

**RECEIVED**

FEB 22 2021

TARRYTOWN VILLAGE ADMINISTRATOR

Dear Mr. Slingerland, I hope all is well with you. I would like to Thank You for the work you have put into Police Reform. I applaud you in understanding that Police Reform is not about a particular Police Department or a particular Officer, but about a system and a culture that has routinely targeted Black and Brown people. Police Reform is about changing a Culture and building trust through Accountability and Transparency.

The NAACP is the largest most respected Civil Rights Organization in the country, we have been fighting Systemic Racism for over 112 years. As a member of this organization I was hoping to be able to participate in the meeting that was held on Wednesday February 17<sup>th</sup>, but Unfortunately I was not able to due to a conflict in my schedule. I asked Joe Majsak from the NAACP to attend the meeting in my place and I found it very disturbing that he was not allowed to participate in the discussion. Joe Cesarano (also a member of the NAACP) has worked closely with the NAACP and together we have come up with recommendations we feel will be a start to eradicating police brutality and begin to build trust in communities of color

- 1- To Establish a CCRB, A Civilian Complaint Review Board, we believe that it is necessary to have an outside entity to review complaints and over see Police Investigations. This is to help with building trust in the Community.
- 2- To mandate additional ongoing De-Escalation Training, Anti-Bias and Anti-Racism Training and be taught by qualified instructors
- 3- To put in a place a Use of Force Continuum that ensures there are at least 6 levels of steps, with clear rules on Escalation
- 4- To use Mental Health Professionals as first responders when dealing with Mental Health issues, this would allow officers to focus on law enforcement.
- 5- To have an Open Records Act where Officer Misconduct information and disciplinary history will not be shielded from the public.
- 6- To implement an Officer Wellness Program, Mentally and physically healthy officers are better equipped to serve and protect their communities.

It is my hope that the trustees and staff members will give these recommendations serious consideration.

**Sincerely,**

**Janice K. Griffith, President WP/Greenburgh NAACP**

**RECOMMENDATIONS FOR THE POLICE REFORM AND REINVENTION COMMITTEE and  
THE BOARD OF TRUSTEES for the VILLAGE OF TARRYTOWN**

February 17, 2020

**RECEIVED**  
FEB 17 2021  
TARRYTOWN VILLAGE ADMINISTRATOR

**BACKGROUND**

Following Governor Andrew Cuomo's Executive Order 203, which was created in June 2020 in the wake of the death of George Floyd and protests against police violence erupting all across the nation, the Village of Tarrytown created an Ad Hoc Police Reform and Reinvention Committee to examine the practice of policing in the village - and make recommendations for meaningful positive change and reform.

After attending the first few meetings, 11 members of the Committee began to meet, research and consider specific reform proposals – all of which were mentioned in the larger Committee meetings. We subsequently presented the larger Committee with these five recommendations for its consideration through a group email distributed to members on December 18, 2020:

- 1. The establishment of a dedicated citizens' advisory or review board (CCRB) within the village to provide independent civilian oversight (page 3)**
- 2. New de-escalation, anti-bias and antiracist training and continuing education for all police personnel - on an annual or biannual basis (page 5)**
- 3. New programs initiated that would be dedicated to enhancing and maintaining officer wellness, including mental and behavioral health services (page 7)**
- 4. The appointment of a professional Community Responder who could respond to mental or behavioral health and other calls (page 10)**
- 5. The establishment (or extension) of a policing committee for ongoing discussions and listening sessions with the community (page 13)**

Our goal as volunteers who spent several months researching and drafting these recommendations is to make our good local police department into an exceptional one – and allow the Tarrytown Police Department to serve as an exemplary model in the county, region and across the country for cutting-edge practices and initiatives in community relations. We believe that these are goals that are shared by Police Chief John Barbelet and village officials.

We want to ensure that every local resident – regardless of racial or ethnic background and where they may happen to live in the village – feels comfortable, safe and protected around our police officers. We want to create mechanisms that preserve and protect the trust that many residents already have in our police officers for years to come, and prevent tragic events

like the ones we have seen elsewhere in the region and in the country that have severely damaged that trust between police officers and Black and Brown communities.

We would like to thank Police Chief Barbelet as well as our other fellow members of the village's Police Reform and Reinvention Committee for their hard work, time and diligence throughout this process – and the Tarrytown Board of Trustees for allowing us to serve the village in this capacity.

We encourage the village trustees, as well as all village residents, to consider the following detailed proposals around each of these recommendations. We hope that the trustees will vote to endorse and include all of these recommendations in the village's official report to New York State, as mandated by the governor's executive order. Thank you.

Allie Meizlish  
Ed Montolio  
Janice Griffith  
Joe Cesarano  
Katie Scully  
Kisha Bush

Lissette Mendez  
Robert Cannata  
Robert Wingate  
Sara Levine  
Sitara Herur-Halbert

## Recommendation for the Creation of a Tarrytown Civilian Complaint Review Board ("CCRB")

### Goals:

1. **Remove barriers to reporting police misconduct.**
2. **Ensure transparency and accountability for policing practices.**
  - Police personnel should be held accountable for day-to-day offenses and hurtful transgressions that normally go unaccounted for and result in growing resentment in communities most impacted by such behaviors, mainly marginalized communities of color.
3. **Help built trust with the community, especially within historically underserved communities of color.**

### Summary of Recommendation:

1. **Tarrytown's CCRB will be tasked with receiving and investigating complaints of police misconduct in a comprehensive, fair, and impartial manner - which may replace or duplicate internal police investigations.**
2. **The Tarrytown CCRB shall have subpoena power.**
3. **The CCRB will be comprised of five volunteer civilians appointed by the Board of Trustees, with strong preference that one of which should be an attorney.**
  - One of the five civilian members shall be nominated to the CCRB solely by the Tarrytown Police Dept. or the Tarrytown Police collective bargaining entity (police union), with the final selection and confirmation of such candidate(s) by the Board of Trustees.
  - The remaining four members of the CCRB will be selected and appointed by the Board of Trustees, following application from the Tarrytown community.
4. **All members of the CCRB must be Tarrytown residents.**
5. **CCRB meetings are to be held monthly.**
6. **The CCRB will not review cases during an ongoing criminal investigation against a police officer, while criminal charges are pending against a police officer, and when a filed civil action is pending against a police officer.**

