

# Village of Tarrytown



Police Reform and Reinvention

Collaborative Plan and Recommendations

# Final

Adopted March 1, 2021

Tarrytown Police Reform and Reinvention  
Collaborative Plan and Recommendations

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Part 1.:

Membership of the Village of Tarrytown Ad Hoc Committee for Police Reform and Reinvention:

Steering Committee:

- Local elected officials – Trustees Karen Brown, Paul Rinaldi and Doug Zollo, Committee Chairman
- Leadership of the Local Police Department Police Chief John Barbelet
- PBA Union Rep – Dennis Smith, PBA President
- Local non-profit and faith-based community groups
  - Reverend Judith Williams, Shiloh Baptist Church
  - Reverend Andre Upson, Foster AME Zion Church
- Local office of the DA – Deputy DA Paul Noto and DA’s Office representative Adeel Mirza
- NAACP Representative from the Town of Greenburgh Janice Griffith

Stakeholder’s Committee:

- Diane Torstrup, Martling Avenue
- Sara Levine – Half Moon Lane
- Katie Scully – Hillside Place
- Robert Cannata – Benedict Avenue
- Loretta London – Wilson Park Drive
- Allie Meizlish – Tarryhill Road
- Sitara Herur-Halbert – Leroy Avenue
- Brian Balthazard – Crest Neighborhood
- Robin Warner – Mechanics Avenue
- Robert Wingate – North Broadway
- Kisha Bush – Hamilton Place
- Lissette Mendez-Boyer – Grove Street
- Ed Montolio, Lake Terrace
- Frank Giampiccolo, Hamilton Place
- Frank Morabito, Church Street
- Erik Marvin, Halfmoon Lane
- Cruz Camacho, White Plains Road
- Joseph Cesarano, Main Street

Village Staff members as ex-officio members

- Village Administrator Richard Slingerland
- Assistant Village Administrator Joshua Ringel

Meeting Facilitators from PACE University

- Jessica A. Bacher, Executive Director, Land Use Law Center
- Tiffany Zezula, Deputy Director Land Use Law Center

Part 2. Executive Summary:

With the establishment of the Ad Hoc Police Reform and Reinvention Committee, including a total of approximately 30 people, the Village went through a process to inform the Committee about the strategies, policies, procedures and practices utilized by the Tarrytown Police Department. Six meetings were held by the full Committee, through October, November and December, and a survey was prepared and sent out Village-wide, which resulted in responses by approximately 1013 persons, 762 of which were from Tarrytown, and 251 of which were from the Village of Sleepy Hollow or other places. The south portion of Tarrytown, for all addresses south of White Plains Road/Route 119, is included in the Irvington School District.

The Board of Trustees selected Trustee Douglas Zollo to serve as the Chairman of this Committee, with Trustees Karen Brown and Paul Rinaldi also appointed to serve on the Committee.

Documents that were included as attachments that were shared with the group at the outset were Governor Cuomo's Executive Order, the Village of Tarrytown's preliminary report on our Police Department, dated June 24, 2020, a list of all members of the Committee and an electronic version of the guidance document issued by the State of New York on this process, entitled the "New York State Police Reform and Reinvention Collaborative – Resources and Guide for Public Officials and Citizens".

Due to the restrictions on gatherings that apply due to the COVID-19 pandemic, the meetings all took place via Zoom. We seek to remain on schedule so that we can achieve the goals set forth in Governor Cuomo's Executive Order that established the Police Reform and Reinvention process. These include releasing the public draft of this report in January, have a public meeting and/or hearing or two on it in January and February, and grant the Mayor and Trustees the chance to review and enact a set of recommendations that are appropriate for a Village the size of Tarrytown, with a population of 11,277 based on the 2010 U.S. Census, by the end of February, beginning of March, 2021, so that these recommendations can be included in concept in the tentative budget that the Village will release in March of 2021. One action that has already been approved by the Board of Trustees is the purchase and implementation of body-worn cameras for the total police force (34 units plus 2 spares), which has incurred a significant annual expense that has the full support of the Board of Trustees. It should also be noted that the Department is well into the process of coordinating with the UFSD of the Tarrytowns, the Sleepy Hollow Police Department, WestCOP and Robert Martin LLC, to create a Youth Police Council titled at this time as Bridge Builders to open channels of communication and enhance the relationship between the community youth and the local police departments.

The preliminary recommendations that were discussed by the Committee during the time it was convened are as follows:

1. Review and maintain training to remain current with the times and the needs of our community

2. Pursue and finish up the accreditation process
3. Complete installation and implementation of body-worn cameras by Police Officers
4. Expand outreach from current “passive” level at retail/restaurant establishments to “active” meetings with HOAs or tenant associations, the Chamber of Commerce, and other groups
5. Actively reach out to young people in the community to encourage their participation in youth education efforts and encourage them to pursue law enforcement careers. Note: The Tarrytown PD is currently partnering with the Sleepy Hollow PD, the UFSD of the Tarrytowns, and WestCOP, as well as the Robert Martin organization, to create a youth interaction group entitled Bridge Builders to engender better relationships between youth and the local police.
6. Request County and State action to create/restore funding for mental health support in substance abuse, domestic violence, identified persons with histories of mental health issues. This is focused on addressing and filling the void created by the abolishment of the mental health-focused Mobile Crisis Team that formerly operated out of the Westchester Medical Center.
7. Review and examine the department’s DARE program, with the focus on its effectiveness and consideration of any possible alternative uses to address underage drinking and illegal drug use by youth in the community
8. Review departmental policies and methods of subduing violent offenders to ensure the safest non-lethal means and methods are being utilized locally. (Note: This is also part of the accreditation process.)
9. Advocate for changes in civil service processing / requirements, related to the hiring and discipline of persons as police officers. Encourage changes to civil service as follows:
  - a. Increase educational requirements for the initial hiring of officers (w/grandfathering in of currently employed police officers)
  - b. Allow municipalities to have the ability to switch between local, county and Spanish-speaking lists
  - c. Make it easier to remove or suspend an officer for willful misconduct (require a change in State law)
10. Advocate at the NYS level to de-criminalize minor Vehicle and Traffic Law (VTL 511) violations. Note: This is a recommendation from the representative of the District Attorney’s Office.
11. Issue an annual or biannual (meaning every two years) survey to the community seeking input and feedback on the Police Department.
12. Stakeholder Committee Recommendation - Create a long-term Police Advisory committee
13. Stakeholder Committee Recommendation - Create a separate Citizen’s Police Review Board
14. Build a Dashboard presenting such statistics as arrests and ethnicity associated with those arrests, for Tarrytown to review and post for public view at least on an annual basis.

Members of the Committee sent a communication to all members of the Committee on Friday, December 18, 2020, asking that focus be emphasized on the following five recommendations:

- 1) The establishment of a dedicated citizens’ advisory or review board (CCRB) within the village to provide independent civilian oversight

- 2) New de-escalation, anti-bias and antiracist training and continuing education for all police personnel - on an annual or biannual basis
- 3) New programs initiated that would be dedicated to enhancing and maintaining officer wellness (including mental and behavioral health services)
- 4) The appointment of a professional Community Responder who could respond to mental or behavioral health and other calls
- 5) The establishment (or extension) of a policing committee for ongoing discussions and listening sessions with the community

**Board Findings:**

It is important to note that this report is ultimately intended to be adopted by the Board of Trustees in order for it to be sent to the State of New York by the April 1, 2021 submission deadline, to comply with Governor Cuomo's Executive Order #203 of 2020.

The Board of Trustees met jointly with members of the Police Reform and Reinvention Committee on Wednesday, February 17, 2021, and went through the recommendations noted above, which were reformatted into one lettered list of recommendations, from A. to P. Since the Board of Trustees has considered and discussed these recommendations one by one, the Board is in favor of and plans to support recommendations as set forth, and plans to adopt them by resolution at the Regularly Scheduled Board of Trustees Meeting of March 1, 2021, so that any funding considerations may be included in the Tentative Village Budget that will be released on or before March 20, 2021, in compliance with New York State law.

Tarrytown Police Reform and Reinvention Collaborative Plan and Recommendations

Item	Status and/or Current Actions	Plan and Policy Considerations	Board Action
<p>A. Review and maintain training to remain current with the times and the needs of our community.</p>	<p>The Department has already completed or nearly completed training the entire Department in the following topics:</p> <ul style="list-style-type: none"> <li>• Implicit Bias</li> <li>• Anti-Bias in Policing</li> <li>• De-Escalation</li> <li>• Duty to Intervene</li> <li>• Proper use of Body Worn Cameras</li> <li>• Procedural Justice.</li> </ul> <p>This is in addition to numerous other standard training topics that are both required and essential to law enforcement, such as first aid, firearms, law review and a list of others.</p>	<p>To continue to train and evaluate these topics on an annual basis in addition to past topics. Having a Lieutenant trained as trainer in Procedural Justice allowing for the Department to address changing trends in this area of policing. Combination of both internal and external training. The Village and Police Department will also explore anti-racist training programs.</p>	<p>Agreed.</p>
<p>B. New de-escalation, anti-bias and antiracist training and continuing education for all police personnel - on at least an annual basis</p>	<p>See Item A above.</p>	<p>Board and/or Staff to work together to implement the training, on at least an annual basis. Need to review policies to confirm that the training is reinforced through the policies. Annual training plan. The Police Department will also explore anti-racist training programs.</p>	<p>Agreed.</p>
<p>C. Pursue and finish up the Tarrytown Police Department accreditation process.</p>	<p>The Village of Tarrytown Police Department applied to NYS to begin the accreditation process approximately 18 months ago, participated in training related to managing the program, and has attempted to adhere to all current NYS accreditation guidelines when creating new General Orders</p>	<p>Assign the Staff Services Lieutenant as our designated NYS Accreditation Manager to allow us to achieve this goal and stay in compliance for years to come with the standards as they are updated and established by NY State.</p>	<p>Agreed.</p>
<p>D. Complete installation and implementation of body-worn cameras by Police Officers</p>	<p>The Village purchased Axon 3 Body Cameras for every member of the Department. As of this date we have trained and deployed a camera for use by every officer in the Department.</p>	<p>To maintain the program, continue training and to post the policy of the Department regarding body worn cameras on the Village website. The Village will continue to support this.</p>	<p>Agreed.</p>

Tarrytown Police Reform and Reinvention Collaborative Plan and Recommendations

Item	Status and/or Current Actions	Plan and Policy Considerations	Board Action
<p>E. Expand outreach from current “passive” level at retail/restaurant establishments to “active” meetings with HOAs or tenant associations, the Chamber of Commerce, and other groups</p>	<p>Currently there are no specific or re occurring procedures to accomplish this. However, the Department and the Village will work together to explore alternatives on how this might be achievable, and will be flexible and open to consider new approaches.</p>	<p>The Department is open to new forms of community outreach. Officers have been encouraged to enhance their involvement with the community during routine activities. The Department will investigate the feasibility (monetary, manpower) on instituting such policies as foot patrol and assigning on duty officers to attend community meetings. Chief will also reach out to existing HOAs and neighborhood associations.</p>	<p>Agreed.</p>
<p>F. Actively reach out to young people in the community to encourage their participation in youth education efforts and encourage them to pursue law enforcement careers. A key goal is to get more women and minorities to pursue a career in law enforcement.</p>	<p>The Tarrytown PD is currently partnering with the Sleepy Hollow PD, the UFSD of the Tarrytowns, Elmsford, and WestCOP, as well as the Robert Martin organization, to create a youth interaction group entitled Bridge Builders to engender better relationships between youth and the local police. The Department has scheduled additional meetings for this over the next month.</p>	<p>To continue to expand on this program so it becomes an ongoing approach. To work with the schools, post COVID and allow different officers to attend meetings with the involved youth. The Department will continue to explore and listen to ideas outside of the box that will allow us to accomplish this goal. One such example is our event, “Books and Badges” allowing young people to have a positive interaction with law enforcement.</p>	<p>Agreed.</p>
<p>G. Either appoint an in-house staff person or request County and State action to create/restore funding for mental health support in substance abuse, domestic violence, identified persons with histories of mental health issues. (The recommendation is to focus on working to establish this support through the Town.)</p>	<p>This is focused on addressing and filling the void created by the abolishment of the mental health-focused Mobile Crisis Team that formerly operated out of the Westchester Medical Center. Currently the Village does not employ a community first responder who responds in real time to assist officers on calls related to mental or behavioral issues. While our officers do deal with these calls they are not as frequent compared to Departments and municipalities of a larger size.</p>	<p>Work with Town, County and State government to find an economically feasible way of incorporating mental health professionals into calls for service where their expertise will be utilized to assist law enforcement. Specific suggestions 1. Restore the County’s mobile crisis mental health response team through County Government or 2. Partner with the Town of Greenburgh and its incorporated Villages to explore the possibility of a “fly car” system with a qualified professional in the Town to assist those in need of mental health support services.</p>	<p>Agreed.</p>



