

## Notes for October 5 Police Reform Meeting

Those who do not know me, my name is John Barbelet and I am in my 27th year with the Tarrytown Police Department. Just over the last 3 years as the Chief:

- Held every position in the Department: patrolman, Task Force member, Detective, Patrol Sergeant, Lt and now Chief.
- I am a product of Tarrytown. Born and raised in the community, graduated from Sleepy Hollow High School
- I graduated from Pace University with a degree in Political Science and from Marist College with a Master's degree in Public Administration

Let me start by saying that the Village has great a police department and community. We, as a Department, have taken some significant steps over the past 3 years to greatly improve our capabilities to serve this community, hopefully during this process I will be able to share much of this information with all of you. This however does not mean that we cannot do better. I believe that is one of the fundamental goals of this process. While tonight's meeting is geared more towards letting everyone else have a brief say we thought it prudent to start out with some very basic facts.

After everyone has had a chance to introduce themselves and make a few statements I will provide more information at the end of the meeting. Right now I just want to briefly discuss the make-up of our Village and of our Department.

The Tarrytown Police Department is comprised of 34 sworn officers. Of these Officers 24 are white, 10 (29.4%) are minorities. There are 3 black officers, 6 Hispanic officers and 1 Pacific Islander. 44% of the officers were born or grew up in the Village. The Department also has 4 full time civilians and one part-time civilian (usually 2).

Estimates in 2019 by the US Census shows Tarrytown to be 76.9% white/alone and 61.2% white not Latino or Hispanic. Census further says Black/African American population is 5.3% and Hispanic or Latino 27.4%

Percentage of job White                      approximately 70%

Percentage of job Black                      approximately 9%

Percentage of job Hispanic                      approximately 18%

Percentage of job Pacific Islander                      approximately 3%

As stated early this is just a brief description. I believe the Chair of the Committee, Trustee Zollo would like to hear from the steering committee. I will have additional information towards the end of the meeting, Trustee Zollo.

#### Hiring Information/Recruitment Process

- Actual recruitment is an area I believe we can do better in. In the future I believe more local outreach through such entities as local churches and Westcop will help draw a larger, more diverse group to pick from.
- How we actually hire an officer, 5 main ways: 1. A candidate who took the Westchester County Civil Service test and scored in the top three. 2. A candidate on the local police list, which is derived from the County list and is in the top three 3. Hire off of a Westchester County Spanish speaking list, from top three. 4. Hire off of a local Spanish speaking list , top three. To actually hire a Spanish speaking officer you have to get approval from County Human resources. 5. The Department can also hire a transfer. This avenue has numerous restrictions; which job they currently work on, where they currently live, what were the requirements for the test they originally took (psychological etc)

