations under this Agreement.

11. The Department may set staffing levels, for the safety and supervision of police officers at its discretion. The cost of the supervision will be paid by the Vendor pursuant to the Paid Detail Program.

12. Payment for work performed will be made by check, as set forth below, payable to the individual officer(s).

13. The NYPD may require the Vendor to place funds in an escrow account to guarantee payment.

14. In consideration of the Department's administration of the program, the Vendor agrees to pay to the Department an amount equal to ten percent (10%) of the total gross amount of payments made to the officer(s) assigned to the specific paid detail. Such payment shall be made to the Paid Detail Unit by check made payable to "The City of New York."

15. All checks, to the Officer(s) and the City, will be forwarded to the Paid Detail Unit located at One Police Plaza, New York, New York 10038 within fourteen (14) days of the work performed. Each check will specify date service was performed, and in the case of Vendors with multiple locations, specific locations where service was performed.

16. All payments made hereunder shall be made in the form of a valid business check, certified check drawn on, or an official check issued by any bank, savings bank, trust company or savings and loan association having a banking office in the State of New York. No endorsed checks will be accepted as payment.

17. To ensure payment, the Department reserves the right to require the Vendor to forward all payments, or any part thereof, to the Paid Detail Unit prior to the date of the Paid Detail. Checks to officers will be held by the Department and not distributed until completion of the Paid Detail Assignment. The Department reserves the right to cancel the Paid Detail Assignment if the payment is not received prior to the date of the assignment.

18. The Vendor will issue 1099s to the participating officers, by name, in care of the Paid Detail Unit. The Paid Detail Unit will be responsible for forwarding these forms to the individual officers. The Vendor agrees to accept the officer's information contained on the blue copy of the Paid Detail Card for Taxpayer Identification Number (TIN) reporting purposes, in lieu of the preparation of form W-9.

18a. The Vendor agrees to accept the blue copy of the Paid Detail Card as an invoice for officer payment and associated administrative fee, and agrees to safeguard and treat the blue copy as it would any other business document, instrument, or invoice.

19. Vendor agrees that authorized personnel will be designated to sign Paid Detail Card for officer's particular paid detail at the end of the shift. Vendor further agrees to maintain on premises a sign-in/sign-out log, provided by the Department to include the names and signatures of officers and dates and times service was performed and to keep such records for at least one year from the date of the detail. The log will be made available for inspection upon request from any properly identified ranking member of the New York City Police Department.

20. If payment is not received by the Paid Detail Unit within thirty (30) days of the paid detail, the Vendor shall be considered delinquent and subject to all remedies at law,

including but not limited to suspension and/or removal from the Paid Detail Program. Furthermore, Vendor shall be liable to the Department for any and all costs including reasonable attorneys fees, incurred in the collection of any past due amount(s). Interest, at a rate of 9% per annum, will be charged for any late payments (pay to police officers and administrative charge).

21. This agreement may not be changed or modified except in writing.

I, the undersigned Vendor or Agent, have read and understand the foregoing terms and conditions and have the authority to bind the vendor to the terms of the agreement.

Date:

_____ _____

Name of Vendor New York City Police Department

_____

Signature of Vendor or Authorized Agent

_____

Title and Name of Authorized Agent

_____

Social Security # or Federal Tax ID#

_____

Address/Telephone Number/E-mail

Corporate Seal:

6

Appendix B: Paid Detail Enrollment Application and Participation Agreement

PAID DETAIL ENROLLMENT APPLICATION
AND PARTICIPATION AGREEMENT
PD 407-043 (Rev. 06-24)

Rank	Name (Last, First, M.I.)	Tax No.	Command

Home Address	Home Phone No.

NOTE: *Application Will Be Denied If Information Given Above Does Not Match Information On File With The Department.*

In consideration for being considered for participation in the NYPD Paid Detail Program, I hereby acknowledge that I will be working for a private vendor and that the hours of work performed under the Paid Detail Program are not combined with the hours worked for the Police Department for the purposes of the Fair Labor Standards Act and overtime compensation. Additionally, any monies earned through the Paid Detail Program are not pensionable. I understand that all earnings derived from paid detail assignments are reportable as income and that I am responsible for paying applicable federal, state, and city taxes. I further understand that I may accept assignments only from the Paid Detail Unit and not from a vendor or any other member of the service, and that unauthorized personnel substitutions will result in removal of both parties from eligibility for paid details.

I ACKNOWLEDGE THAT I HAVE RECEIVED AND READ A COPY OF THE RULES GOVERNING PAID DETAIL ASSIGNMENTS AND AGREE TO ABIDE BY THEM. I UNDERSTAND THAT FAILURE TO FOLLOW THESE RULES, OR FAILURE TO ADHERE TO ALL OTHER NYPD REGULATIONS AND DIRECTIVES WHILE PERFORMING PAID DETAILS, MAY RESULT IN DISCIPLINARY ACTION OR REMOVAL FROM THE LIST.