Tarrytown Police Reform and Reinvention Collaborative Plan and Recommendations

Item	Status and/or Current Actions	Plan and Policy Considerations	Board Action
<p>H. Review and examine the department’s DARE program, with the focus on its effectiveness and consideration of any possible alternative uses to address underage drinking and illegal drug use by youth in the community.</p>	<p>Currently we have (2) certified DARE officers who are also certified School Resource officers. Pre-COVID they were teaching DARE one day a week at Washington Irving School. One of the officers is bi-lingual and taught to a group in Spanish. Research on the effectiveness of the DARE program is argued in both support of its success as well as the notion the program’s outcomes do not meet its goals.</p>	<p>The Village is open to coordinate with the school district on continuing the program, researching an alternative or removing these officers totally from the schools. We are there because we support officers interacting with students in a non-confrontational setting and the District asked us to continue the program. We can meet with students, parents and the District over the months and years ahead.</p>	<p>Agreed.</p>
<p>I. Review departmental policies and methods of subduing violent offenders to ensure the safest non-lethal means and methods are being utilized locally. (Note: This is also part of the accreditation process.)</p>	<p>Our current policies are in accordance with accepted use of force criteria spelled out for an accredited agency. Tarrytown has banned chokeholds since 2001 in this Department. We also operate within a defined force continuum emphasizing the tactic of using the minimal amount of force necessary. We also have a use of force policy that requires documentation of all use of force, including the gender/gender identification and ethnicity of the person the force was used on.</p>	<p>In the future we plan to stay up to NYS DCJS accreditation standards in this area and review all use of force forms for any irregularities or patterns. We can also post this general order and other similar orders related to our force continuum on our departmental website/public information portal. Institute yearly internal review of any uses of force from the prior year with the Village Administrator’s office.</p>	<p>Agreed.</p>

Tarrytown Police Reform and Reinvention Collaborative Plan and Recommendations

Item	Status and/or Current Actions	Plan and Policy Considerations	Board Action
<p>J. Advocate for changes in the Civil Service process, related to the hiring and discipline of persons as police officers. Encourage changes to civil service to expand educational requirements for new hires, allow flexibility in the use of lists to promote diversity, make it easier to discipline or remove an officer for willful misconduct, and amend the “rule of three” to allow more candidates to be considered.</p>	<p>The village operates under and follows the current Civil Service rules and regulations. The Police Chief and the Administrator will advocate through the appropriate channels to amend the rules for these stated purposes.</p> <ul style="list-style-type: none"> <li>• Encourage increased education for the initial hiring of officers</li> <li>• Allow municipalities to have the ability to switch between local, county and Spanish-speaking lists</li> <li>• Make it easier to remove or suspend an officer for willful misconduct (requires a change in State law)</li> <li>• Increase “rule of three” – allow for additional candidates to be considered</li> </ul>	<p>Police agencies and municipalities across Westchester County who operate under the jurisdiction of the Westchester County Civil Service should elevate these concerns for consideration by our County and State officials. (Note: The issues mentioned are already included under the County police reform report.) The intent is to allow flexibility in the process with the goal of increasing diversity in hiring and employment of police officers, such as encouraging the hiring of women and minorities.</p>	<p>Agreed.</p>
<p>K. Advocate at the NYS level to decriminalize minor Vehicle and Traffic Law (VTL 511) violations. Note: This is a recommendation from the representative of the District Attorney’s Office.</p>	<p>The Department must adhere to all NYS laws and their current guidelines. One action taken by this Department was NOT to process those accused of Aggravated Unlicensed Operation 3<sup>rd</sup> Degree (NYS VTL 511) and Suspended Registration (NYS VTL 512) by transporting the accused to police headquarters. Barring any exigent circumstances the accused is now issued all summonses on the street with a return date to answer the charges in criminal court.</p>	<p>This issue can only be changed or modified on the State level. The Village officials and police department officials will coordinate with other governments to advocate for this change with our state officials, including through the New York Conference Of Mayors (NYCOM).</p>	<p>Agreed.</p>

Tarrytown Police Reform and Reinvention Collaborative Plan and Recommendations

Item	Status and/or Current Actions	Plan and Policy Considerations	Board Action
L. Issue an annual survey to the community seeking input and feedback on the Police Department and if possible other Village departments	The Village conducted our first community survey about the Police Department as a part of the police reform and reinvention process and received over 1,000 responses.	The concept of performing regular surveys holds value in obtaining information from the community. This is a venture that warrants further discussion, survey refinement and goal setting. Perhaps future surveys might include other Village departments.	Agreed.
M. Create a long-term Police Advisory Committee, or a Policing Committee for ongoing discussions and listening sessions with the community.	Currently there is not a Police Advisory Committee in the Village of Tarrytown.	The establishment of a police advisory committee or group is one the Village is discussing. A thought would be to create an advisory committee that would assist residents in different areas of concern not just focused on the police department. A group of appointed citizens could help those in need navigate housing issues, educational concerns or law enforcement concerns, among other concerns.	Agreed, in some form. Requires additional work.
N. Create a separate Citizens' Police Review Board, or C.C.R.B.	Currently there is not a Citizen's Police Review Board in the Village of Tarrytown. Under the Unconsolidated Laws of the State of New York, the Westchester Police Act Chapter 5711q designates the duly elected Board of Trustees is the board of police commissioners. The Village Police Department's Command Staff (Chief and Lieutenants) handle minor disciplinary incidents both administrative and those reported by citizens. If an incident were to require the filing of formal charges or go beyond the scope of the Department as spelled out in the Rules and Regulations, the matter would be put forth for consideration before the Board of Trustees. Any incident that has the possibility of being criminal in nature is referred to the Westchester County District Attorney's Office of Public Integrity.	The establishment of a dedicated citizens' advisory or review board (CCRB) within the village to provide independent civilian oversight, would transfer authority currently held by the elected officials – the Mayor and Board of Trustees, to an independent group of citizens.	The Board of Trustees does not agree with this item.

Tarrytown Police Reform and Reinvention Collaborative Plan and Recommendations

Item	Status and/or Current Actions	Plan and Policy Considerations	Board Action
<p>O. Build a Dashboard presenting such statistics as arrests and ethnicity associated with those arrests, for Tarrytown to review and post for public view at least on an annual basis.</p>	<p>As part of the reform and reinvention process the Department posted statistics pertaining to arrests, gender, ethnicity, race and age on its Village webpage. It has been requested that the Village continue to post statistics about the activities of the department.</p>	<p>The Department will continue to update these statistics on an annual basis and post them for public view on its webpage. We will add additional information to this page, for example use of force policy, body camera policy, how to submit a compliment/complaint, etc.</p>	<p>Agreed.</p>
<p>P. Initiate new programs to enhance and maintain officer wellness (including mental and behavioral health services). Request assistance from NY State.</p>	<p>Currently the Department participates in a plan known as EAP, which stands for Employee Assistance Program. This is a County run program that offers assistance to officers based on a variety of issues including but not limited to mental health.</p>	<p>The Department has begun to searching for new initiatives to address these issues. One such program we will be starting soon deals with “First Responder Wellness and Suicide Awareness”. We have also begun to a discussion with NYS Office of Mental Health for an in service program to work with individuals in distress and increase officer wellness.</p>	<p>Agreed.</p>

### Part 3. Introduction and background of Policing

Law enforcement, often assigned to the military, originally existed in places like ancient Rome, ancient Greece, the Persian Empire, and many other ancient cultures dating back thousands of years. Although there are varying views of when sheriffs and formal municipal police services and departments were first established in the United States, it is accepted that law enforcement forces have existed in the United States for over one hundred years.

In turn, over the years, in the United States and across the world, there has been a history of civilians being killed by the police during incidents involving the police. During recent times, such killings have elevated concerns over the killing by the police of civilians who are Black, Indigenous and People of Color (BIPOC), due to the apparent higher percentage of BIPOC persons affected.

Nationally, during the heightened tensions experienced due to the national and global COVID-19 pandemic, the killing of BIPOC persons in the USA, including the killing of George Floyd in Minneapolis, Minnesota on May 25, 2020, by a police officer who knelt on his neck for nearly 9 minutes, sparked a national and international wave of demonstrations and calls for changes in the way governments provide policing services.

Tarrytown's Police Department does not have any history of incidents of such violent extremes that include a killing by police officer, or police brutality. However, subsequent to the death of George Floyd in Minneapolis, Tarrytown's community began having discussions and public gatherings with candlelight vigils, marches and other demonstrations taking place starting in late May to early June, 2020 and beyond.

In New York State, on June 12, 2020, Governor Andrew Cuomo signed Executive Order 203 into effect that mandates that all municipal governments go through a process entitled the New York State Police Reform and Reinvention Collaborative (effort). On June 15, 2020, then-Mayor Drew Fixell made a statement on behalf of the Board of Trustees noting their support of the Black Lives Matter movement in its pursuit of equality for people of color, and also noted their support for our professional Police Department, which is made up of diverse men and women.

### Part 4. Governor Cuomo's Executive Order 203 enacted on June 12, 2020

On June 12, 2020, Governor Cuomo signed Executive Order 203 into law, which is attached to this report as Appendix 1, which included the Say Their Name Agenda. The Executive Order requires review with the goal of reforming aspects of policing in New York State, and applies here to the Village of Tarrytown. People who were killed and who are referenced in the Executive Order are:

From New York State:  
Anthony Baez, Bronx, NY  
Amadou Diallo, Bronx, NY  
Ousmane Zongo, Manhattan, NY

Sean Bell, Queens, NY  
Ramarley Graham, Bronx, NY  
Patrick Dorismond, New York City, NY  
Akai Gurley, Brooklyn, NY  
and Eric Garner, Staten Island, NY  
(amongst others)

In other states:

Oscar Grant, Oakland, CA  
Trayvon Martin, Sanford, FL (by a private citizen)  
Michael Brown, St. Louis, MO  
Tamir Rice, Cleveland, OH  
Laquan McDonald, Chicago, IL  
Walter Scott, North Charleston, SC  
Freddie Gray, Baltimore, MD  
Philando Castile, St. Paul, MN  
Antwon Rose Jr., Pittsburgh, PA  
Ahmaud Arbery, Glynn County, GA (by private citizens)  
Breonna Taylor, Louisville, KY  
and George Floyd, Minneapolis, MN  
(amongst others)

The directives in the Executive Order are as follows:

Each local government entity which has a police agency operating with police officers as defined under 1.20 of the criminal procedure law must perform a comprehensive review of current police force deployments, strategies, policies, procedures, and practices, and develop a plan to improve such deployments, strategies, policies, procedures, and practices, for the purposes of addressing the particular needs of the communities served by such police agency and promote community engagement to foster trust, fairness, and legitimacy, and to address any racial bias and disproportionate policing of communities of color.

Each chief executive of such local government shall convene the head of the local police agency, and stakeholders in the community to develop such plan, which shall consider evidence-based policing strategies, including but not limited to,

- use of force policies
- procedural justice;
- any studies addressing systemic racial bias or racial justice in policing;
- implicit bias awareness training;
- de-escalation training and practices;
- law enforcement assisted diversion programs;
- restorative justice practices;

- community-based outreach and conflict resolution;
- problem-oriented policing;
- hot spots policing;
- focused deterrence;
- crime prevention through environmental design;
- violence prevention and reduction interventions;
- model policies and guidelines promulgated by the New York State Municipal Police Training Council; and
- standards promulgated by the New York State Law Enforcement Accreditation Program.

The political subdivision, in coordination with its police agency, must consult with stakeholders, including but not limited to:

- membership and leadership of the local police force;
- members of the community, with emphasis in areas with high numbers of police and community interactions;
- interested non-profit and faith-based community groups;
- the local office of the district attorney;
- the local public defender;
- and local elected officials,

and create a plan to adopt and implement the recommendations resulting from its review and consultation, including any modifications, modernizations and innovations to its policing deployments, strategies, policies, procedures, and practices, tailored to the specific needs of the community and general promotion of improved police agency and community relationships based on trust, fairness, accountability, and transparency, and which seek to reduce any racial disparities in policing.