- 7. The CCRB will be authorized to audit the policies and procedures of the Tarrytown Police Department and provide recommendations to the Tarrytown Police Chief.**
- 8. CCRB members will receive training in various relevant topics, including the Village Police Department's policies and procedures, New York Penal Law, and New York Criminal Procedure Law.**
- 9. The investigative work will be conducted by a professional investigator, which will be hired per diem, and supervised by the CCRB.**
- 10. The cooperation of the Tarrytown Police Chief will be required. The Chief will be expected to produce bodycam video (when available), relevant documents, and other relevant evidence to the investigation.**
- 11. When investigations are complete, the CCRB shall issue a written report summarizing the complaint, investigation, conclusions, and recommendations. The report shall be provided to the Chief, Board of Trustees, and made available to the public in order to provide full transparency. Such reporting will be appropriately redacted for privacy of the parties.**
- 12. The CCRB will adjudicate a complaint in one of three categories: substantiated, unsubstantiated, or unfounded. Upon conclusion of the investigation and upon final adjudication described above, the complaint will be referred to the Chief for disciplinary action, if any. The CCRB will also recommend disciplinary action to the Chief, if warranted.**
- 13. If the CCRB believes that the conduct of a police officer violated the New York Penal Law, the CCRB shall make a referral to the Westchester County District Attorney's Office.**

**Recommendation for New De-Escalation, Anti-Bias and Anti-Racist Training  
and Continuing Education for Tarrytown Police**

**Goals:**

1. **Promote de-escalation and anti-racism as the cornerstones of professional development to promote officer wellness and longevity and ensure community safety.**
2. **Support a police department as guardians of the community, centered in cutting edge anti-racist and de-escalation strategies taught by experts in these specific fields.**
3. **Assess the strength and effectiveness of existing police training programs.**
4. **Investigate and implement new and extended areas of training in de-escalation, anti-bias and anti-racism strategies.**
5. **Extend the frequency of training and ongoing continued education for officers so that it is conducted annually, biannually, and/or continuously throughout the year.**

**Summary of Recommendation:**

1. **Review the Police Department's current training regimen – particularly regarding de-escalation, antibias and anti-racist training.**
  - Researchers believe that training is merely a starting point, not an end goal – as it doesn't change the attitudes or behavior of officers very effectively, or for very long.
  - Research and review all potential training options, including assessments of the existing training regimen implemented by the Department, and increase training frequency.
  - Review Department's use of force and duty to intercede policies in light of the latest recommendations from law enforcement groups nationwide.
2. **Replace or augment existing anti-bias training with anti-racist training.**
  - While anti-bias training has not proven to be effective in reducing police violence, anti-racist training allows officers to examine the social origins of racial prejudice and bias – and provide them with exercises to overcome them.
  - Anti-racist training should include officers learning more about their own bias and prejudices, background on harmful racial and other stereotypes that are pervasive in society, as well as operational methods and tools that will both encourage and force officers to act in a non-biased way.

- Anti-racist training should also include materials specifically tailored to law enforcement officers, including an education regarding the history of law enforcement in the United States – and how policing has been historically tied to the reinforcement of racial disparities and inequality.
- All officers should also be fully educated in the benefits gained by preventing racial profiling in traffic stops and other law enforcement activities, including:
  - Reduction of serious mental health effects caused by racial profiling.
  - Improved relationships with minority communities.
  - Improved rates of arrest and successful prosecution.
  - Reduction of time wasted on unnecessary traffic stops.
  - Improved transparency and integrity of police practices.
- All officers should be required to take the Undoing Racism Workshop offered by the People’s Institute for Survival and Beyond.

**3. Enhance de-escalation and harm reduction training specifically.**

- Officers and department personnel should take part in **Project ABLE** (Active Bystandership in Law Enforcement) as an enhancement of their Duty to Intercede or Intervene policies.
- All officers should be required to document all attempts to de-escalate a situation in incident reports, regardless of whether incident resulted in the use of force. This emphasizes de-escalation as a first resort, not a last one – and was implemented by the Minneapolis PD last summer.

**4. Train officers and all police personnel in restorative justice practices.**

- A growing number of police departments are exploring how to utilize community restorative justice techniques as an alternative to ticketing and arrests – in order to keep community members safe and protected.
- Westchester County District Attorney Mimi Rocah has committed to implementing restorative justice practices as a priority at the county level.
- The Police Department should enroll in the restorative justice training program offered by the Longmont Community Justice Partnership (LCJP).



## Recommendation to Enhance Police Officer Wellness in Tarrytown

### Goals:

1. Identify and enhance existing wellness resources.
2. Create a Positive Culture of Wellness for enhanced health and well-being of individuals and revamp an organizational culture.
3. Develop and provide wellness education.
4. Integrate officer wellness and safety into all aspects of the department's work, policies, practices, attitudes, and behaviors. Department to lead by example.
5. Ensure that officers receive adequate stress management and mindfulness resources so that they will remain calm and not react erratically when faced with stressful and potentially threatening situations.
6. Create a greater capacity for officers to lead self and others.
7. Explore new opportunities for community building and the evolution of public safety.

### Summary of Recommendation:

1. Create internal peer support and mentoring programs to aid officers about their concerns.
2. Provide access to confidential counseling and support in many areas of officers' personal and professional lives.
3. Supervisors and peers should monitor employees involved in traumatic incidents to provide meaningful assistance and serve as an advocate.
4. Develop and maintain wellness and fitness training programs.
5. Facilitate the development of activity, nutrition, and lifestyle plans for members.
6. Develop and implement proactive programs and services for offices and their families.
7. Create mindfulness training to support positive response strategies and a healthy lifestyle.
8. Maintain mental health protocols in place to ensure the health and well-being of police members being served, and the health and well-being of the peer support team

**members providing service.**

**9. Implement work-life balance strategies to ensure an officer's professional success and mental health along with the support from family, friends, and loved ones.**

- Consider limiting maximum shift lengths along with overall limits on an officer's work hours.
- Consider staffing patterns and whether tasks can be performed effectively by sworn or civilian staff.

**10. Conduct research and analysis to inform the development of a wellness program.**

- Collect and analyze data for injuries and near misses.
- Collaborate with researchers to share knowledge and improve officer safety and wellness.
- Collaborate with academic institutions on innovative [law enforcement] studies.
- Develop partnerships with health and wellness providers.
- Stay abreast of wellness program best-practices through research.
- Broadly disseminate information and best practices to the field through the government and law enforcement organizational communications mechanisms.

**11. Adjust department policies and procedures that enhance officer wellness.**

- Adopt policies that require the use of seat belts and bullet-proof vests.
- Develop and enact peer review error management legislation.
- Build a Trauma-Informed and performance-focused strategy.
- Incorporate wellness as part of the strategic development of the agency, not merely wellness training.
- Use surveys, confidential meetings, and assistance programs to understand the concerns of individual officers.

- Provide training to recognize early warning signs of mental health problems and/or suicidal behavior.
- Fortify the department's mental health support system.
- Foster positive outcomes in policing by addressing burnout and compassion fatigue.
- Lead forward with mindfulness skills training.
- Development of standard operating procedures.

**12. Use technology to ensure and enhance officer wellness.**

- Explore the use of vehicles equipped with collision prevention "smart car" technology to reduce number of accidents.
- Use video telephony psychotherapy that is very feasible and has resulted in good results and clinical outcomes comparable to traditional face-to-face therapy.