_____ _____
(Members Signature) (Date)

Commanding Officer's/Chief of Personnel's Approval_____
(Original Signature Only)

Date_____ (Name Printed)_____

PDU USE ONLY: Date Processed_____ In Person?_____ PEPR OK?_____

Initials_____ PDU Serial No._____ Activated in PDS _____

Paid Detail Enrollment Application Receipt
(to be completed by PDU staff only)
Keep this receipt for your records.

Your application for the Paid Detail Program has been:

❑ Approved ❑ Disapproved (reason)_____

Your PDU Application Log Number is_____

All ranks below the rank of Deputy Chief seeking such work must access the Department Intranet and utilize the Paid Detail Tracking System application to select available assignments. Note there is a monthly limit of 80 hours (max 20 hours per week). For short term work opportunities (emergency work), call (646)610-4483, between 1100 and 1130 hours, Monday to Friday, up to two business days prior to the day that you are available.

Daily Detail Availability — Emergency Work (call between 1100 - 1130 hours only)

Monday – unfilled details through Wednesday
Tuesday – unfilled details through Thursday
Wednesday – unfilled details through Friday
Thursday – unfilled details through Monday
Friday – unfilled details through Tuesday

VISIT THE PAID DETAIL WEBSITE (NYPD INTRANET HOME PAGE)
FOR MORE INFORMATION AND ASSIGNMENT LOCATIONS

Appendix C: Paid Detail Guidelines

PAID DETAIL GUIDELINES

The Paid Detail Unit is located at:
235 East 20th Street, Room 430
New York, N.Y. 10010

PO / Detectives are limited to a maximum of 80 hours per month.

Sergeants and Lieutenants limited to a maximum of 32 hours per month.

The Paid Detail Program has proven to be a convenient method for eligible uniformed members of the service to earn extra income. The existing two-track assignment process (advance details and emergency work) will continue. However, all police officers and detectives seeking advance work assignments must now use a Department Intranet terminal to select such work, up to a maximum of **80 hours** per eligibility period. Sergeants and Lieutenants are currently limited to a maximum of **32 hours** per.

Interested in earning extra income?

If you're a police officer, detective, sergeant, or lieutenant, on full duty, consider enrolling in the Paid Detail Program. The Paid Detail Unit coordinates off-duty uniformed security assignments with a wide variety of participating companies and organizations located throughout the five boroughs. Locations, days, and times vary depending on the needs of the vendor.
Effective February 1, 2023, pay rates are currently as follows:

- Police Officers/Detectives - $49.00/hour
- Sergeants - $61.00/hour
- Lieutenants - $68.00/hour
- Captain and above -$87.00/hour

What are the qualifications?

To enroll, members must submit an application signed by their commanding officer, as well as a signed W-9 form including Social Security Number. You must be on full duty status, with no position limitations. Members who are currently on chronic sick category "B" or who are on level two or three performance monitoring are excluded. Finally, probationary police officers must have at least one full year of service. You must return the signed application and W-9 form to PDU via Department mail or in person. Once your work record has been checked and your name entered in our system, you must appear in person with your department ID card to set up your account. We will keep the W-9 on file in case it is requested

Updated 03/15/2023

by a particular vendor. The paid detail computer program will automatically deactivate you if you are promoted, transferred, or on monitoring.

What types of work are available?

Typical assignments include fixed posts at shopping malls, office buildings, retail stores, hospitals, as well as baseball games. Most jobs are scheduled several days or weeks in advance as specified by the vendor, but special event coverage can occur on short notice. Assignments can range between four and twelve hours duration. By checking the internet site, you can see a list of locations and tours that are available. Depending on your work schedule and personal availability, you can either accept or decline the current offerings. Members performing paid details are not permitted to work any paid detail assignment within three hours of the start of their regularly scheduled tour. Additionally, members may not perform a paid detail assignment within one hour of the conclusion of their regularly scheduled tour. To ensure compliance with this, you're on duty tour information is now required to be entered on the PAID DETAIL CARD.

What do I do at a paid detail?