Such plan shall be offered for public comment to all citizens in the locality, and after consideration of such comments, shall be presented to the local legislative body in such political subdivision, which shall ratify or adopt such plan by local law or resolution, as appropriate, no later than April 1, 2021;

#### Part 5. Adoption of Tarrytown's resolutions:

Tarrytown adopted its first resolution regarding police reform on Monday, June 15, 2020, which included a statement by former Mayor Drew Fixell, and a resolution to schedule a public meeting and community forum on June 24, 2020, to discuss police reform. An excerpt of the minutes of June 15, 2020 that includes this statement and the Board resolution is attached as Appendix 2.

The Village held the public forum on June 24, 2020, during which the Village Police chief and Village Administrator made a presentation, after which the public was invited to make

comments and give input to the Board. A copy of the report presented that evening is attached as Appendix 3. This report provided a baseline set of information for the Village to use to evaluate our Police Department, and make recommendations for updates, changes and amendments to various aspects of operations of and training performed by the Police Department. On Tuesday, September 8, 2020, the Board of Trustees adopted the resolution establishing the Village of Tarrytown Ad Hoc Committee for Police Reform and Reinvention, and on September 21, 2020, the Board adopted a resolution to appoint two additional members to the Stakeholders Committee, and adopted the schedule of meetings, with a later date added on November 30, 2020 for additional review and more in-depth discussion with the Committee. These resolutions are attached as Appendix 4. Another meeting was held on Monday, January 4, 2021, to review the details and results of the community survey with the Committee.

Part 6. Discussion of the current police force, including the initial review of the Tarrytown Police Department, dated June, 2020

As noted in Appendix 2, the June 24, 2020 evaluation and analysis of the Tarrytown Police Department, the Village of Tarrytown is a diverse community. In turn, the demographic representation among the employees of the Tarrytown Police Department is fairly close to the demographic breakdown of the Tarrytown community, as noted in the tables below.

According to the US Census 2019 estimates, population statistics on Tarrytown are as follows:

White alone, percent	76.9%
Black or African American alone, percent	5.3%
American Indian or Alaska Native alone, percent	0.0%
Asian alone, percent	6.0%
Native Hawaiian or Other Pacific Islander, alone, percent	0.0%
Two or More Races, percent	2.5%
Hispanic or Latino, percent	27.4%
White alone, not Hispanic or Latino, Percent	61.2%

(Source: US Census, <https://www.census.gov/quickfacts/tarrytownvillagenewyork>)

The current uniformed Police Officer makeup of officers in the Department is as follows:

Of the 34 officers, 31 are men, 3 are women.
24 or 70.6% are white
10 or 29.4% are minorities 3 are Black 6 are Hispanic or Latino 1 is a Pacific Islander

Within the Department, the report notes an average annual call load (in non-COVID times) of over 12,000 calls per year. This does not contemplate the additional work required by criminal investigations, or emergency events and storms like Tropical Storm Isaias of August 4, 2020, or Winter Storm Gail of December 16-17, 2020.



Specific accomplishments are noted in the June 24, 2020 report, including the following excerpts:

- The Department's recruitment efforts have focused on increasing diversity in order to create a multi-cultural workplace that mirrors the community it serves
- The Department has banned chokeholds since 2001
- The Department officers train annually a total of approximately 3,550 hours per year
- Recently the entire Department completed training in Implicit Bias and the entire department completed a course directed at de-escalation. The Department at the time of this writing has started another training course on anti-bias in police work.
- Procedural Justice – The Department has recently completed introductory training on procedural justice which incorporates the mindset that consideration must be given to how a police department treats the community it serves, and does not focus on the issuance of a ticket, or violation, or making an arrest, but reviews how its officers arrived at that conclusion. They have further invested in training an employee who will then be certified as a trainer to teach the Tarrytown Officers on a regular basis.

It was noted that in response to the enactment of judicial reforms by the State of New York that require faster production of case information and evidence, the Village of Tarrytown had increased the total number of police officers by one (1) officer in 2019.

Key recommendations that were considered during the early phases of the process focused on improving transparency in the Tarrytown Police Department. To that end, the Board of Trustees asked the Police Chief and Village Administrator to look into vendors for the body-worn police cameras and related equipment and video storage. The Board adopted a resolution to award a contract for the purchase of these on September 8, 2020.

#### Part 7. Review of current police force procedures and practices

During the Committee Meetings of October 19, 2020, November 2, 2020 and November 16, 2020, the Police Chief and Lieutenants briefed the Committee members on matters involving:

- Arrests, with details on arrests by ethnicity
- Arrests, with detail of arrests by category
- Budget expenditures for the Police for Fiscal Year 2019-2020
- Command Discipline
- Crisis Intervention
- Duty to Intervene
- Evaluation form
- Outline of Basic courses in the police academy

- Personnel complaint
- Use of Force Form

Further, the Police Chief and Lieutenants prepared and made a Powerpoint presentation on November 2, 2020, which is attached and made a part of this report as Appendix 5 to provide more of an in-depth review of the Department's training and education of the officers within the department.

All of the information presented and reviewed during these meetings are attached as appendices to this report.

With specific regard to use of force procedures, the TPD participates in regular training regarding de-escalation, the proper use of force, the prevention of the excessive use of force, and maintains a policy that all officers have a duty to intervene in situations in which other officers use excessive or inappropriate levels of force to subdue an alleged perpetrator, or who are in violation of any standing order or law.

#### Part 8. Review of community wide survey

The Village of Tarrytown Ad Hoc Committee for Police Reform and Reinvention established a sub-committee to work on a community survey on police that included Assistant Administrator Josh Ringel, Police Chief John Barbelet, Trustee Paul Rinaldi and fellow Committee members Loretta London, Sara Levine, Joseph Cesarano, Kisha Bush, and Police Lieutenants Greg Budnar and Chris Cole. The sub-committee researched other locations and municipalities that had conducted police department surveys throughout the tri-state area and other locations nationally, and crafted a 35-question survey about the Tarrytown Police Department. This covered issues ranging from community engagement, trust in the Tarrytown Police, specific instances in which police had direct interaction with the Police Department and other related.

The Village received 1,013 responses, including approximately 762 responses from residents or business owners in Tarrytown, and approximately 251 responses from non-Tarrytown addresses, about half of which were through contacts based on distribution through the Union Free School District of the Tarrytowns, and the other half of which were through publicly available contacts regarding the survey.

A summary of the results of the survey for people based out of Tarrytown only is attached as Appendix 6 to this report. A summary of the survey for people based out of Tarrytown, Sleepy Hollow and other locations is attached as Appendix 7. Some of the key takeaways from the survey include the following:

- Strengths of the Tarrytown Police Department:
  - People Feel Safe Day/Night
  - 90%+ of those who responded would call police if needed

- Majority are Satisfied/Trusting of the Police; with a limited number expressing Strong Trust/Concerns (10%-15%)
- Weaknesses/Future Consideration for the Tarrytown Police Department
  - Results show need to improve in areas of Engagement / Involvement
  - The data shows us that there are additional surveys we should do in the future
  - Increase Asian, Black & Hispanic Response to the survey
  - Increase LGBTQ Response to the survey
  - Grant Opportunities – Survey Results as data and supporting documentation for future grant applications.

Part 9. Review of schedule, plan and timeline for public review and discussion allowing opportunities for input from the public.

By e-mail memo to the full committee on September 29, 2020, a plan was set forth with the list of five dates when the full Committee would meet, with a sixth meeting date later added on November 30<sup>th</sup>, so that the Steering Committee could meet and discuss the review to date, including the following dates:

- Monday, October 5, 2020 – 6 p.m. to 7:30 p.m.
- Monday, October 19, 2020 – 6 p.m. to 7:30 p.m.
- Monday, November 2, 2020 - 6 p.m. to 7:30 p.m.
- Monday, November 16, 2020 - 6 p.m. to 7:30 p.m.
- Monday, November 30, 2020, 6 p.m. to 7:30 p.m.
- Monday, December 21, 2020 - 6 p.m. to 7:30 p.m.

The Agendas and backup documents from each of the meetings is attached to and made a part of this report.

The timeline for meetings after the Committee has had the chance to receive and evaluate this report was set forth tentatively as follows, in order to meet the New York State deadline of adoption by the Board on or before April 1, 2021.

- Board of Trustees review of the draft report at the Work Session of January 13, 2021.
- Board of Trustees Special Meetings on January 26, 2021, and February 9, 2021, if necessary, for the Public discussion and review of the Draft Police Report.
- Board of Trustees and staff review the public comments and feedback in January and February.
- The Board of Trustees will schedule the report to be adopted on February 16, 2021, or latest March 1, 2021, so that any cost-based recommendations may be included in the Tentative Village Budget for 2021-2022 that will be released on or before March 20, 2021.

Thank you!

The Village of Tarrytown elected officials and staff would like to thank the volunteer, citizen members, clergy members and other representatives of the Tarrytown Committee on the Village of Tarrytown Ad Hoc Committee for Police Reform and Reinvention for all of your time and efforts contributed towards this group collaboration. We greatly appreciate your experience and perspective on how the Village of Tarrytown can update and improve our Police Department's community interactions now and in the future.

Mayor Thomas D. Butler Jr.  
Deputy Mayor Rebecca McGovern  
Trustee Douglas Zollo, Committee Chairman  
Trustee Karen Brown, Committee Member  
Trustee Paul Rinaldi, Committee Member  
Trustee Robert Hoyt  
Trustee David Kim

Police Chief John Barbelet  
Village Administrator Richard Slingerland  
Assistant Village Administrator Joshua Ringel



State of New York  
Executive Chamber

No. 203

EXECUTIVE ORDER

**NEW YORK STATE POLICE REFORM AND REINVENTION COLLABORATIVE**

**WHEREAS**, the Constitution of the State of New York obliges the Governor to take care that the laws of New York are faithfully executed; and

**WHEREAS**, I have solemnly sworn, pursuant to Article 13, Section 1 of the Constitution, to support the Constitution and faithfully discharge the duties of the Office of Governor; and

**WHEREAS**, beginning on May 25, 2020, following the police-involved death of George Floyd in Minnesota, protests have taken place daily throughout the nation and in communities across New York State in response to police-involved deaths and racially-biased law enforcement to demand change, action, and accountability; and

**WHEREAS**, there is a long and painful history in New York State of discrimination and mistreatment of black and African-American citizens dating back to the arrival of the first enslaved Africans in America; and

**WHEREAS**, this recent history includes a number of incidents involving the police that have resulted in the deaths of unarmed civilians, predominantly black and African-American men, that have undermined the public's confidence and trust in our system of law enforcement and criminal justice, and such condition is ongoing and urgently needs to be rectified; and

**WHEREAS**, these deaths in New York State include those of Anthony Baez, Amadou Diallo, Ousmane Zango, Sean Bell, Ramarley Graham, Patrick Dorismond, Akai Gurley, and Eric Garner, amongst others, and, in other states, include Oscar Grant, Trayvon Martin, Michael Brown, Tamir Rice, Laquan McDonald, Walter Scott, Freddie Gray, Philando Castile, Antwon Rose Jr., Ahmaud Arbery, Breonna Taylor, and George Floyd, amongst others,

**WHEREAS**, these needless deaths have led me to sign into law the Say Their Name Agenda which reforms aspects of policing in New York State; and

**WHEREAS**, government has a responsibility to ensure that all of its citizens are treated equally, fairly, and justly before the law; and

**WHEREAS**, recent outpouring of protests and demonstrations which have been manifested in every area of the state have illustrated the depth and breadth of the concern; and

**WHEREAS**, black lives matter; and

**WHEREAS**, the foregoing compels me to conclude that urgent and immediate action is needed to eliminate racial inequities in policing, to modify and modernize policing strategies, policies, procedures, and practices, and to develop practices to better address the particular needs of communities of color to promote public safety, improve community engagement, and foster trust; and

**WHEREAS**, the Division of the Budget is empowered to determine the appropriate use of funds in furtherance of the state laws and New York State Constitution; and

**WHEREAS**, in coordination with the resources of the Division of Criminal Justice Services, the Division of the Budget can increase the effectiveness of the criminal justice system by ensuring that the local police agencies within the state have been actively engaged with stakeholders in the local community and have locally-approved plans for the strategies, policies and procedures of local police agencies; and

NOW, THEREFORE, I, Andrew M. Cuomo, Governor of the State of New York, by virtue of the authority vested in me by the Constitution and the Laws of the State of New York, in particular Article IV, section one, I do hereby order and direct as follows:

The director of the Division of the Budget, in consultation with the Division of Criminal Justice Services, shall promulgate guidance to be sent to all local governments directing that:

Each local government entity which has a police agency operating with police officers as defined under 1.20 of the criminal procedure law must perform a comprehensive review of current police force deployments, strategies, policies, procedures, and practices, and develop a plan to improve such deployments, strategies, policies, procedures, and practices, for the purposes of addressing the particular needs of the communities served by such police agency and promote community engagement to foster trust, fairness, and legitimacy, and to address any racial bias and disproportionate policing of communities of color.