**13. Increase community connections in support of police officer wellness.**

- Recruit and choose key community partners to support a mindfulness strategy.
- Connect mental health to community safety.
- Explore group mindfulness as an effort to build community relationships and work through community-police conflict.
- Support trained officer workforce to support the community and police interactions with people with mental health issues.
  - Mental Health First Aid Police Training - A vital component of this training is for all constituents to speak the same language when encountering someone who may be experiencing a mental health crisis. It is a proactive model with the intent to create a psychologically safe workplace and community.
- Engage professional organizations that provide mental health and wellness training to police officers and first responders.

**Recommendation for the Appointment of a Professional Community Responder to Respond to Mental Health, Behavioral Health and Other Calls**

**Goals:**

- 1. Reduce the workload on officers and strain on the police department by allowing other highly trained professionals to respond to calls involving mental health, substance abuse, homelessness, noise complaints and lifestyle complaints.**
- 2. Allow residents from all communities to feel safe and more secure when pursuing emergency services – by ensuring that lower-risk mental health and substance abuse calls and emergencies may be handled by a professional with specific expertise and training in these areas - without the intervention of an armed police officer.**
- 3. Reduce interactions between unarmed civilians needing urgent intervention, and armed police officers.**

**Summary of Recommendation:**

- 1. Implement a Community Responder program based on successful models already established elsewhere – such as in Denver and Eugene, Oregon.**
  - The Support Team Assistance Response (STAR) pilot program in Denver created a third track for directing emergency calls (normally forwarded just to police and fire departments) to a two-person team: a medic and a clinician, staffed in a van from 10 a.m. to 6 p.m. on weekdays.
  - The Denver program established a "person-centric mobile crisis response" to community members who are experiencing problems related to mental health, depression, poverty, homelessness, or substance abuse issues.
  - Over the first six months of the pilot program, Denver 911 operators received more than 2,500 emergency calls that fell into the STAR program's purview, and the STAR team was able to respond to 748 calls. No calls required the assistance of police, and no one was arrested. Denver police responded to nearly 95,000 incidents over the same period, suggesting that an expanded STAR program could reduce police calls by nearly 3 percent, according to the report.
- 2. Collect and analyze local 911 data from Tarrytown and neighboring municipalities to determine the impact and targeted call types for a Community Responder program.**
- 3. Pursue a shared services agreement with other river towns - or other Greenburgh towns and villages - to fund the program.**

- The CR model offers a cost-effective alternative to police response to certain calls for service. Based on existing models, residents could see a substantial reduction in the need for police response—and, with it, substantial cost savings. Eugene’s Crisis Assistance Helping Out On The Street (CAHOOTS) program, for example, saves an estimated \$8.5 million per year in public safety costs by reducing the need for police response.
  - While the village should aim to provide a dedicated funding stream for the CR program, local officials should explore private funding sources to support the start and implementation of the program, especially as governments are facing pandemic-related budget deficits.
  - CRs should be full-time government employees, on par with other branches of first responders. By offering CRs full benefits and fair compensation, local government agencies can help to secure the program’s impact by reducing staff turnover.
4. **Allow residents to contact staffed Community Responders directly, in addition to accessing them through 911 emergency calls – and encourage resident guidance and feedback.**
    - Community members are experts regarding their own neighborhood and can help refine the CR model to maximize effectiveness. A number of communities across the country are implementing civilian first responder programs that share elements with the Community Responder model.
  5. **Partner with a regional mental health agency such as the Mental Health Association of Westchester to staff the Community Responder program.**
    - According to an MHA of Westchester senior staff member, the agency is “very interested” in partnering with local municipalities to participate in a CR program.
  6. **As with other first responders, Community Responders should receive extensive training in the skills required for their job.**
    - Training should cover conflict mediation, de-escalation, harm reduction, restorative justice, cognitive behavioral therapy, motivational interviewing, and basic medical care. CRs should also receive training and ongoing resources to support their own emotional and physical well-being, with a focus on helping CRs cope with trauma and stress.
    - In Eugene, CAHOOTS responders complete 40 hours of classroom training and more than 500 hours of field training, guided by an experienced mentor.

**7. Allow local officers to serve as backup or standby options for mental health, substance abuse, homelessness, and other lifestyle-related complaints and calls – as opposed to serving as the first responders to those calls.**

- Using 911 data from eight cities, an Oct. 2020 report by the Law Enforcement Action Partnership estimated that between 33 and 68 percent of police calls for service could be handled without sending an armed officer to the scene; between 21 and 38 percent could be addressed by Community Responders; and an additional 13 to 33 percent could be dealt with administratively without sending an armed officer to the scene.
- Local police departments (such as our officers in Tarrytown) would not be needed to respond to all emergency calls—including those for auto accidents without injury as well as minor larceny, theft, and burglary cases—where the primary purpose is to take reports for insurance companies. A Community Responder program would allow the police department to filter out more false alarms and mistaken 911 calls to avoid dispatching officers unnecessarily.
- Police officers, if placed in a backup or standby role nearby, could always intervene if a mental health crisis becomes a life-threatening situation.

**Recommendation for Establishment (or Extension) of a  
Permanent Police Advisory Committee**

**Goals:**

1. Establish or extend the work of a permanent Police Advisory Committee to conduct ongoing discussions and listening sessions with the community.
2. Ensure that the relationship between the police department and residents always remains positive and productive due to continued engagement through the work of the advisory committee.
3. Recommend changes in police procedures and policies to the village trustees after hearing requests and hosting discussions with community members, police officials and officers.

**Summary of Recommendation:**

1. Appoint a permanent Police Advisory Committee with residents appointed for two-year terms.
  2. Conduct ongoing listening sessions with the community – including the solicitation of private or anonymous feedback – to ensure that all voices within the village are heard and considered regarding their experiences with officers, as well as policing practices.
  3. Host public forums as well as more casual get-togethers between residents and police personnel to help establish, build and strengthen relationships – and continue the essential process of engagement between residents and police.
  4. Investigate any serious complaints or police misconduct, if empowered to do so by the Board of Trustees – and forward such complaints (if necessary) to proper civic authorities - including the Trustees, or any other applicable agencies.
- Please note: this investigatory power would not be assigned to the Police Advisory Board if the village government elects to establish a CCRB in Tarrytown.

## Richard Slingerland

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**From:** Kimberly Marcus  
**Sent:** Wednesday, February 10, 2021 2:25 PM  
**To:** administrator  
**Subject:** Tarrytown Police Reform Comment

**[EXTERNAL]** This email is from outside the Village of Tarrytown - Please use caution when opening links and attachments!

Hi,  
Thank you for your effort concerning this important work.

In addition to the comments I made last night, I wanted to reiterate the importance continuing education for Officers which includes but is not limited to de-escalation, anti-bias/anti-racist training, officer's own wellness, a community responder for mental health issues, Police meeting with neighborhoods/associations, adding hate crimes to a dashboard if that is implemented and creating a CCRB.

