

NYWLE NEWSLETTER

APRIL 2023



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All requests to feature a news item are to be sent to afitzsimmons6@gmail.com by the last week of the month



NYWLE Member In the News!

Lt. Danielle Salisbury from SUNY Cortland was featured in the March 30x30's website, followed up by an article in the Cortland Voice.

Danielle tells her story!

Below is an excerpt from the 30x30 website. To read this article and that from the Cortland Voice in their entirety please use the links at the bottom of the page.

Q: Why did you become a police officer?

Like many of us in the field, I chose to go into police work because I wanted to make a difference in the world. I wanted to be part of the change that I wanted to see in law enforcement. I initially pursued my degree in elementary education as I had and still do have a passion for teaching and coaching. In the process of pursuing that degree I also had a growing interest in law enforcement and so I began taking some electives in law enforcement related classes and decided that my passion for law enforcement was something that I could not ignore. The more that I learned about the field, the more I learned about myself that it was where I wanted to be. I realized that my skills and passion for teaching and coaching could be even better utilized in my career in law enforcement. Those skills have proved to be useful as a patrol officer for me but are especially important when it comes to my supervisory role in leading other officers to always strive to protect the communities that we serve and to never stop building positive relationships in those communities.

<https://30x30initiative.org/from-the-field/>

<https://cortlandvoice.com/2023/03/20/suny-cortland-police-officer-gains-national-attention/>

NYWLE Makes the News!

President Cathy Johansen was interviewed by the NY Post regarding two issues involving female officers:

Female police officers battle pressure and perceptions within the (NYPD) department about measuring up to the men.

and

Women officers “offended” by the NYPD lowering academy standards.

Make sure to take a minute to read the articles featuring timely issues

Use these links:

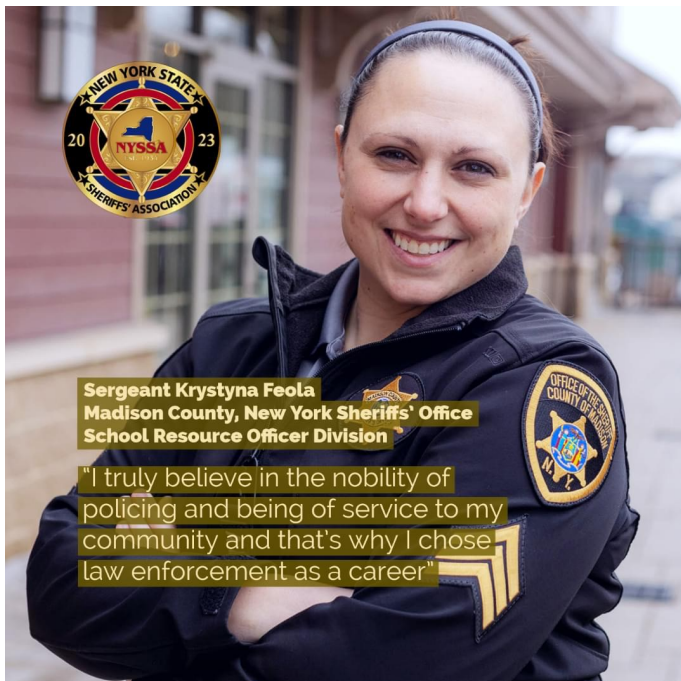
https://nypost.com/2023/03/18/nyc-female-cops-deal-with-sexism-in-nypd-and-are-leaving/?utm_source=url_sitebuttons&utm_medium=site%20buttons&utm_campaign=site%20buttons

https://nypost.com/2023/03/18/women-cops-offended-by-nypd-lowering-academy-standards/?utm_source=url_sitebuttons&utm_medium=site%20buttons&utm_campaign=site%20buttons



Women's History Month

Tell Your Story



Sergeant Krystyna Feola
Madison County, New York Sheriffs' Office
School Resource Officer Division

"I truly believe in the nobility of policing and being of service to my community and that's why I chose law enforcement as a career"

Sergeant Krystyna Feola's parents always wanted her to become a doctor, but after pre-med studies, she could not be deterred from following in the footsteps of her mom's side of the family into a law enforcement career.

After receiving her bachelor's degree from Syracuse University, she went right into the Police Academy. She went on to earn a master's degree in Forensic Science. In October 2022, she celebrated her 10th year in law enforcement. "I truly believe in the nobility of policing and being of service to my community, that's why I chose law enforcement," says Sergeant Feola.

After 8 years on road patrol, Sergeant Feola received the fortunate opportunity to be involved in School Resource Officer Program. She enjoys spending more time on her feet strolling the halls of the public schools in Madison County, meeting, greeting and mentoring kids!

Along the way, the Sergeant has taught at the Madison County Regional Police Academy, as well as in her own Sheriffs' Office, as a firearms and Reality Based Training instructor. She also has a particular interest in the Office's Officer Wellness program, and in any time she has left - coordinates the Office's new threat assessment and management team, the Madison Threat Advisory Council (MTAC).

Two years ago Krystyna became the Sergeant of the School Resource Program and is quite happy working with the schools, "I'm very happy working with our School Resource Officers, being involved in the community every day, and getting to interact with the students. It's always fun. I love what I do."

When asked what she tells young people who are interested in a career in law enforcement, she responded, "I try to give them as much information as I possibly can, and tell them that this is not a field you want to get into for recognition, or for notoriety, or fun- even though it is very fun! This is a calling, and it is a duty and you need to be dedicated to this job day in and day out because it's ever changing."

The Sergeant truly loves her career and working in Madison County because, "Madison County is very rural, and it's very supportive of law enforcement. Our residents know we care and we try to show them that every single day."