Each chief executive of such local government shall convene the head of the local police agency, and stakeholders in the community to develop such plan, which shall consider evidence-based policing strategies, including but not limited to, use of force policies, procedural justice; any studies addressing systemic racial bias or racial justice in policing; implicit bias awareness training; de-escalation training and practices; law enforcement assisted diversion programs; restorative justice practices; community-based outreach and conflict resolution; problem-oriented policing; hot spots policing; focused deterrence; crime prevention through environmental design; violence prevention and reduction interventions; model policies and guidelines promulgated by the New York State Municipal Police Training Council; and standards promulgated by the New York State Law Enforcement Accreditation Program.

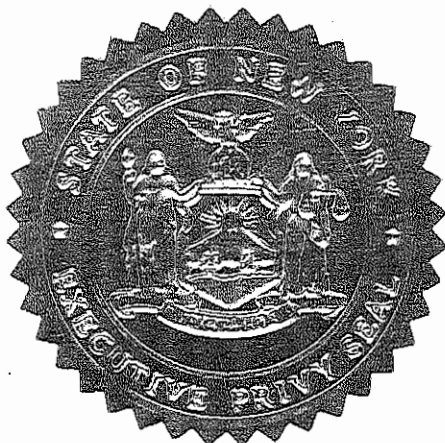
The political subdivision, in coordination with its police agency, must consult with stakeholders, including but not limited to membership and leadership of the local police force; members of the community, with emphasis in areas with high numbers of police and community interactions; interested non-profit and faith-based community groups; the local office of the district attorney; the local public defender; and local elected officials, and create a plan to adopt and implement the recommendations resulting from its review and consultation, including any modifications, modernizations, and innovations to its policing deployments, strategies, policies, procedures, and practices, tailored to the specific needs of the community and general promotion of improved police agency and community relationships based on trust, fairness, accountability, and transparency, and which seek to reduce any racial disparities in policing.

Such plan shall be offered for public comment to all citizens in the locality, and after consideration of such comments, shall be presented to the local legislative body in such political subdivision, which shall ratify or adopt such plan by local law or resolution, as appropriate, no later than April 1, 2021; and

Such local government shall transmit a certification to the Director of the Division of the Budget to affirm that such process has been complied with and such local law or resolution has been adopted; and

The Director of the Division of the Budget shall be authorized to condition receipt of future appropriated state or federal funds upon filing of such certification for which such local government would otherwise be eligible; and

The Director is authorized to seek the support and assistance of any state agency in order to effectuate these purposes.



G I V E N under my hand and the Privy Seal of the  
State in the City of Albany this  
twelfth day of June in the year two  
thousand twenty.

BY THE GOVERNOR

A handwritten signature in black ink, appearing to be "M. C.", written over a horizontal line.

Secretary to the Governor

A handwritten signature in black ink, appearing to be "Andrew M. Cuomo", written in a cursive style.

## APPENDIX TWO - MINUTES AND RESO FROM 6.15.2020

Board of Trustees  
Village of Tarrytown  
Regular Meeting No. 18  
Via Zoom Video Conference  
June 15, 2020  
8:00 p.m.

PRESENT via Zoom Video Conference: Mayor Fixell presiding; Trustees: Brown, Butler, Hoyt, McGovern, Rinaldi and Zollo; Village Administrator Slingerland; Assistant Village Administrator Ringel; Village Attorney Kathy Zalantis; Village Treasurer Hart and Village Clerk Booth

The meeting began with the Pledge to the Flag.

Members of the Public interested in viewing the meeting should visit <https://www.tarrytowngov.com/home/events/29824> for instructions on how to join & participate.

Mayor Fixell made the following brief statement regarding policing and public safety in our Village:

First, our Village and our Police Department supports the Black Live Matter movement. We categorically reject racial discrimination and police brutality.

Second, the Board of Trustees of the Village of Tarrytown believe that our Police Department has been proactive in implementing policies and procedures that further the goals of social justice and true community policing.

Third, while the Board of Trustees is confident that the Tarrytown Police Department implemented appropriate policies and procedures, the Board also knows that ensuring social justice and rooting out discrimination is an ongoing task which both requires continual review both from within the department and from the community at large. And while Governor Cuomo announced today a new state-wide initiative requiring all municipalities to undertake such a review of Public Safety Operations by April 1, 2021, our Board has agreed to begin that process with a town-wide meeting to be held next Wednesday, June 24, 2020 at 7:30 p.m. By the end of this week, the Village Administrator will issue a report describing the operations of our police department and the Board urges all residents to review the report. If possible, it would be helpful if questions can be submitted in advance of the meeting, though the live meeting will also provide an open forum for any other questions and comments.

### SCHEDULE A SPECIAL TOWN HALL MEETING

Trustee McGovern moved, seconded by Trustee Butler, and unanimously carried, that the following resolution be approved: Approved: 7-0

Roll Call – Trustee Butler, Yes, Trustee Brown, Yes, Trustee Hoyt, Yes, Trustee McGovern, Yes, Trustee Rinaldi, Yes, Trustee Zollo, Yes, Mayor Fixell, Yes.

BE IT RESOLVED that the Board of Trustees of the Village of Tarrytown does hereby schedule a special Town Hall Meeting on Wednesday, June 24, 2020 at 7:30 p.m. via online Zoom Video Conferencing to discuss the review of Public Safety Operations per Governor Cuomo's new state-wide initiative requiring all municipalities to undertake such a review. A report describing the operations of our police department will be available to all residents to review. It would be helpful if questions can be submitted in advance of the meeting, though the live meeting will also provide an open forum for questions and comments.

### REPORTS

Board of Trustees  
Village of Tarrytown  
Regular Meeting No. 18  
Via Zoom Video Conference  
June 15, 2020  
8:00 p.m.

PRESENT via Zoom Video Conference: Mayor Fixell presiding; Trustees: Brown, Butler, Hoyt, McGovern, Rinaldi and Zollo; Village Administrator Slingerland; Assistant Village Administrator Ringel; Village Attorney Kathy Zalantis; Village Treasurer Hart and Village Clerk Booth

\*\*\*\*\*

SCHEDULE A SPECIAL TOWN HALL MEETING

Trustee McGovern moved, seconded by Trustee Butler, and unanimously carried, that the following resolution be approved: Approved: 7-0

Roll Call – Trustee Butler, Yes, Trustee Brown, Yes, Trustee Hoyt, Yes, Trustee McGovern, Yes, Trustee Rinaldi, Yes, Trustee Zollo, Yes, Mayor Fixell, Yes.

BE IT RESOLVED that the Board of Trustees of the Village of Tarrytown does hereby schedule a special Town Hall Meeting on Wednesday, June 24, 2020 at 7:30 p.m. via online Zoom Video Conferencing to discuss the review of Public Safety Operations per Governor Cuomo’s new state-wide initiative requiring all municipalities to undertake such a review. A report describing the operations of our police department will be available to all residents to review. It would be helpful if questions can be submitted in advance of the meeting, though the live meeting will also provide an open forum for questions and comments.

\*\*\*\*\*

I, Carol A. Booth, the undersigned Village Clerk, do hereby certify that the above is a true and correct excerpt of the minutes of the June 15, 2020 Board of Trustees Regular Meeting.



Carol A. Booth  
Village Clerk

Dated: December 31, 2020

Official Seal



# APPENDIX 3 - REPORT PRESENTED ON 6.24.2020

## **Preliminary Report on the Village of Tarrytown Police Department For public discussion on Wednesday, June 24, 2020**

Prepared by  
Village Administrator Richard Slingerland  
Police Chief John Barbelet

### **Mission Statement**

The Mission of the Tarrytown Police Department is to ensure the constitutional rights, peace, and safety of all persons; to protect and preserve property; to serve; and to maintain good order within the confines of the jurisdiction.

As a public service provider it is our sworn duty to enforce enacted federal, state, and local laws in a fair and impartial manner. We strive to offer efficient, professional, and courteous response to all calls for service regardless of their nature or degree of urgency.

In order to achieve our commitment we recognize the need to be flexible and attentive to the concerns of the community and accept the responsibility for maintaining open communications with community agencies and their representatives.

### **History**

The Village of Tarrytown was incorporated as a Village under the laws of the State of New York one hundred and fifty years ago, on December 9, 1870. Tarrytown is an area of approximately 3.1 square miles, situated on the eastern shore of the Hudson River, in an area called the Tappan Zee, (Tappan for the Tappan Indians who once lived in what is now Rockland County, and Zee meaning sea in Dutch). During the history of the incorporated Village, Tarrytown has had some means of providing for the public safety of our citizens and residents. Today, the Tarrytown Police Department continues to enforce the laws and ensure the protection of the public. As our Village population has grown, our Police Department has also grown. The Department staffing has remained stable over the last 20 years. In the year 2000 our population was 11,090. It increased to 11,277 in the year 2010, and at present estimates put our population at approximately 11,370 (Source: US Census).

Additional population statistics on Tarrytown are as follows:

Race and Hispanic origin (population statistic estimates as of July 1, 2019)

White alone, percent	76.9%
Black or African American alone, percent	5.3%
American Indian or Alaska Native alone, percent	0.0%
Asian alone, percent	6.0%
Native Hawaiian or Other Pacific Islander, alone, percent	0.0%
Two or More Races, percent	2.5%
Hispanic or Latino, percent	27.4%
White alone, not Hispanic or Latino, Percent	61.2%

(Source: US Census, <https://www.census.gov/quickfacts/tarrytownvillagenewyork>)

**Police Department Budget and staffing**

Between 2000 and 2020, the Village of Tarrytown Budget and staffing for the Tarrytown Police Department was as follows:

**Budgets – 1999-2000 Adopted Budget compared to 2019-2020 Adopted Budget (summary)**

Budget	2000 (1999-2000 Adopted)	2020 (2019-2020 Adopted)
Personal Services (100's)	\$2,447,141	\$4,097,189
Equipment and Capital (200's)	\$ 60,000	\$ 119,000
Contractual Expenditures (400's)	\$ 151,300	\$ 400,300
Total Police Budget	\$2,658,441	\$5,393,815

**Staffing -- 1999-2000 Adopted Budget compared to 2019-2020 Adopted Budget**

Job Title	2000 (1999-2000 Adopted)	2020 (2019-2020 Adopted)
Chief	1	1
Lieutenants	2	3
Sergeants	8	7
Police Officers (includes Detectives)	22	23
Total Police Budget	33	34

**Current Police Officer makeup of officers**

Of the 34 officers, 31 are men, 3 are women.

24 or 70% are white

10 or 29.4% are minorities

3 are Black

6 are Hispanic or Latino

1 is Pacific Islander

44% of the officers were born in and/or grew up in Tarrytown

Based on a population of 11,400, there is one police officer for every 335 residents

(This does not take into account the daytime population of the Village including commuters who use the Tarrytown Train Station, or people who come to work in Tarrytown.)

Notes:

1. The increase in the number of police officers by one (1) officer was implemented during Fiscal Year 2019-2020 to help cover the Criminal Justice Reform requirements, including the need to produce case discovery records within a short timeframe enacted by New York State approximately a year and a half ago.
2. The personnel numbers (100's) from 2000 and 2020 both include two civilian administrative employees.