Thank you,  
Kimberly Marcus  
Barnes Road

Be well!  
\*Wear Your Mask\*



## Richard Slingerland

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**From:** john stiloski  
**Sent:** Wednesday, February 10, 2021 10:06 AM  
**To:** Richard Slingerland; Doug Zollo; John Barbelet; Tom Butler (external); Gregory Budnar; Carol Booth; Dana Tavano  
**Subject:** Meeting Police reform

**[EXTERNAL]** This email is from outside the Village of Tarrytown - Please use caution when opening links and attachments!

To All

In regards to last night's meeting how is it that people speak about Human right boards we don't have and people say people are murdered by police but they are still alive( Jacob Blake) and the case cleared officers involved?And not corrected?Why am I in past meetings questioned or cut off ? How disrespectful was cutting the Police Chief off in the middle of his addressing the residents ? Was this because he was telling the truth and it did not make a person happy? Was there a need to cut off a person in mid conversation? Would any of the members of the Board like that happening to them?Why did not one person say to let the Police Chief talk and wait on the member of the public? Would I have been recognized?

I wanted to hear the side of the Person in charge of the Police but I guess it was just another punch in the Face.Was he finished? What did he have to say? We hear about all the diversity and I wonder why it's only focused on our Police dept.Why don't we perform a study on all the Boards and depts on diversity?out of all the boards appointed recently How diverse are they out of the 10 or 15 appointed boards?How many minorities were chosen ? I have spoken and Expressed my concerns and If anyone in this Emails can come up with anything in my comments that are a lie please respond back to all. There are a lot of FALSE narratives and statements which are outright false and never questioned . I know that the Board had to comply with the directive.I just don't understand why it is setting it up for failure? Start with the choices on the reform board.Some chosen never even qualified as in section 203 .Some had no dealings,Limited time in our Village and wouldn't even call the police if hurt,and seem to make up advisory boards and perform investigations.Was 18 people needed? .Was this going to bring a positive input ? My question is how many times being kicked and punched will it take before we have a mass retirement within our Police dept ?And who would want to take the roll of a punching bag (POLICE CHIEF) I have requested FOILS 4 months ago and have not been complied with and last week .Please advise on each one in question .

## Richard Slingerland

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**From:** Naomi Vladeck  
**Sent:** Wednesday, February 10, 2021 8:27 AM  
**To:** administrator  
**Subject:** Re: Police reform collaborative plan

**[EXTERNAL]** This email is from outside the Village of Tarrytown - Please use caution when opening links and attachments!

Hello.

I am pleased to offer for the record, my support of new initiatives and programs that strengthen our community and support the creative recommendations to improve communication, wellness and understanding of difference. Thank you Chief John Barbelet and the Tarrytown Police Department for demonstrating your commitment to celebrating our community's diversity by considering these change initiatives.

Sharing these recommendations with my teenage children (13 and 15) elicited hopeful conversation and consideration of the proposed initiatives. They particularly liked 2 (de-escalation) and 4 (mental health community responder) imagining they would have the effect of increased equity and fair treatment of individuals in the community and in increased non-violent options and ways to offer compassionate consideration of all of the people in our community.

Thank you so much for your hard work and willingness to consider the proposed initiatives,

Naomi Vladeck  
Sleepy Hollow Resident

## Richard Slingerland

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**From:** Natalie McCabe Zwerger she her  
**Sent:** Tuesday, February 9, 2021 10:23 AM  
**To:** administrator  
**Subject:** Tarrytown Police Reform Report- Comments

**[EXTERNAL]** This email is from outside the Village of Tarrytown - Please use caution when opening links and attachments!

### **Tarrytown Police Reform Report- Comments**

In reading through the draft report, a few thoughts to share from the perspective of an educator, advocate, and attorney who runs a national racial justice center. I currently partner with the Tarrytown/Sleepy Hollow School District to support their equity, inclusion, and racial justice efforts.

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- Some specificity is warranted
- around "deescalation, anti-bias, anti-racist and continuing education for all police personnel on an annual or biannual basis." Attending a one-time session on any of these topics listed without follow up is futile. There must be ongoing learning opportunities.
- The department could invest in training one or two staff members to then lead the training or invest in training and coaching by an outside facilitator. Part of becoming anti-bias and anti-racist is spending time in cycles of learning and unlearning, reflection,
- and action. While exposure and awareness building to the concepts of implicit bias and racism is helpful, it will not manifest in significant changes to the way the department operates. There must be opportunities to process which specific practices and policies
- could be enacted or shifted as a result of new learning in these trainings. There is a correlation to the analysis of disaggregated stop, detainment, and arrest data in that there should be a reduction in the racial (and other) disproportionalities in these
- data as a result of learning at these training sessions.
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- When disaggregating data
- on stops, detainments, and arrests, race, ethnicity, age, and areas of the neighborhood should also be analyzed.
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- 
- With body cameras, there
- need to be parameters and expectations set for activation and usage. Data should also be tracked to see if there are changes to behavior and interactions with the community over time as a result of wearing these body cameras.
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- Overall, the most important
- piece is that these mandated changes are resulting in specific, measurable, adaptive changes that act in furtherance of advancing equity, racial justice, and community relations.

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- In a review of the report,
- the final five recommendations for a citizen's review board, the anti-bias, anti-racism training (with the specificity noted previously), mental health focus for officers, the appointment of a Community Responder to support needs of citizens by avoiding the
- criminalization of mental health issues, and the establishment of a policing committee feels the most connected to a more equitable and racially justice form of policing. I highly recommend these five recommendations be forefronted, fleshed out with more specificity,
- and implemented expeditiously to better serve the community and meet the goals of the Governor's expressed commitments.
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**Natalie McCabe Zwerger, Esq. M.Ed**  
Director | Center for Strategic Solutions | NYU Metro Center  
Pronouns: she, her, ella

TO: Tarrytown Village Trustees  
FROM: Lynn Goodman, North Washington Street, Tarrytown  
RE: Suggestions for the Tarrytown Police Reform and Reinvention Committee  
DATE: February 8, 2021

I'm a Tarrytown resident and chairperson of the Town of Greenburgh's Human Rights Advisory Committee. I submit these comments to the Village Board of Trustees regarding the Police Reinvention and Reform Task Force report.

If you read the police reform reports of other villages and towns throughout New York, you will find that many of the reports contain similar suggestions. The call for reform is not an indictment of any one particular officer or department. It is a recognition that certain policing methods that have been used and accepted for many decades have caused more harm than good and need to be changed. It took generations for people to believe that smoking caused cancer, but finally, cigarettes were banned in indoor public spaces. So too, the profession of policing will improve as its members study the data and adapt to the changing times. Many towns and villages are asking for the same reforms: change the way mental health calls are treated, create formal ongoing partnerships with the community, create an independent civilian complaint review board, don't use weapons, force or restraints except when necessary to protect the lives of the public or the officer, don't use forceful language or intimidation except when needed in an emergency, embed anti-racism and procedural justice training into every day practices, only hire and retain empathetic community minded officers. This is not just what's being demanded in Tarrytown. It's being demanded everywhere in the state.