**One of Our Central Region Members!
The Town of Manlius Police Department
Rebecca Kammar—Officer of the Year
Congratulations!**



Ofc. Rebecca Kammar started at TMPD in 2005 and has been an asset ever since. She worked road patrol for over half of her career and in doing so had taken on several roles to include being an Evidence Technician and a Field Training Officer.

In the fall of 2017 Ofc. Kammar took on a new role as the School Information Resource Officer for ES-M's Pine Grove Middle School and in 2020 transitioned to the ES-M Central High School. Based on her extraordinary efforts as a SIRO, she was recognized nationally in 2022 by the National Association of School Resource Officers (NASRO).

Ofc. Kammar has impacted countless lives in her time at TMPD; especially during her time in the East Syracuse Minoa Schools. NYWLE joins TMPD in being proud of her accomplishments and of the fact that she wears the uniform.



One issue often brought up by NYWLE members is the need to have private lactation spaces where new mothers can express milk. The following is an excerpt from a COPS and IACP guide for developing family friendly policies, procedures and cultures. All members are encouraged to read this guide that addresses many issues of concern including: Employee Benefits, Trauma, Pregnancy, Postnatal and Child Care. To access the guide in its entirety please use the following link:

<https://30x30initiative.org/wp-content/uploads/2021/06/Family-Matters.pdf>

This excerpt is helpful in explaining the requirements of an employer regarding the Federal Labor Standards Act regarding Lactation Spaces.

Lactation spaces

One accommodation required of law enforcement agencies for new mothers is lactation spaces—private locations where new mothers can express milk for breastfeeding babies. The requirement exists as part of the federal Break Time for Nursing Mothers law, which requires employers covered by the Fair Labor Standards Act (FLSA)—including federal, state, and local government agencies—to provide basic accommodations for breastfeeding mothers at work. These accommodations must include “reasonable break time” for women to express milk and a private, although not necessarily permanent, space in which to do it.¹⁷ The FLSA establishes minimum wage, overtime pay, recordkeeping, and youth employment standards affecting employees in the private sector and in federal, state, and local governments.¹⁸

The space must be “a place, other than a bathroom, that is shielded from view and free from intrusion from coworkers and the public”¹⁹—for example, a vacant office with a lockable door and no windows or a “wellness room” that can be used by other personnel when not used for lactation.

Policy considerations should also include storage of milk collected throughout the day and cleaning of lactation equipment. Including a small refrigerator in the lactation space provides an easily accessible area for a mother to store her milk, although there are no hazards or contamination issues to the milk or food of others when storing it in a communal refrigerator. If the space has a sink, consider include a drying rack for pump pieces or a convenient place to store them. These additions not only create a supportive environment for the mother but can also potentially cut down on break time needed for nursing.

Agencies are encouraged to exceed the legal minimum to promote a positive working environment for new parents.

Bingo!

On March 23, 2023 NYWLE members from the Southern Region got together at the Yorktown Elks Lodge to say hello to spring and honor Women's History Month with a good old fashioned round of Bingo!

A good time was had by all—especially our president Cathy Johansen who walked away a winner! She won \$160.00 on a special play—**BINGO!!**



Special thanks to member Mary Hansen—Southern Region Director and Yorktown Elks Lodge #2324-Exalted Ruler for hosting this fun event.



**WHITE PLAINS
POLICE DEPARTMENT**

**IS NOW
RECRUITING**

**Salary Range
\$56,563 - \$110,749
+ Excellent Benefits**



**APPLY NOW THRU
THURSDAY, MAY 4, 2023**

**EXAM WILL BE GIVEN ON
SATURDAY, SEPTEMBER 9, 2023
& SUNDAY, SEPTEMBER 10, 2023**

**APPLICATION FORM:
www.cityofwhiteplains.com**

**Or come to the City of White Plains Personnel
Department at 255 Main Street, White Plains**

**MORE INFO: (914) 422-1257
www.whiteplainspublicsafety.com/join-wppd
or scan the QR Code**

Application Link

<https://whiteplainspublicsafety.com/download/86/police=exam-2023/11067/police-exam-notice-application.pdf>



Beyond the Badge NY

4786 Sunrise Highway
 Massapequa Park NY 11793
 EIN- 84-3051127

Beyond The Badge NY is a 501(c)(3) not for profit organization that was created by two local law enforcement officers, to raise suicide and mental health awareness. The Mission of Beyond the Badge NY is to reduce the growing epidemic of first responder suicides by breaking the stigma surrounding first responders coming forward for mental health treatment. Additionally, we provide support and resources to our fellow first responders as well as for the families whose first responder died by suicide.

3rd Annual Cigars & Casino Night Fundraiser

June 8th, 2023

Leonard's Palazzo
 Great Neck, NY

We are requesting the following raffle items:

Restaurant Gift Cards
 Comedy Nights
 Theme Park Tickets
 Golf Items- (Tees, Balls, Gloves)
 Electronics/ Home Essentials
 Travel/ Leisure
 Outdoor Fun
 Game Night Items
 Sporting Event Tickets
 Family Fun Activities
 Fitness, Relaxation & Wellness
 Police and Fire Related Items

Sponsorship opportunities are also available, feel free to contact us at Info@BeyondTheBadgeNY.org with any questions you may have.

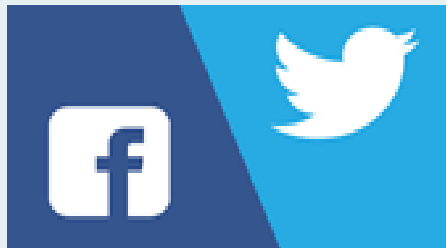
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