**Police Department Operations**

Over the past three years, the following public call load was responded to or handled by the Department. Also included in the report are criminal investigations, emergency events such as snow storms, or wind storms that cause trees to fall and close roads, or traffic control for utility projects that are regularly taking place in the Village, or other regular activities of the Department. Activities such as criminal investigations could generate dozens of hours of police work, depending on the complexity of the investigation. Tarrytown also has 140,000 vehicles drive across the Governor Mario Cuomo Bridge on a daily basis (during normal times), which causes our local traffic to increase to a higher level than a Village or community that does not have a major arterial road. A study performed in 2016 revealed that over 140,000 per week drive along Route 9 within the Village on a weekly basis, translating into approximately 20,000 vehicles driving through the Village on a daily basis. Tarrytown is also a major transportation hub with the second busiest Metro North stop on the Hudson line. Traffic control is one of the Police Department’s major tasks.

As with most police departments in New York State, the Tarrytown Police Department is a 24 hour/7 day a week/365 day per year operation.

**Statistics:**

<b>3 Year Totals 2017-2019</b>			
	<b>2017</b>	<b>2018</b>	<b>2019</b>
<b>Calls for Service</b>	12361	12303	12000
<b>Aided cases</b>	934	987	1002
<b>Accidents</b>	369	392	374
<b>Village Code Violations</b>	39	73	63
<b>Village Code Arrests</b>	64	49	63
<b>Criminal Cases</b>	481	435	434
<b>Arrests</b>	450	400	365

This does not include crime investigation hours per case, or emergency events such as snowstorms, or windstorms that cause trees to fall and close roads, or traffic control for utility projects that are regularly taking place in the Village, or major public events that take place in Tarrytown such as parades, the Street Fair, the annual 4<sup>th</sup> of July Fireworks, concerts, and other major events that take place each year.

The table above shows that the Tarrytown Police Department handled 36,664 calls in a three (3) year time frame. In the time frame of 2015 to present (during which the call total was approximately 60,000 calls), the Village of Tarrytown received seven (7) complaints about police officers, all of which were investigated and cleared, and follow-up action taken, if necessary.

**Accomplishments:**

- The Department's recruitment efforts have been directed toward increasing diversity in order to create a multicultural workplace that mirrors the community it serves
- The Department has banned chokeholds since 2001, along with recognizing and addressing the issue of positional asphyxia, which is death caused by placing an individual in a body position that interferes with someone's ability to breathe
- The Department works within a force continuum, emphasizing that officers should apply only the minimum amount of force necessary to defuse a situation, or, when necessary, take someone into custody
- Over the past 3 years, our officers have trained an average of approximately 3,550 hours each year
- In the police academy, officers receive training in topics which includes but is not limited to the following topics:
  - de-escalation
  - professional communication
  - mental health/crisis intervention
  - cultural diversity
  - principled policing (which covers both implicit bias and fostering relationships within the community).
- On an ongoing basis officers receive specialized training and participate in courses that refresh areas they have already been exposed to. Recently our entire Department completed training in Implicit Bias and the entire department completed a course directed at de-escalation. The Department at the time of this writing has started another training course on anti-bias in police work.
- Training is an integral part of the Department's mission and one that is constantly evolving based on what the needs of the Tarrytown community are perceived to be
- Our officers do not receive warrior training
- The Village's policy is to never discharge a weapon at a moving vehicle unless the individual is using deadly physical force in addition to the vehicle or someone's life being in imminent danger (for example in instances where someone is trying to drive a vehicle into a crowd seeking to cause mass casualties)

- 
- The Department has a policy that is highly restrictive and regulatory of pursuits
  - The department has not received any equipment from the military
  - In 2015, the police administration realized that, in order to ensure that any individual wishing to report misconduct by a member of the Department should not feel intimidated, the policy was implemented whereby any such complaint could be submitted without the need to speak directly to an officer. A complaint form was made available on the Department's website and the form may be emailed, faxed, mailed or physically submitted.
  - The Department is currently in the final stages of updating policies and procedures that will reinforce the mission of protecting the rights of every individual and follows principles governed under NYS accreditation standards as well as the Governor's Executive Order
  - The Board of Trustees, the Police Department and the Administration have committed to purchasing body cameras and establishing a program for the preservation of records created through their use
  - Our Officers are actively involved in the community, mostly on their own time, participating in events such as:
    - a. Coffee with a Cop
    - b. Tarrytown Seniors Breakfast
    - c. DARE picnic
    - d. Donating and delivering food to the local food pantry and
    - e. Assisting in an annual toy drive that historically provides over \$5,000 worth of toys to the Community Opportunity Center and the local Salvation Army
    - f. Other similar and related activities

It is important to note that certain services are provided by other levels of government than the Village. Social Services and subsidy programs are provided by the Westchester County Department of Social Services (DSS). Mental Health support and counseling and shelter programs are offered by the County and State levels of government. Housing programs are offered by the County and State levels of government, as well as Federal programs and subsidies ranging from the Section 8 rent voucher program, affordable housing programs set up through County, State and Federal programs.

Moving Forward:

Pursuant to Governor Cuomo's Executive Order the Board of Trustees has scheduled a first "Town Hall Meeting" for Wednesday, June 24, 2020, to start the public process to review and

allow input on the current state of the Tarrytown Police Department, and discuss possible ways it can be guided and improved over the months and years ahead.

#### Appendices

1. Organizational Chart of the Tarrytown Police Department
2. Tarrytown Police Budget page from 6/1/1999 through May 31, 2000
3. Tarrytown Police Budget page from 6/1/2019 through May 31, 2020
4. Governor Cuomo's Executive Order No. 203 – New York State Police Reform and Reinvention Collaborative signed June 12, 2020
5. Village of Tarrytown Police Department Community Outreach Publication

APPENDIX 4 - RESOLUTIONS ESTABLISHING COMMITTEE FOR PD REFORM & REINVENTION

Board of Trustees  
Village of Tarrytown  
Regular Meeting No. 23  
Via Zoom Video Conference  
September 8, 2020  
8:00 p.m.

PRESENT via Zoom Video Conference: Mayor Fixell presiding; Trustees: Brown, Butler, \*Hoyt, McGovern, Rinaldi and Zollo; Village Administrator Slingerland; Assistant Village Administrator Ringel; Village Attorney Kathy Zalantis; Village Treasurer Hart and Village Clerk Booth

\*Trustee Hoyt joined the meeting at 9:50 p.m.

\*\*\*\*\*

POLICE REFORM AND REINVENTION COMMITTEE

Trustee Butler moved, seconded by Trustee Rinaldi, and unanimously carried, that the Following resolution be approved: Approved: 7-0

Roll Call – Mayor Fixell, Yes, Trustee Brown, Yes, Trustee Butler, Yes, Trustee Hoyt, Yes, Trustee McGovern, Yes, Trustee Rinaldi, Yes, Trustee Zollo, Yes

BE IT RESOLVED that pursuant to Governor Cuomo’s New York State Executive Order for Police Reform and Reinvention Collaborative, the Board of Trustees does hereby authorize establishment of a Police Reform and Reinvention Committee to ensure that the Village of Tarrytown’s Police Department actively engages with stakeholders in the community and immediate action is needed to eliminate racial inequities in policing, to modify and modernize policing strategies, policies, procedures and practices and to develop practices to better address the particular needs of communities of color to promote public safety, improve community engagement and foster trust.

BE IT FURTHER RESOLVED that the Board of Trustees of the Village of Tarrytown does hereby appoint the following as members of the Ad Hoc Committee for Police Reform and Reinvention:

Steering Committee:

- Leadership of the Local Police Department John Barbelet
- PBA Union Rep – Dennis Smith, President
- Local non-profit and faith-based community groups
  - Reverend Judith Williams, Shiloh Baptist Church
  - Reverend Upton, Foster AME Zion Church
- Local office of the DA – Paul Noto, Deputy District Attorney, or designee
- Local elected officials – Trustees Karen Brown, Paul Rinaldi and Doug Zollo
- NAACP Representative from the Town of Greenburgh Janice Griffith

**Stakeholder's Committee:**

- Diane Torstrup, Martling Avenue
- Sara Levine – Half Moon Lane
- Katie Scully – Hillside Place
- Robert Cannata – Benedict Avenue
- Loretta London – Wilson Park Drive
- Allie Meizlish – Tarryhill Road
- Sitara Herur-Halbert – Leroy Avenue
- Brian Balthazard – Crest Neighborhood
- Robin Warner – Mechanics Avenue
- Robert Wingate – North Broadway
- Kisha Bush – Hamilton Place
- Lissette Mendez-Boyer – Grove Street
- Ed Montolio, Lake Terrace
- Frank Giampiccolo, Hamilton Place
- Frank Morabito, Church Street
- Erik Marvin, Halfmoon Lane
- (other residents who may express interest in joining this committee, to a maximum of \_\_\_\_\_ persons)

BE IT FURTHER RESOLVED that the following Village Staff members are appointed as ex-officio members only

Village Administrator and Assistant Village Administrator

\*\*\*\*\*

I, Carol A. Booth, the undersigned Village Clerk, do hereby certify that the above is a true and correct excerpt of the minutes of the September 8, 2020 Board of Trustees Regular Meeting.

  
Carol A. Booth  
Village Clerk

Dated: December 31, 2020

Official Seal



Board of Trustees  
Village of Tarrytown  
Regular Meeting No. 24  
Via Zoom Video Conference  
September 21, 2020  
8:00 p.m.

PRESENT via Zoom Video Conference: Mayor Butler presiding; Trustees: Brown, Butler, Hoyt, Kim, McGovern, Rinaldi and Zollo; Village Administrator Slingerland; Assistant Village Administrator Ringel; Village Attorney Kathy Zalantis; Village Treasurer Hart and Village Clerk Booth

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ADDITION TO POLICE REFORM AND REINVENTION COMMITTEE

Trustee McGovern moved, seconded by Trustee Brown, and unanimously carried, that the following resolution be approved: Approved: 7-0


BE IT RESOLVED that the Board of Trustees of the Village of Tarrytown does hereby appoint the following as Stakeholder members of the Ad Hoc Committee for Police Reform and Reinvention:

Additional Members – Stakeholder’s Committee

Cruz Camacho – White Plains Rd., Tarrytown  
Joseph Cesarano – Main St., Tarrytown

\*\*\*\*\*

I, Carol A. Booth, the undersigned Village Clerk, do hereby certify that the above is a true and correct excerpt of the minutes of the September 21, 2020 Board of Trustees Regular Meeting.

  
\_\_\_\_\_  
Carol A. Booth  
Village Clerk

Dated: December 31, 2020

Official Seal

Board of Trustees  
Village of Tarrytown  
Regular Meeting No. 24  
Via Zoom Video Conference  
September 21, 2020  
8:00 p.m.

PRESENT via Zoom Video Conference: Mayor Butler presiding; Trustees: Brown, Butler, Hoyt, Kim, McGovern, Rinaldi and Zollo; Village Administrator Slingerland; Assistant Village Administrator Ringel; Village Attorney Kathy Zalantis; Village Treasurer Hart and Village Clerk Booth

\*\*\*\*\*

ITEM FOR SCHEDULING THE DATES OF MEETINGS FOR THE POLICE REFORM AND REINVENTION COMMITTEE

Trustee McGovern moved, seconded by Trustee Rinaldi, and unanimously carried, that the following resolution be approved: Approved: 7-0

BE IT RESOLVED that the Board of Trustees of the Village of Tarrytown hereby schedule the meeting dates and times for the Police Reform and Reinvention Committee as the following dates and times:

- Monday, October 5, 2020 – 6 p.m. to 7:30 p.m.
- Monday, October 19, 2020 – 6 p.m. to 7:30 p.m.
- Monday, November 2, 2020 - 6 p.m. to 7:30 p.m.
- Monday, November 16, 2020 - 6 p.m. to 7:30 p.m.
- Monday, December 21, 2020 - 6 p.m. to 7:30 p.m.

AND BE IT FURTHER RESOLVED, that these meetings shall be held either via in-person meeting, or Zoom Video Conference, or some combination thereof, depending on the State's directives about gatherings under NY on Pause.

\*\*\*\*\*

I, Carol A. Booth, the undersigned Village Clerk, do hereby certify that the above is a true and correct excerpt of the minutes of the September 21, 2020 Board of Trustees Regular Meeting.