Tarrytown has a relatively small police force: 34 sworn officers. The survey shows that Tarrytown's force is well respected by many people in the community. However, it needs to adapt to the times. Only 3 officers are women. That's fewer than 10% in a county which is more than half female. Efforts must be made to increase the number to 40% at least within the next 5 years. Recruitment for diversity is a problem all over the state. Many women, people of color and people in the LGBTQ community don't want to be a police officer – the chances are too high that they will be marginalized, tokens, or told to do things that go against their values. Diversity of thought will strengthen the candidate pool and the profession.

Police are trained to protect and control. In reality, they do far more than that. Tarrytown police officials told the committee that of the 12,000 calls to them in 2019, only 434 were related to criminal cases and only 365 were related to arrests. The rest were community calls. Maybe that's fine. Maybe not. That deserves more discussion. But some things must change. For example, the protocol for mental health calls should change. When police show up at someone's home and take control, it causes trauma for everyone at the scene. Sometimes the long term cost of that trauma exceeds the short term gain of solving the problem at hand. All over the state, police reform task forces are recommending that specially trained mental health experts direct the handling of these calls. That's true for Tarrytown, as well. We need to enlist the help of a specialized mental health assistance unit.

Communities are demanding more information about their police officers and more ability to make sure that complaints are addressed. Complaints about police officers should not be sent to the police department, as is the practice now, but rather, should be sent to and reviewed by an independent civilian entity separate from the police. The civilian entity should also be allowed to routinely review body camera footage, even where there are no complaints, to spot check the nature of police interactions.

Tarrytown needs to create a police-civilian advisory committee so it can get community input on a regular basis. All officers should work with the committee, not just a few representatives. All police officers should be encouraged to participate in ongoing discussions with the public. When we get to know each other, we can relate as individuals, and not as monolithic representatives of groups with competing interests. The committee can hear the concerns of our police officers and civilians. Information sharing is key to better understanding.

More must be done to support the mental health of all police officers. We need to create safe spaces where they can talk to peers about job issues. Many of us think we don't need mental health support, but we do, we all do. Police officers carry weapons, wield lots of power and regularly handle stressful situations. Regular mental health check-ins should be mandatory for all officers.

Most uninvited interactions with the police are stressful, sometimes traumatizing. Black people, especially, have suffered great trauma and loss from generations of overly aggressive policing and overly punitive sanctions. This may not have happened much in Tarrytown, but Tarrytowners don't live in a bubble. Every police officer here must be trained to understand the perspectives of Black people and all people who are not part of main stream culture. Police intrusion should be limited to what is necessary to maintain peace. This requires more than an occasional one hour video on cultural competency or anti-racism. It requires us to re-think how we deal with quality of life crimes, misdemeanors, even fights, so the arrest won't ruin the arrestee's life. This re-inventing the role of the police should start here and now. Police need community support to do their job. That's why it's so important to start these dialogues now.

The report is a start. These changes require an active commitment by the police, the board and the community. The board and the police department can adopt the recommendations and move quickly to create the committees that will usher in these advances. Act now. There's no reason to wait. There is a growing consensus throughout the state as to the changes needed in police work. Tarrytown should jump on board or it will lag behind.

## Richard Slingerland

---

**From:** Richard Slingerland  
**Sent:** Wednesday, January 27, 2021 5:46 PM  
**To:** john stiloski  
**Cc:** John Barbelet; Carol Booth; Joshua Ringel; Gregory Budnar  
**Subject:** RE: Police Reform

John:

With regard to the FOIL requests, they are being handled by Carol and John, and with the Village Attorney. We can check and give you an update on where they stand.

With regard to the questions and allegations about stickers and hate crimes, I've given you answers, and have not made them public nor have I tried to make them a public issue. I've spoken with the Chief about the investigation of the current incidents and he is handling them appropriately in cooperation with other law enforcement agencies. The entire matter is in their hands, and I'm not interfering with their investigation or process. You asked some questions and I answered them to the best of the knowledge and information that I have. Anything further is in the hands of the police and law enforcement.

Rich

Richard Slingerland  
Village Administrator  
Village of Tarrytown  
One Depot Plaza  
Tarrytown, New York 10591  
914-631-1785  
fax: 914-909-1208  
e-mail: [rslingerland@tarrytowngov.com](mailto:rslingerland@tarrytowngov.com)

**From:** john stiloski  
**Sent:** Wednesday, January 27, 2021 12:42 PM  
**To:** Richard Slingerland <[rslingerland@tarrytowngov.com](mailto:rslingerland@tarrytowngov.com)>  
**Cc:** John Barbelet <[jbarbelet@tarrytowngov.com](mailto:jbarbelet@tarrytowngov.com)>; Carol Booth <[CBooth@tarrytowngov.com](mailto:CBooth@tarrytowngov.com)>; Joshua Ringel <[Jringel@tarrytowngov.com](mailto:Jringel@tarrytowngov.com)>; Gregory Budnar <[gbudnar@tarrytowngov.com](mailto:gbudnar@tarrytowngov.com)>  
**Subject:** Re: Police Reform

**[EXTERNAL]** This email is from outside the Village of Tarrytown - Please use caution when opening links and attachments!

Rich,

Regarding my foil requests, I would like to know if something is wrong? I was told by employees of our village that it was completed and the village attorney was in possession of them. This was forty five days ago. Please provide the foils or a valid explanation of why I haven't received them under the Freedom of Information Act. Rich, just for your information the sticker that you were referring to on Beekman Avenue was found and reported to the Sleepy Hollow Police Department on January 2nd. The sticker in question that you attached to this email appears to me as a dollar sign in replacement of a chain between handcuffs. Rich, how does this resemble a Swastika? Did you or members of the Police Reform Committee conduct an investigation in the Village of Sleepy Hollow? Is this just trumped up propaganda for the Police Reform Committee to justify its existence. It appears as if members of the community feel empowered by the rhetoric that they hear at these zoom meetings and it gives them a false sense of entitlement and the power to destroy

evidence and impede the investigation of actual hate crimes. In this case that clearly did not occur with these "stickers." Rich, I feel you should have let the police or specifically The Sleepy Hollow Police conduct their investigation not validate comments. You continually feel the need or urge to defend false allegations and support people who are promoting hatred when it is CLEARLY not there.

I have one more question Rich, do you think it is proper that people were led to believe that the "stickers" were actually swastikas or that people went and contaminated a possible crime scene?

Rich, let's stop with your opinion of what a swastika looks like and let our highly trained police department investigate this and tell the public that they are swastikas or not swastikas. In fact let's let the Sleepy Hollow Police Department tell the public. The Village of Tarrytown can stay out of it. The Village of Tarrytown can redact the Tarrytown resident's comments which has become public knowledge through the village board meeting. , about what he thinks he discovered. I would close with the commenter being a member of The Police Reform Committee.