The primary purpose of a paid detail is to provide a highly visible police presence at a specified location. Upon arrival at the location, you will report to a vendor representative (store manager, etc.) or for certain larger details, to a uniformed NYPD ranking officer who is also performing a paid detail in a supervisory capacity.
You must wear the full uniform of the day, including vest, eight-point cap, baton, escape mask and Department phone. Items such as baseball caps, raid jackets, bags or any other non-uniform apparel or gear are prohibited. As well, you must conform to all Department grooming and appearance standards applicable to on-duty members in uniform and are subject to inspection by a Department supervisor for such. All members are required to bring a Department Radio tuned to the proper frequency to each paid detail assignment. An ACTIVITY LOG entry is necessary at the beginning and end of each paid detail, as well as at any time you take official police action.
You are required to be in uniform and ready for duty at the specified time the detail begins. You must sign in on the NYPD Paid Detail Attendance Sheet as well as any additional log kept by each vendor. The vendor will specify the exact location of the post, meal and break policy, and any conditions that may require police attention. Although you will be working directly for the vendor you are subject at all times to NYPD rules and regulations including but not limited to courtesy and contact with the public. You are responsible for taking proper police action in accordance with the circumstances. **Should an arrest become necessary, or if you become injured as a result of taking police action, immediately notify an on-duty police supervisor (precinct of occurrence) who will determine further action. Any incident that requires the local precinct to respond will warrant a**

Updated 03/15/2023

notification to the Paid Detail Unit. After business hours, please leave a detailed message. In general, officers on paid details will not be assigned to process arrests unless directed by an on-duty police supervisor or they are personally involved in the underlying incident. Any arrest processing by a paid detail officer will be performed on police overtime. If the vendor asks you to remain beyond the scheduled end of the paid detail, you may do so if you wish, but you are not obligated to. If you do elect to stay, you must call our office on the next business day to reconcile our records. **In no case, however, may you continue to work within three hours of your regularly scheduled tour of duty or go beyond the cap.**

At the conclusion of the detail, present your PAID DETAIL CARD (PD 407-168) to the vendor representative for signature. Finally, sign out on the NYPD Paid Detail Attendance Sheet. The PAID DETAIL CARD requires your last and next scheduled on-duty tour. The original (white) copy must be signed by a designated supervisor (CO, XO, or ICO) at your command. The vendor will keep the second (blue) copy for payroll and you will keep the bottom (pink) copy for your records. Certain vendors may require preparation of a W-9 form at the time of the detail from members who has not worked there before. If so, use 1 Police Plaza address on the form, and NOT your home address. To ensure timely payment, it is essential that you fill out the PAID DETAIL CARD completely and legibly. The correct social security number is critical. Remember that your information must appear on all three copies, so print or type if necessary. Failure to follow these instructions WILL delay your payment. Members who improperly prepare PAID DETAIL CARDS, or whose actions or omissions pose payment problems for the vendor may lose their eligibility. Although every paid detail is funded by a private vendor, always remember that you are a highly visible representative of this Department and your fellow officers. What you do or fail to do at a paid detail assignment reflects directly on your professionalism. Vendors have been instructed to report any breach of Department standards or vendor instructions to the Paid Detail Unit. Members who fail to follow any Department or Paid Detail Unit rules or regulations may be banned from returning to a specific vendor, suspended from eligibility, or dropped from the program. Courtesy, cooperation and communication are the keys to a mutually satisfactory paid detail assignment. If you keep this in mind, you will find your involvement with the program to be interesting and financially rewarding.

When will I be paid?

Generally, you can expect to receive a check from the vendor, forwarded through the Paid Detail Unit, via U.S. Mail four to six weeks afterward. Time frames can vary since each vendor has its own accounting and payroll mechanisms. No taxes will be withheld, although **all income is reportable to the IRS**. At the end of the year, you will receive a form 1099 from each vendor you worked for during the year, provided that your income (from that vendor) exceeds $600.00. Since the PAID DETAIL CARD is the only basis for payment, it is important that this form be filled out completely and legibly. It is also advisable to keep a separate, accurate record of locations and hours worked. If a check is not received after eight weeks, call the Paid Detail Unit who will address the matter with the vendor. **Do not** contact the vendor directly. We will only forward paychecks to the address on file with the Department (no post office boxes, command addresses, "care-of" addresses, etc.) so make sure you keep this information up-to-date in you

Updated 03/15/2023

CPR Portal and at your command. If we receive returned mail you will be required to pick up the item at our office and update your mailing address. You **MUST** contact the Paid Detail Unit if the hours you worked are different than what is reflected in your Paid Detail Portal. Adjustments to the hours worked, will be made by the Paid Detail Unit to reflect correct payment.

How can I get a paid detail assignment?