  
\_\_\_\_\_  
Carol A. Booth  
Village Clerk

Dated: December 31, 2020

Official Seal

# Village of Tarrytown Police Department Training Overview

Presented By: Chief John Barbelet  
&  
Lieutenant Greg Budnar



# What We Will Cover Tonight

- Basic Police Officer Training for New Recruits
- In- Service Field Training
- Annual Mandated Training
- Additional Training
- Newly Implemented Training

# NYS Division of Criminal Justice Service

DCJS mandates new police officers to participate in 705 hours of training as part of the Basic Course for Police Officers. New police officers attend the police academy and are trained in (7) parts of curriculum.

- Part 1- Administration of Justice
- Part 2- Introduction to Law Enforcement
- Part 3- Laws of New York
- Part 4- Law Enforcement Skills
- Part 5- Community Interaction
- Part 6- Mass Casualties and Major Events
- Part 7- Investigations

# Basic Course for Police Officers- Continued

- Part 1- Administration of Justice
  - Intro to Criminal Justice
  - Jurisdiction and Responsibility of Law Enforcement
  - Adjudicatory Process and Court Structure (Civil and Criminal)
- Part 2- Introduction to Law Enforcement
  - Constitutional Law
  - Discretionary Powers
  - Ethical Awareness
  - Physical Fitness and Wellness
  - Procedural Justice

# Basic Course for Police Officers- Continued

- Part 3- Laws of New York
  - New York State Penal Law Offenses
  - Use of Physical Force and Deadly Physical Force
  - New York State Criminal Procedure Law
  - New York State Juvenile Law and Procedures
  - Civil Liability and Risk Management
  - New York State Statutes
  - New York State Vehicle and Traffic Law

# Basic Course for Police Officers- Continued

## ■ Part 4- Law Enforcement Skills

- Note Taking / Report Writing / Electronic Communications
- Observation and Patrol
- Case Preparation and Demeanor in Official Proceedings
- Fundamental Crisis Intervention Skills for Law Enforcement
- Crimes In Progress
- Arrest Processing
- Vehicle Stops and Traffic Enforcement
- Defensive Tactics and Principles of Control
- Emergency Medical Services
- Emergency Vehicle Operation and Control
- Firearms Training
- Supervised Field Training



# Basic Course for Police Officers- Continued

- Part 4- Law Enforcement Skills- Continued
  - Traffic Direction and Control
  - DWI Detection and Standardized Field Sobriety Testing
  - Physical Evidence
  - Off Duty and Plain Clothes Encounters
  - Aerosol Subject Restraint
  - Professional Communications
  - Decision Making Skills

# Basic Course for Police Officers- Continued

## ■ Part 5- Community Interaction

- Intoxication
- Community Resources- Victim/Witness Services
- Elder Abuse
- Cultural Diversity/Bias Related Incidents and Sexual Harassment
- Persons With Disabilities
- Community Oriented Policing & Problem Solving
- Media Relations
- Crime Prevention

## ■ Part 6- Mass Casualty and Major Events

- Standardized Response Plans for Unusual Events
- Behavioral Observation and Suspicious Activity Recognition
- The Nature and Control of Civil Disorder

# Basic Course for Police Officers- Continued

## ■ Part 7- Investigations

- Domestic Violence
- Organized Crime Familiarization/Enterprise Corruption
- Preliminary Investigation and Information Development
- Interviewing Techniques
- Common Criminal Investigation Techniques
- Basic Crash Management and Reporting
- Injury and Death Cases
- Sex Crimes
- Narcotics and Dangerous Drugs
- Missing Persons
- Animal Abuse Cases
- Contemporary Police Problems
- Human Trafficking

# In-Service Field Training

- Upon successful completion of the Police Academy new officers must participate in 160 hours of In-Service Field Training administered by a DCJS certified Field Training Officer (FTO).
- During this training period the FTO completes daily observation reports evaluating the new officer in several performance areas and behavioral dimensions. Additionally, the FTO is required to document the new officers most acceptable and least acceptable area of performance each day of training.
- Upon completion of the 160 hours of supervised training the FTO provides a training summary and an overall evaluation of performance for the new officer. All training paperwork is then forwarded to DCJS for final review before the new officer becomes certified as a police officer in New York State.
- During the field training program the new officer is also trained and evaluated by the FTO in;
  - General Operations
  - Patrol Operations
  - Patrol Functions
  - HQ Operations
  - Special Services

# Annual Mandated Training

As part of the accreditation process, all sworn personnel receive at least (21) hours of in-service training annually. This training is conducted by the Westchester County Police Academy and includes at a minimum;

- Firearms Training
- Legal Updates
- Use of Force
- Use of Deadly Physical Force (DPF)
- A variety of individual topics based on current law enforcement trends
- Supervisors receive an additional (8) hours of training to enhance supervisory skills.

Additionally, all sworn personnel receive in-house annual training in the following curriculum;

- Comp Alliance Training
- Mask Fit Testing
- Use of Force / DPF
- Firearms
- E-Justice (New York State Police Information Network)
- AED / CPR and First Aid (Bi-Annually)

# Additional Training

The Tarrytown Police Department continuously participates in ongoing training based on law enforcement trends and available training opportunities. This on-going training focuses on five categories;

- Law Updates and Policies
- Investigations
- Law Enforcement Skills
- Supervision
- Community Policing

# Law Updates and Policies

- Accreditation Management
- DWI Arrests and Procedures
- E-Justice / Impact Use
- Prisoner Maintenance
- Law Enforcement and Police Use of Force
- Law Enforcement Records Management
- Law Updates, Practices and Procedures
- Criminal Justice Reform
- Sexual Harassment
- Westchester County Mutual Aid Plan

# Investigative

- Advanced Interview and Interrogation
- Basic Criminal Investigations
- Child Abuse Investigations
- Crime Scene Investigation and Processing
- Criminal and Drug Interdiction
- Elder Abuse Investigations
- Evidence Collection and Photography
- Financial Crimes
- Human Trafficking
- Missing Persons Investigations
- Officer involved Shooting Investigations
- Sexual Assault Investigations
- Street Crime Investigations



# Law Enforcement Skills

- Use of Force De-Escalation
- Active Shooter Incidents
- Arrest and Booking Searches
- Autism Awareness
- Breath Analysis Operation
- Conducting Traffic Stops
- Conflict Resolution
- Courtroom Testimony
- Crisis Intervention, Management and Negotiation
- Defensive Tactics
- Domestic Violence
- Emergency Vehicle Operation
- Mental Health First Aid
- Taxi / Livery Regulation and Compliance

# Supervision

- Critical Incident Response
- Discipline Procedures
- Incident Command System and Forms
- Instructor Development
- FBI Internal Investigations
- Leadership
- Management of Personnel
- Mass Casualty Incidents
- Supervisory EAP Training

# Community Policing

- Basic Juvenile Officer
- Basic School Resource Officer
- Child Passenger Safety Technician (Car Seat Program)
- Civilian Response to Active Shooter
- Community Policing Ideas and Strategies
- Community Resilience Building Workshop
- Comprehensive School Threat Assessment
- Drug Abuse Resistance Education
- Implementing a Coffee with a Cop Program
- Pedestrian Safety
- Public Safety Media Relations
- TUFSD Lockdown Drills / School Walkthroughs

# Newly Implemented Training (2020)

The following training has been implemented by the Tarrytown Police Department in 2020 and will be conducted on an annual basis going forward;

- Anti-Bias Policing
- De-Escalation and Communication
- Duty to Intervene (in progress)
- Procedural Justice
- Uncovering Implicit Bias

# Training Hours

2018- 4969 hours (w/o 1280 Police Academy) = 3689

2019- 3169 hours

2020- 1931 hours



APPENDIX 6 - POLICE COMMUNITY RESULTS - TARRYTOWN ONLY - AND PRE  
SENTATION TO PD REFORM COMMITTEE

# POLICE COMMUNITY SURVEY RESULTS

Performed from November 18<sup>th</sup> – December 11<sup>th</sup>

Results that Follow are Tarrytown Only

# SURVEY BACKGROUND

- Purpose
  - Benchmark/First Look
  - Community Input
- Modeled after International Association of Chiefs of Police Survey



# SURVEY METRICS

- 1013 total responses (Goal Met!)
- 762 were residents/business owners of Tarrytown (*displayed results show TT only*)
- Response Collection
  - Press Release – 378 Responses
  - Word of Mouth – 172
  - Postcard – 168
  - Social Media – 98
  - Housing Community – 54
  - Non-Profits/Religious – 35
  - Everything Else – 108
- Spanish Survey Usage – 35
- 1,069 total comments submitted. 656 Open Ended (Q26/Q27)

# TAKEAWAYS

- Strengths
  - People Feel Safe Day/Night
  - 90%+ would call police if needed
  - Majority are Satisfied/Trusting ; Limited Severe Trust/Concerns (10%-15%)
  - High Response
- Weaknesses/Future Consideration
  - Results show need to improve in areas of Engagement / Involvement
  - Can build with additional survey(s) - Community Engagement Piece?
  - Grant Opportunities – Survey Results as “Evidence” for future applications
  - Increase Asian, Black & Hispanic Response
  - Increase LGBTQ Response

# COMMENT SUMMARY Q26

Q26 What types of community programs would you like to see implemented?

A word cloud of responses to the question "What types of community programs would you like to see implemented?". The words are in various sizes and orientations, with several terms circled in yellow. The circled terms are: "Youth programs", "training", "youth", "programs", "schools", "engagement", and "traffic". Other visible words include: interact, racial, justice, safety, programs, help, now, concerns, increased, related, activities, contact, communication, PAL, US, fun, enforced, Covid, discussions, etc, involvement, people, village, speeding, One, support, outreach, break, Don't know, police, officers, include, think, trust, laws, sure, keeping, issues, deal, know, called, see, public, need, much, community, None, police, local, officers, Anything, drug, good, residents, cops, Nothing, kids, children, meet, also, police, department, exists, make, continue, Tarrytown, understanding, especially, work, town, idea, time, Broadway, involve, walking, bike, main, great, students, S, many, give, using, going, presence, elderly, Maybe, great, job, traffic, police, force, way, young, people, help, sports.

# COMMENT SUMMARY Q27

Q27 Any other comments regarding the Tarrytown Police Department? This could be regarding something covered or not covered in this survey.

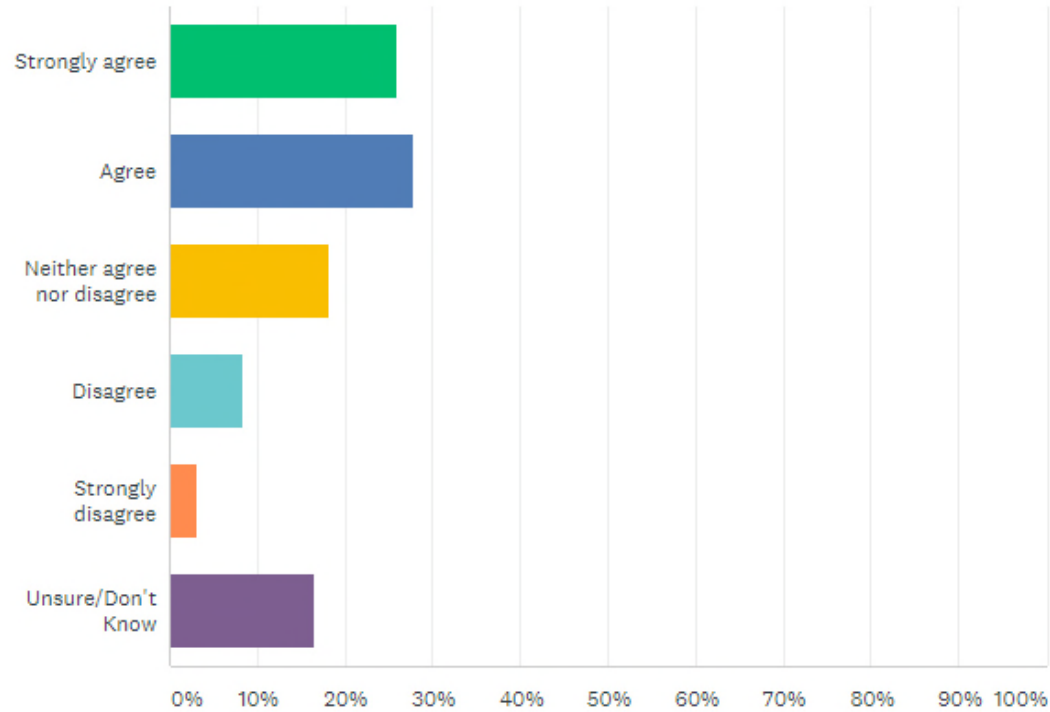
want s safe face help local understand quality appreciate run Cops personal part  
Tarrytown PD really family ONE reform well saying area lived  
Tarrytown Police Department given work experience town tickets  
always supported great professional time overall police officers  
may None difficult make us Tarrytown will know also  
good respect need blue lives matter community  
relationship police N officers even think Chief  
people parking police department years issues  
hard department ve Thank take see don t job way village come  
keeping street residents deal great job now interactions thing much  
public feel current believe back Tarrytown police called try minority seem problem  
love walk good job friendly car might training concerned

## QUESTIONS/END PRESENTATION

- Results for Tarrytown Residents/Business and Results inclusive of all responses will be included as appendices for the Draft Plan
- All additional slides AFTER this one for review purposes only – will not be presented to directly to during Monday Meeting

# The Tarrytown Police Department develops relationships with community members (e.g., residents, organizations, and groups).