Regards  
John F. Stiloski

P.S. Below is the google image of a swastika for your reference.

On Wed, Jan 27, 2021 at 11:11 AM Richard Slingerland <[rslingerland@tarrytowngov.com](mailto:rslingerland@tarrytowngov.com)> wrote:

John:

Good morning, and thank you for your comments.

1. With regard to the comments portion of the meeting, I wanted to remind you and everyone, that the purpose of the discussions is to address the Board and not comment on what other people are saying. Based on the Board of Trustee's public hearing and speaking guidelines, you're supposed to be making comments to the Board, not having a back and forth with someone else.
2. With regard to the comments about the report, while the comments you mentioned about "softly armed" were in fact included in the context of the discussions and in the appendices of the report, they were not part of the official recommendations of the Committee. The official recommendations within the report are attached here, and there is nothing in them that includes a recommendation that the Tarrytown Police force be softly armed. I'm including both an excerpt of the recommendations and a full copy of the report.
3. Regarding the "swastika" reference, here is a segment of a photo of the sticker in question, which was found on Beekman Avenue in Sleepy Hollow. If you compare the logo, while to some the design between the wrists appears to be a sideways dollar sign, it also appears to convey a swastika. Further the group referenced has been identified as being anti-Semitic by the Anti Defamation League and the Southern Poverty Law Center, among other groups, so given that history, it appears to be founded.





4. With regard to your feeling that my comments do not answer your questions, I'm sorry for that. I can only answer the questions based on the facts and information available to me.
5. As for progress on any FOIL requests, Carol and John have been working with you, and are continuing to do so. They let you know that due to the large volume of information you requested, it has been taking a significant amount of time to complete your request.

Sincerely,

Rich

Richard Slingerland

Village Administrator

Village of Tarrytown

One Depot Plaza

Tarrytown, New York 10591

914-631-1785

fax: 914-909-1208

e-mail: [rslingerland@tarrytowngov.com](mailto:rslingerland@tarrytowngov.com)

**From:** john stiloski

**Sent:** Wednesday, January 27, 2021 8:48 AM

**To:** Richard Slingerland <[rslingerland@tarrytowngov.com](mailto:rslingerland@tarrytowngov.com)>; John Barbelet <[jbarbelet@tarrytowngov.com](mailto:jbarbelet@tarrytowngov.com)>; Carol Booth <[CBooth@tarrytowngov.com](mailto:CBooth@tarrytowngov.com)>; Joshua Ringel <[jringel@tarrytowngov.com](mailto:jringel@tarrytowngov.com)>; Gregory Budnar <[gbudnar@tarrytowngov.com](mailto:gbudnar@tarrytowngov.com)>; john stiloski

**Subject:** Re: Police Reform

**[EXTERNAL]** This email is from outside the Village of Tarrytown - Please use caution when opening links and attachments!

Richard

I don't like when you feel the need to cut me off or feel the need to explain issues to me. I get half ass responses to my question, my foils are 4 months old . The truth of the matter is when it's not what you want you try to downplay the issue. Example1) Why are my FOILS 4 months old and why does [redacted] get Foils requested? Why do I get cut off at 3min but others are allowed to finish with their comments? up to added 25 seconds. Then you make it as softly as you can. It was no big deal in my written comments. You say its a suggestion ? It came from an elected official who is sworn in to protect his employees and me and others. It is clear as it is in the written for when on Patrol. I also want to have you as you said yes to the Swastika in our parks regarding a reform members statements prove to us what you seem to see. I request for you to show the said yes to the swastika and i am foiling for all complaints and letters. I want my requested Foils and to see the yes on the Swastika.

On Tue, Jan 26, 2021 at 6:32 PM john stiloski [redacted] wrote:

Those interested in possible service on Tarrytown's community advisory committee for review of police operations, and under the Governor's executive order, may be interested in this information from Josh Ringel as assistant village administrator.

"Pending any direction from the State Division of Criminal Justice Services and the State Division of the Budget, which are listed in Governor Cuomo's Executive Order, people listed in the EO 203 as stakeholders who should be members of the Committee are as follows:

- i. Membership and leadership of the local police force
- ii. Members of the community, with emphasis in areas with high numbers of police and community interactions;
- iii. Interested non-profit and faith-based community groups;
- iv. The local office of the district attorney;
- v. The local public defender;
- vi. And local elected officials

Any meetings we hold are planned to be open to the public (with public participation encouraged at the appropriate time(s)) and posted on the website [Tarrytowngov.com](http://Tarrytowngov.com).

Persons can email [administrator@tarrytowngov.com](mailto:administrator@tarrytowngov.com) an expression of interest to serve, but keep in mind the stakeholder groups set forth in the Executive order."

Josh suggested that interested applicants consider sending a note by Aug. 12. He thinks the committee might be in the range of 9 to 11 people.

On Tue, Jan 26, 2021 at 5:36 PM john stiloski wrote:

Thanks ,I will go with your given responses.

On Tue, Jan 26, 2021 at 3:55 PM john stiloski wrote:

Richard

Thanks for the update .Can I have answers to my requested questions? Nothing in my question request is not within the happenings above .Please respond to my questions as the integrity of many Persons on the Board in which we seek suggestions and guidance and recommendations regarding our Police dept.

On Tue, Jan 26, 2021 at 3:44 PM Richard Slingerland <[rslingerland@tarrytowngov.com](mailto:rslingerland@tarrytowngov.com)> wrote:

John:

Good afternoon.

Please keep in mind that tonight is not a time to comment about what may be happening around the Village, or how one individual or group feels about another individual or group. At this time, the Committee that was appointed by the Board last September has participated in the process to make recommendations to the Board of Trustees. The outcome is the draft police reform and reinvention report.

Tonight is for the people of Tarrytown to review and comment on the Police Reform Committee report, after which the Mayor and Board can review the public comments and suggestions and determine which ones they want to consider and adopt moving forward.

Sincerely,

Rich

Richard Slingerland

Village Administrator

Village of Tarrytown

One Depot Plaza

Tarrytown, New York 10591

914-631-1785

fax: 914-909-1208

e-mail: [rslingerland@tarrytowngov.com](mailto:rslingerland@tarrytowngov.com)

**From:** john stiloski

**Sent:** Tuesday, January 26, 2021 3:36 PM

**To:** Richard Slingerland <[rslingerland@tarrytowngov.com](mailto:rslingerland@tarrytowngov.com)>

**Cc:** Carol Booth <[CBooth@tarrytowngov.com](mailto:CBooth@tarrytowngov.com)>; John Barbelet <[jbarbelet@tarrytowngov.com](mailto:jbarbelet@tarrytowngov.com)>; Joshua Ringel <[Jringel@tarrytowngov.com](mailto:Jringel@tarrytowngov.com)>

**Subject:** Re: Police Reform

**[EXTERNAL]** This email is from outside the Village of Tarrytown - Please use caution when opening links and attachments!