1. When eligible uniformed members of the service wish to view available paid details or schedule themselves for details using the Paid Detail Intranet Assignment System, they may access this system via any Department Intranet Terminal and select the "Log In" link and enter requested information. First time users may access the system by entering their tax registry number, social security number and appointment date. They will then be presented with a screen that will allow them to enter a password associated with their tax number for future access. Passwords can subsequently be changed via the "Change Password" link on the system's Main Menu. It is incumbent upon members of the service to safeguard their passwords. In any instance where a member is found to be misusing this system, is requesting assignment on behalf of another member or performs a detail originally assigned to another member without authorization, the member's eligibility to perform paid details will be suspended. After logging in, use the "View/Schedule Available Paid Details" link to see what details are available. Police Officers and Detectives who are eligible to select up to 80 hours of advance work assignments may then do so. Members may call the Paid Detail Hotline for availability, if interested, according to the daily detail availability schedule below. Click on the "Browse Your Paid Details (Past and Future)" link to confirm assignment selections and print reference copy. You may also use this link to unscheduled (cancel) a previously selected detail, **provided the date of the detail is at least 48 hours in the future.** If the detail is less than **48 hours** away, you must call the Paid Detail Unit to cancel. If members experience other problems or have questions regarding Intranet assignments, they should click on the "Directions" link for further information. All other questions, including payment queries, should be directed to the Paid Detail Unit at (646) 610-5115, between the hours of 0900-1700, Monday through Friday. Short term (emergency) work details, consisting of all advance work assignments which remain unfilled two business days before the detail is scheduled to start, will continue to be filled via telephone, using the Paid Detail Hotline at (646) 610-4483.

For all work not previously filled via Intranet (advance details), daily telephone assignments will be made from 1100 - 1130 as follows:

- Monday – unfilled details through Wednesday
- Tuesday – unfilled details through Thursday
- Wednesday – unfilled details through Friday
- Thursday – unfilled details through Monday (through Saturday if the office is open on the weekend)
- Friday – unfilled details through Tuesday (through Sunday if the office is open on the weekend)

Updated 03/15/2023

The above schedule is also subject to change in advance of holidays and other high-volume assignment periods. Once you have accepted a detail, it is considered a binding commitment. YOU MAY NOT REQUEST LOST TIME IN ORDER TO PERFORM A PAID DETAIL ASSIGNMENT. DO NOT SCHEDULE A PAID DETAIL WITH THE EXPECTATION THAT YOU WILL BE GRANTED LOST TIME OR A VACATION DAY.

The only acceptable reasons for being absent from a detail are police related exigencies (e.g. you have made an arrest or have received an official notification for another on-duty detail, parade, etc.) sick report, or a documented emergency.

If you report sick in addition to notifying the sick desk, notify the Paid Detail Unit. After business hours please leave a message. In all cases you must notify the Paid Detail Unit as soon as it becomes apparent that you will be unable to work, so that we may attempt to schedule another member for the assignment. When the office is closed, you must leave a voice-mail message at extension 5115 stating the date and time you called, include your tax number and specific job and paid detail number of the job you are cancelling, and follow up with another call during business hours. Upon notification of a cancellation, a supervisor will determine what documentation must be provided. Your name will be removed from the eligibility list until it is received at our office. ALSO NO CANCELLATIONS WILL BE ACCEPTED FOR OVERTIME NOTIFICATIONS UNLESS THE NOTIFICATION IS MARKED "ORDERED" AND IS SIGNED BY A SUPERVISOR AT YOUR COMMAND. FINALLY, ABSOLUTELY NO PERSONNEL OR ASSIGNMENT SUBSTITUTIONS ARE PERMITTED WITHOUT SPECIFIC PERMISSION OF A PAID DETAIL SUPERVISOR. **FAILURE TO MAKE A TIMELY NOTIFICATION OR FAILURE TO APPEAR AT A PAID DETAIL WITHOUT GOOD CAUSE MAY LEAD TO SUSPENSION OR REMOVAL FROM THE PROGRAM, AS DETERMINED BY THE COMMANDING OFFICER, PAID DETAIL UNIT**.

We do not accept requests for rescheduling of paid detail hours missed due to cancellations for any reason except a change initiated by the vendor (e.g. store location closing, business hours modified, curtailing of detail coverage, etc.)

Short-term "emergency" work

To obtain short-term emergency work, you can also call the paid detail hotline at (646) 610-4483 during the following periods:

Monday to Friday

- 1100 x 1130 (work for the next two days) {as shown above}
- 1630 x 1700 (work through the next morning)

Saturday/Sunday - 0900 x 0930 (work for the next 24 hours) (only if office is open)

During these hours, a supervisor and/or assignment clerks will accept emergency work requests. We may also vary the above schedule during holiday periods.

Call or visit the Paid Detail Unit. Our office is open for general inquiries Monday through Friday, 0900 x 1700. The general telephone number is (646) 610-5115.

ALL AFTER-HOURS NOTIFICATIONS REGARDING PAID DETAIL INCIDENTS OR CANCELLATIONS MUST BE LEFT VIA VOICEMAIL AT THIS LINE.

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