Answered: 762 Skipped: 0

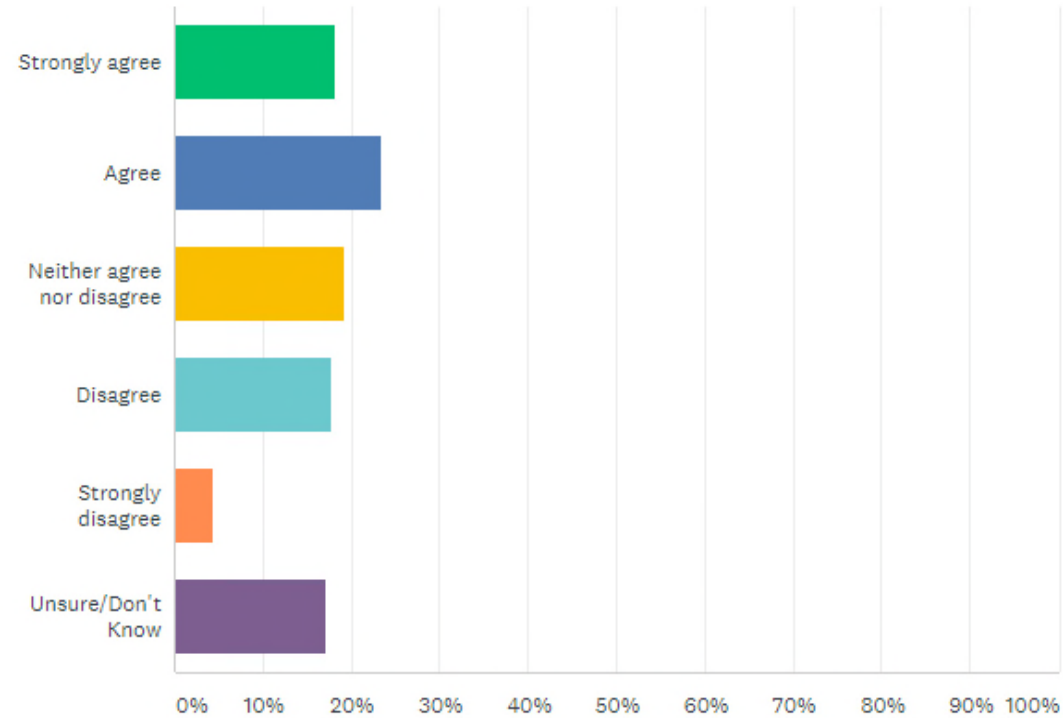


ANSWER CHOICES	RESPONSES	
Strongly agree	25.85%	197
Agree	27.82%	212
Neither agree nor disagree	18.24%	139
Disagree	8.40%	64
Strongly disagree	3.15%	24
Unsure/Don't Know	16.54%	126
<b>TOTAL</b>		<b>762</b>

Q2

The Tarrytown Police Department regularly communicates with community members (e.g., website, e-mails, social medial, public meetings).

Answered: 762 Skipped: 0

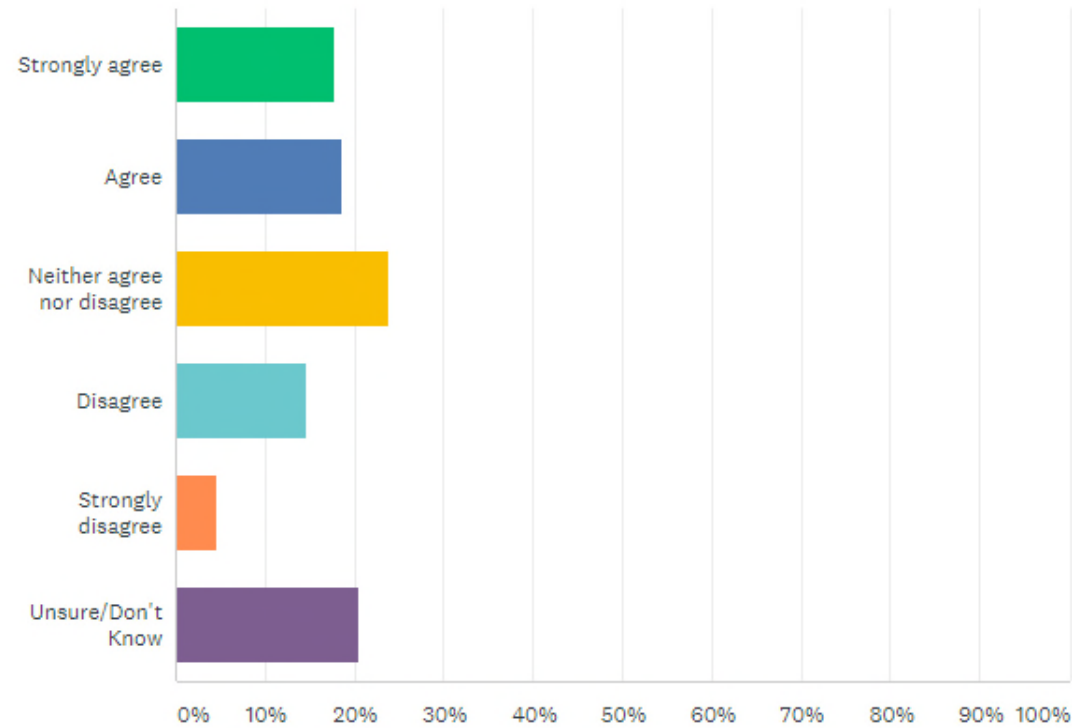


ANSWER CHOICES	RESPONSES
Strongly agree	18.11% 138
Agree	23.49% 179
Neither agree nor disagree	19.16% 146
Disagree	17.72% 135
Strongly disagree	4.33% 33
Unsure/Don't Know	17.19% 131
<b>TOTAL</b>	<b>762</b>

Q3

The Tarrytown Police Department makes it easy for community members to provide input (e.g., comments, suggestions, concerns).

Answered: 762 Skipped: 0



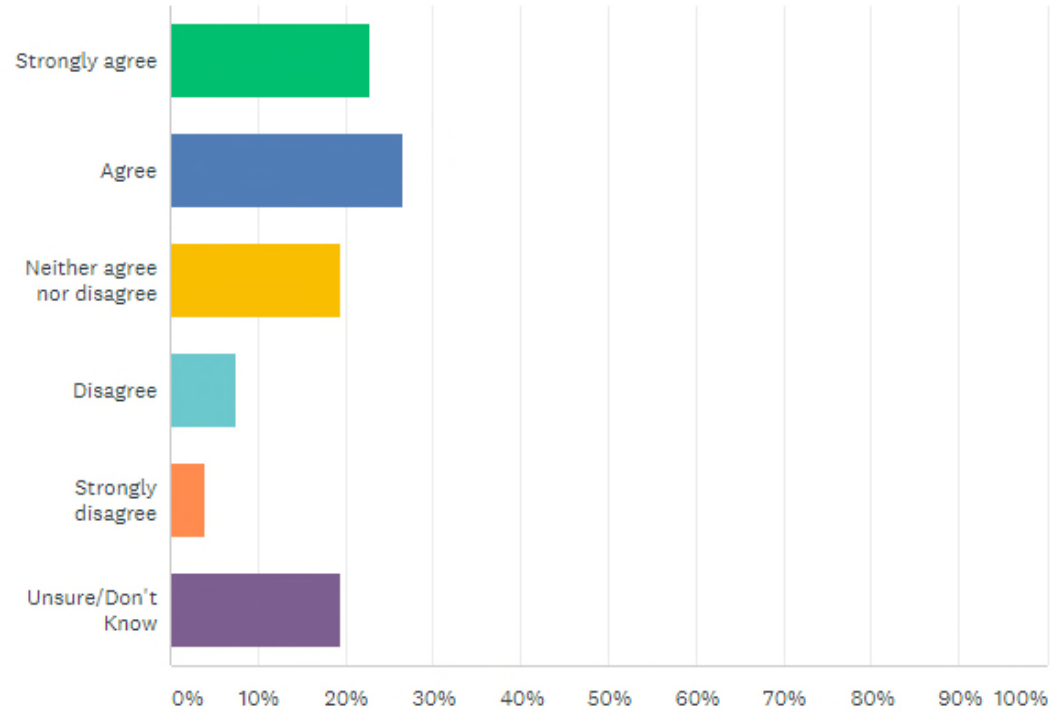
ANSWER CHOICES	RESPONSES
Strongly agree	17.72% 135
Agree	18.64% 142
Neither agree nor disagree	23.75% 181
Disagree	14.70% 112
Strongly disagree	4.59% 35
Unsure/Don't Know	20.60% 157
<b>TOTAL</b>	<b>762</b>



Q4

The Tarrytown Police Department works together with community members to solve local problems.

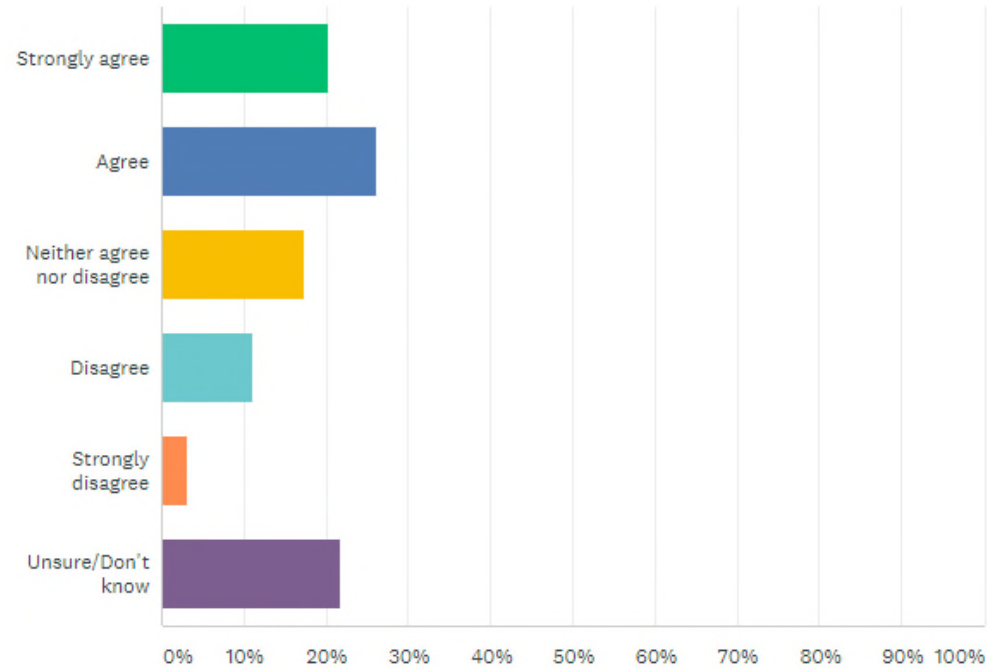
Answered: 762 Skipped: 0



ANSWER CHOICES	RESPONSES
Strongly agree	22.83% 174
Agree	26.64% 203
Neither agree nor disagree	19.55% 149
Disagree	7.61% 58
Strongly disagree	3.94% 30
Unsure/Don't Know	19.42% 148
<b>TOTAL</b>	<b>762</b>

Community Policing involves officers working with the Community to address the causes of crime in an effort to reduce the problems themselves through a wide range of activities. Based on this definition, to what extent do you agree the Tarrytown Police Department practices Community Policing?