Dear SIRS

I posed the questions in regards to my public comment tonight. I am asking questions to be correct in my comments, if not answering the same or curving around the question is the answer then so be it. I once again see no swastika emblem anywhere on the stickers that are spoken in public by a reform member at all. Why would the Village let a public comment go as a lie? Is it ok for all to think we have a problem? If there is such a swastika, prove me wrong. Maybe Not being truthful on a board is an issue especially when you are questioning others integrity

On Tue, Jan 26, 2021 at 1:08 PM john stiloski wrote:

Good morning.

DEAR SIR PLEASE ANSWER THE QUESTIONS POSED AS THIS RESPONSE IS SAD I WOULD LIKE TO BE CORRECT IN MY COMMENTS TONIGHT AND NOT MISCONSTRUED

1. With regard to the Police Reform Committee, the Board chose and appointed people who met the State's requirements under Executive Order #203, and residents who expressed interest in serving on the committee. (READ THE ORDER DID THE MEMBERS MEET THE REQUIREMENTS AS DETAILED, DID THEY HAVE POLICE INTERACTION OR INCARCERATED. HOW LONG LIVING IN TARRYTOWN ?
2. Yes. Stickers were posted referencing a group that is considered by the ADL and SPLC as a white supremacist, anti-semitic hate group, and one of their emblems/logos may resemble a swastika. (SEEN THE POST OF STICKERS ON SOCIAL MEDIA .THERE IS ABSOLUTELY NOTHING RESEMBLING A SWASTIKA. PLEASE EXPLAIN OR SHOW WHAT RESEMBLES A SWASTIKA ?
3. With regard to the traffic stop mentioned, the Chief looked into the matter which took place in the Village of

Sleepy Hollow and discussed it with the person who mentioned it. No further action is necessary at this time.(THE QUESTION WAS NOT ANSWERED PLEASE ANSWER QUESTIONS AS ASKED PLEASE.WAS THE STATED DESCRIPTION RELAYED TO THE VILLAGE AND THE REFORM BOARD CORRECT?DID THE VILLAGE WRITE A LETTER TO THIS REFORM MEMBER?

4. Everyone who wishes to speak tonight will be allowed up to three (3) minutes to speak. Written comments are also accepted and encouraged. WHY SEEING THAT THE AMOUNT OF TIME IS LESS THAN 90 MINUTES WOULD THE MEMBERS OF THE REFORM BOARD BE ABLE TO TAKE PUBLIC COMMENT TIMES WHEN THEY ALREADY HAD INPUT?

Very truly yours,

Rich

On Tue, Jan 26, 2021 at 12:08 PM Richard Slingerland <[rslingerland@tarrytowngov.com](mailto:rslingerland@tarrytowngov.com)> wrote:

Dear John:

Good morning.

1. With regard to the Police Reform Committee, the Board chose and appointed people who met the State's requirements under Executive Order #203, and residents who expressed interest in serving on the committee.
2. Yes. Stickers were posted referencing a group that is considered by the ADL and SPLC as a white supremacist, anti-semitic hate group, and one of their emblems/logos may resemble a swastika.
3. With regard to the traffic stop mentioned, the Chief looked into the matter which took place in the Village of Sleepy Hollow and discussed it with the person who mentioned it. No further action is necessary at this time.
4. Everyone who wishes to speak tonight will be allowed up to three (3) minutes to speak. Written comments are also accepted and encouraged.

Very truly yours,

Rich

Richard Slingerland  
Village Administrator  
Village of Tarrytown  
One Depot Plaza  
Tarrytown, New York 10591  
914-631-1785  
fax: 914-909-1208  
e-mail: [rslingerland@tarrytowngov.com](mailto:rslingerland@tarrytowngov.com)

-----Original Message-----

From: john

Sent: Tuesday, January 26, 2021 9:26 AM

To: administrator <[administrator@tarrytowngov.com](mailto:administrator@tarrytowngov.com)>; Richard Slingerland <[rslingerland@tarrytowngov.com](mailto:rslingerland@tarrytowngov.com)>; Carol Booth <[CBooth@tarrytowngov.com](mailto:CBooth@tarrytowngov.com)>;

Subject: Police Reform

[EXTERNAL] This email is from outside the Village of Tarrytown - Please use caution when opening links and attachments!

GoodMorning

Can yo please respond to questions regarding police reform for tonight

- 1) How were the Police Reform committee members choose ,Who Choose them and was there required guidelines on the chosen?
- 2) There was remarks regarding Swastika emblems in Town and the Police depts here where investigating.Was there such swastika emblems as the member of the Police Reform member stated?
- ?
- 3) There was a Police reform member who advised of a traffic stop with a Police agency in Tarrytown or Sleepy hollow .He described his encounter and experience.After looking into his claim was it as stated?And was a letter written to the member regarding same?
- 4) Will members from the Police reform committee be talking at tonight's meeting and next meeting.The reason is the committee members have spoken and the time should be for the public

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This email has been checked for viruses by Avast antivirus software.

<https://www.avast.com/antivirus>

## Richard Slingerland

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**From:** Jkv <jvolkell@tarrytowngov.com>  
**Sent:** Wednesday, January 27, 2021 10:55 AM  
**To:** Richard Slingerland  
**Cc:** Joshua Ringel; John Barbelet  
**Subject:** Re: [Tarrytown NY] Meeting police (Sent by Jackie Volkell, [mailto:jvolkell@tarrytowngov.com])

**[EXTERNAL]** This email is from outside the Village of Tarrytown - Please use caution when opening links and attachments!

Thank you for your prompt response.

I look forward to attending the February 9th meeting.

Thank you, Jackie

Jackie Volkell

On Jan 26, 2021, at 9:34 PM, Richard Slingerland <rslingerland@tarrytowngov.com> wrote:

Dear Ms. Volkell:

Good evening and thank you for your e-mail.

I agree that the time should be fairly for everyone – all who want to speak should be allowed to speak for the full 3 minutes. Furthermore, comments by anyone should not be directed at a person but on the report and what changes people would ask for or encourage. I also agree that the meeting ended on a negative note, but it did not have to. Anyone who still wants to speak will be allowed another opportunity at our next Police Reform and Reinvention Public Comment meeting on Tuesday, February 9<sup>th</sup>. The meeting will start at 7 p.m.

Here are the comments that I made earlier in the meeting about what the process and what the next steps are:

At this time, we have two scheduled public comment sessions – one tonight, and one on February 9<sup>th</sup> – after which the Board will consider the comments, decide which recommendations they plan to adopt, and then take any necessary actions at a public Board Meeting on either Tuesday, February 16<sup>th</sup>, or Monday March 1, 2021, so that any policies or programs that may need additional funding, like training or the body cameras, can be included in our tentative Village Budget that will be introduced on or before March 20<sup>th</sup>.

Please keep in mind that tonight is not a time to comment about what may be happening around the Village, or about any individuals or groups. Tonight is for everyone in attendance to review and comment on the Police Reform and Reinvention report, after which the Mayor and Board can review the public comments and suggestions and determine which ones they want to consider and adopt moving forward.

Have a good evening.

Rich Slingerland

Richard Slingerland  
Village Administrator  
Village of Tarrytown  
One Depot Plaza  
Tarrytown, New York 10591  
914-631-1785  
fax: 914-909-1208  
e-mail: [rslingerland@tarrytowngov.com](mailto:rslingerland@tarrytowngov.com)

**From:** Contact form at Tarrytown NY <[cmsmailer@civicplus.com](mailto:cmsmailer@civicplus.com)>  
**Sent:** Tuesday, January 26, 2021 9:09 PM  
**To:** Richard Slingerland <[rslingerland@tarrytowngov.com](mailto:rslingerland@tarrytowngov.com)>  
**Subject:** [Tarrytown NY] Meeting police (Sent by Jackie Volkell)

**[EXTERNAL]** This email is from outside the Village of Tarrytown - Please use caution when opening links and attachments!

Hello rsingerland,

Jackie Volkell has sent you a message via your contact form (<https://www.tarrytowngov.com/users/rsingerland/contact>) at Tarrytown NY.

If you don't want to receive such e-mails, you can change your settings at <https://www.tarrytowngov.com/user/216/edit>.

Message:

Hi Rich Slingerland;

As a resident, who asked a question tonight or attempted to.....i strongly suggest that the timer is used fairly for everyone.

Obviously, I was not a participant on these committee's. But, I was on a public zoom meeting in June, filled out survey so subsequently wanted to see the results.

I'm pleased there will be another meeting because this meeting, to me ended unpleasantly and with a lack of clarity about next steps in this process.

Thank you,  
Jackie Volkell



Main Street  
Tarrytown

## Richard Slingerland

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**From:** Karen Garibaldi  
**Sent:** Tuesday, January 26, 2021 5:10 PM  
**To:** administrator  
**Subject:** Tuesday January 26th

**[EXTERNAL]** This email is from outside the Village of Tarrytown - Please use caution when opening links and attachments!

To The Tarrytown Board of Trustees,

I am going to make this short, sweet and simple.

For as long as my family has lived in Tarrytown - 65 years -

this town has been nothing more than a quaint, caring, kind, small, quiet and friendly. Nothing more was wanted and nothing more was needed.

Everyone knew one another, greeted one another and looked after one another. This was Tarrytown. Whomever is trying to make it more so, needs to stop. This is generations of families that live here. We stay because we love it for what it is. Mom and Pop stores. It has always been a diverse community. One that respects one another. One that learns from one another. I was a teacher in this district for forty years and proud of it.

Proud of the education given to our children and pleased with the community participation and support. Our police force was and is the finest. ( Many of them, passed through my kindergarten classroom.

And they Did Learn it All in Kindergarten. All the important things.)

They took/take their duties personally and professionally. I doubt that there was much to do, outside the norm, in a peaceful town such as this.

My family has always felt safe here. The police are viable and visible.

They are congenial and courteous. And I am thankful that they take their job seriously and are out there protecting each and every one of us.

I suspect that if they catch someone in the wrong, the someone is in the wrong. If you are speeding, you are speeding. If you are caught stealing, then you are stealing. Drunk is drunk and Drugged is drugged. And dealing has come with a consequence that sends a loud and clear message that that won't be tolerated here. Hate, harassment and prejudice is not something that I see here. I do hope that our village administrators and our police department are sending an enforceable message to outsiders, who think that they are going to bring those things here, that they are not. They are not welcome if they are encouraging and inciting. They are not welcome if they are looking for a place to start something divisive. They are not welcome if their intent is to bring the woes of other places in the country, here. This is a town, a village. This is not a city. We have never looked or acted like a city. And most of us don't want to. We don't need to.

We have what we need. Good people, trying to do their best and make the best of it, in the worst of times. It is all about your neighbors.

And it's a beautiful day in the neighborhood, any neighborhood in Tarrytown. We have each other's backs. The police have our backs, too.

Sincerely,

Karen Garibaldi (and John)

3 Hudson Place

PS I tried to keep it short, sweet and simple.

## Richard Slingerland

---

**From:** Calvin Chin  
**Sent:** Thursday, January 21, 2021 7:06 PM  
**To:** administrator  
**Subject:** Tarrytown Police Hearings

[EXTERNAL] This email is from outside the Village of Tarrytown - Please use caution when opening links and attachments!

I'd like to submit a suggestion and comment for the hearing on 1/26

### BUILD RAPPORT AND RESPECT

When I went to elementary school in NYC decades ago, police officers and firefighters used to come to classes and introduce themselves and discuss their roles and do Q&A with the students. This helped us see them as people who were there to protect and serve. Somewhere along the line, school officials deemed police officers (and holstered guns) as a threat or too foreboding for kids to deal with and as a result, if kids or people interact closely with police, it usually is in a stressful situation (i.e, ticket or infraction).

### ELECTED OFFICIALS MUST SUPPORT THE OVERWHELMING MAJORITY OF GOOD OFFICERS

Secondly, we should remind people (and the media) to not demonize the police. In all the cases that triggered protests and riots during the last 12 years (8 under Obama who did not enact any reforms), they all occurred when the police were called by citizens or just doing their jobs. No one knows the stress that police officers undergo. In most jobs, if someone makes a mistake, no one dies. Some empathy should be given to the police who are here to protect the public. It is the responsibility of the elected officials to support the police against criminal acts and criminals and to dispel the myths that police are hunting minorities or doing mischief.

Sincerely,

Calvin Chin

*"Raise a Hallelujah...sing a little louder"*

## Richard Slingerland

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**From:** Joshua Ringel  
**Sent:** Monday, January 11, 2021 9:34 AM  
**To:** Richard Slingerland  
**Subject:** FW: Tarrytown pd

FYI I forwarded it to chief as well

**From:** Nick  
**Sent:** Friday, January 8, 2021 10:39 PM  
**To:** administrator <administrator@tarrytowngov.com>  
**Subject:** Tarrytown pd

**[EXTERNAL]** This email is from outside the Village of Tarrytown - Please use caution when opening links and attachments!

Hello,

I am writing in response to facebook post regarding Tarrytown police reform. I have had professional interaction with a range of departments across westchester county I can say the Tarrytown police are unparalleled in their professionalism. I understand the state has implemented a system where each municipality is obligated to work with the public to implement some reform.

I just hope this is not being used as an opportunity to punish officers in a profession during a tumultuous time. Chief Barbalet leads a highly professional organization as did Chief Brown before him. I believe that the Tarrytown police department is already at the forefront of any type of police reform and the community can work with them so that everyone can feel safe.

-Nick