Answered: 762 Skipped: 0



ANSWER CHOICES	RESPONSES
Strongly agree	20.34% 155
Agree	26.12% 199
Neither agree nor disagree	17.45% 133
Disagree	11.15% 85
Strongly disagree	3.15% 24
Unsure/Don't know	21.78% 166
<b>TOTAL</b>	<b>762</b>

## Q6 (All Ages)

ANSWER CHOICES	RESPONSES	
▼ Traffic Issues/Residential Speeding	50.92%	388
▼ Burglaries/Thefts (residential/commercial)	24.02%	183
▼ Illegal Parking	19.03%	145
▼ Bicycling/Skateboarding Issues	18.11%	138
▼ Criminal Mischief (auto/property) (e.g. rock thrown into a window, slash tires, key car)	16.93%	129
▼ Illegal dumping/littering	15.49%	118
▼ School Safety (e.g., bullying, fighting or weapons)	14.57%	111
▼ Other (please specify)	Responses	13.91% 106
▼ Drug Abuse (e.g., manufacture, sale or use of illegal/prescription drugs)	12.60%	96
▼ Disorderly Conduct/Public Intoxication/Noise Violations	10.63%	81
▼ Driving under the influence (i.e., alcohol or drugs)	10.37%	79
▼ Loud Music/Noise from Homes	9.71%	74
▼ Underage Drinking	8.53%	65
▼ Disorderly Youth (e.g. cursing or gathering)	7.48%	57
▼ Hate Crimes	6.43%	49
▼ Domestic Violence (adult)	6.04%	46
▼ Homelessness - or transient related problems (panhandling)	5.77%	44
▼ Stray animals/barking dogs	4.59%	35
▼ Vandalism/Graffiti	4.59%	35
▼ Child Sexual Predators/Internet Safety	3.94%	30
▼ Physical Assault	1.84%	14
▼ Sexual Assault/Rape (adult)	1.84%	14
▼ Homeland Security Problems	1.71%	13
▼ Child Abuse	1.05%	8
▼ Mugging	1.05%	8
▼ Elder Abuse	0.66%	5
<b>Total Respondents: 762</b>		

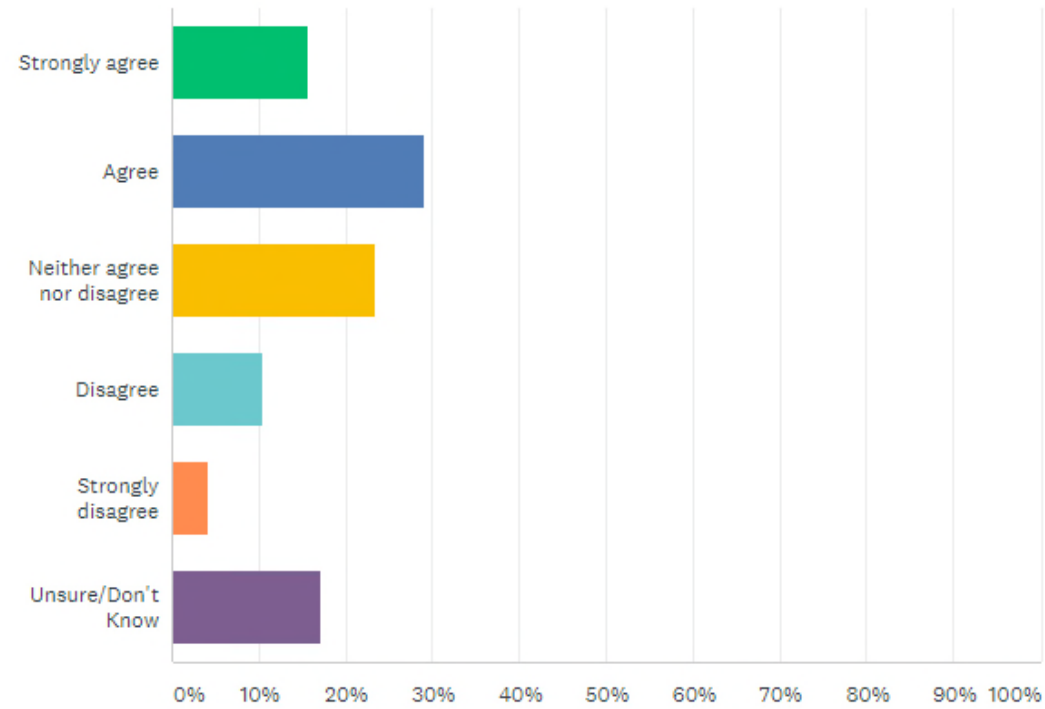
Q6  
(>24)

ANSWER CHOICES	RESPONSES
Illegal dumping/littering	27.59% 32
Drug Abuse (e.g., manufacture, sale or use of illegal/prescription drugs)	25.00% 29
Illegal Parking	21.55% 25
School Safety (e.g., bullying, fighting or weapons)	21.55% 25
Traffic Issues/Residential Speeding	21.55% 25
Underage Drinking	19.83% 23
Bicycling/Skateboarding Issues	13.79% 16
Hate Crimes	12.93% 15
Driving under the influence (i.e., alcohol or drugs)	12.07% 14
Vandalism/Graffiti	12.07% 14
Child Sexual Predators/Internet Safety	11.21% 13
Disorderly Conduct/Public Intoxication/Noise Violations	11.21% 13
Disorderly Youth (e.g. cursing or gathering)	11.21% 13
Burglaries/Thefts (residential/commercial)	9.48% 11
Criminal Mischief (auto/property) (e.g. rock thrown into a window, slash tires, key car)	8.62% 10
Domestic Violence (adult)	8.62% 10
Homelessness - or transient related problems (panhandling)	8.62% 10
Loud Music/Noise from Homes	8.62% 10
Sexual Assault/Rape (adult)	6.90% 8
Physical Assault	4.31% 5
Other (please specify)	Responses 4.31% 5
Child Abuse	3.45% 4
Mugging	2.59% 3
Homeland Security Problems	1.72% 2
Stray animals/barking dogs	1.72% 2
Elder Abuse	0.00% 0
<b>Total Respondents: 116</b>	

Q7

The Tarrytown Police Department is addressing the problems that concern you.

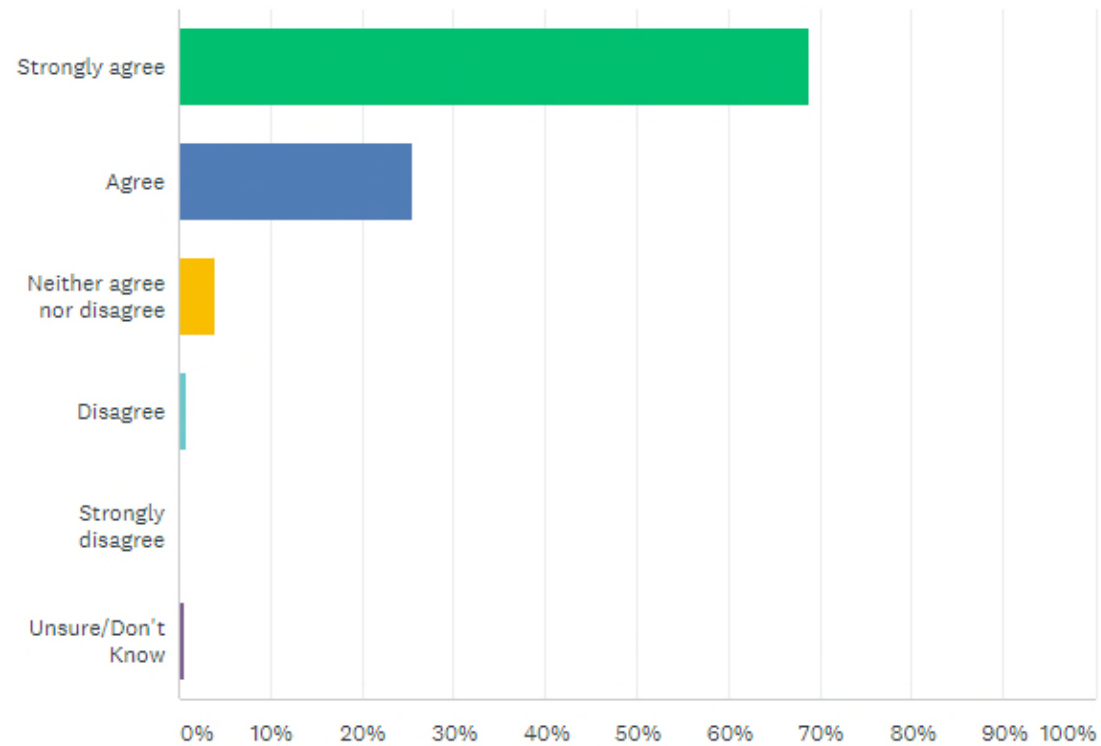
Answered: 762 Skipped: 0



ANSWER CHOICES	RESPONSES
Strongly agree	15.62% 119
Agree	29.13% 222
Neither agree nor disagree	23.49% 179
Disagree	10.50% 80
Strongly disagree	4.20% 32
Unsure/Don't Know	17.06% 130
<b>TOTAL</b>	<b>762</b>

## Do you feel safe in Tarrytown when you are outside alone during the day?

Answered: 762 Skipped: 0

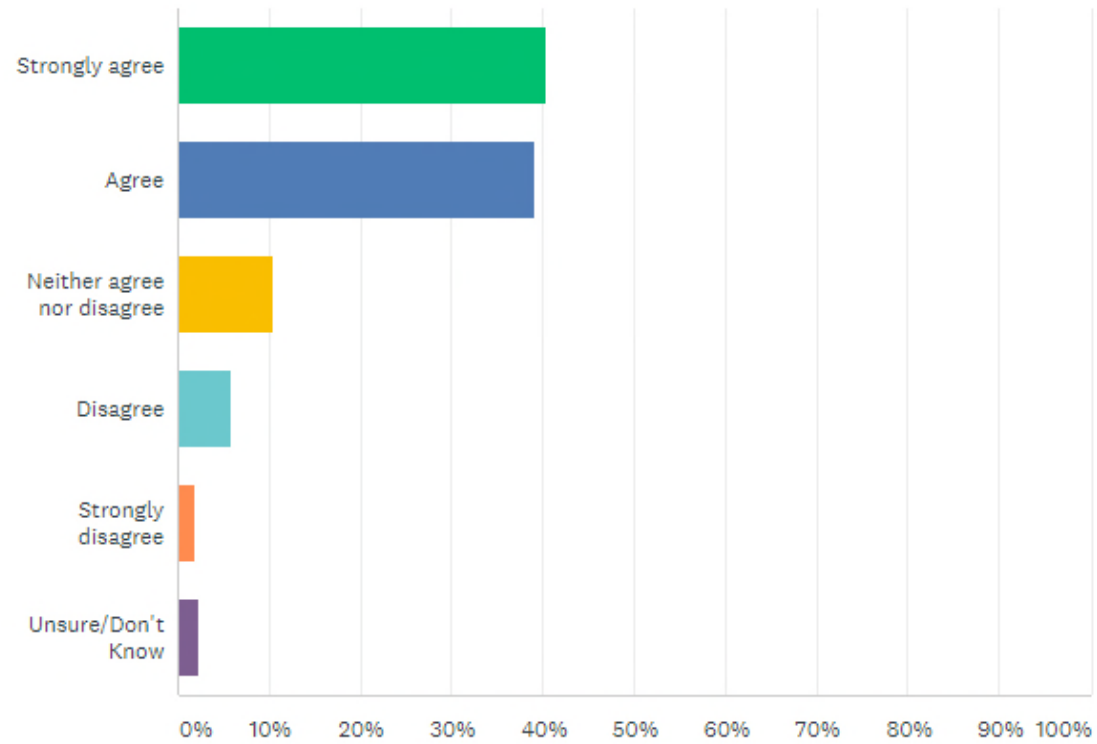


ANSWER CHOICES	RESPONSES
Strongly agree	68.90% 525
Agree	25.46% 194
Neither agree nor disagree	3.94% 30
Disagree	0.79% 6
Strongly disagree	0.26% 2
Unsure/Don't Know	0.66% 5
<b>TOTAL</b>	<b>762</b>

Q9

## Do you feel safe in Tarrytown when you are outside alone at night?

Answered: 762 Skipped: 0

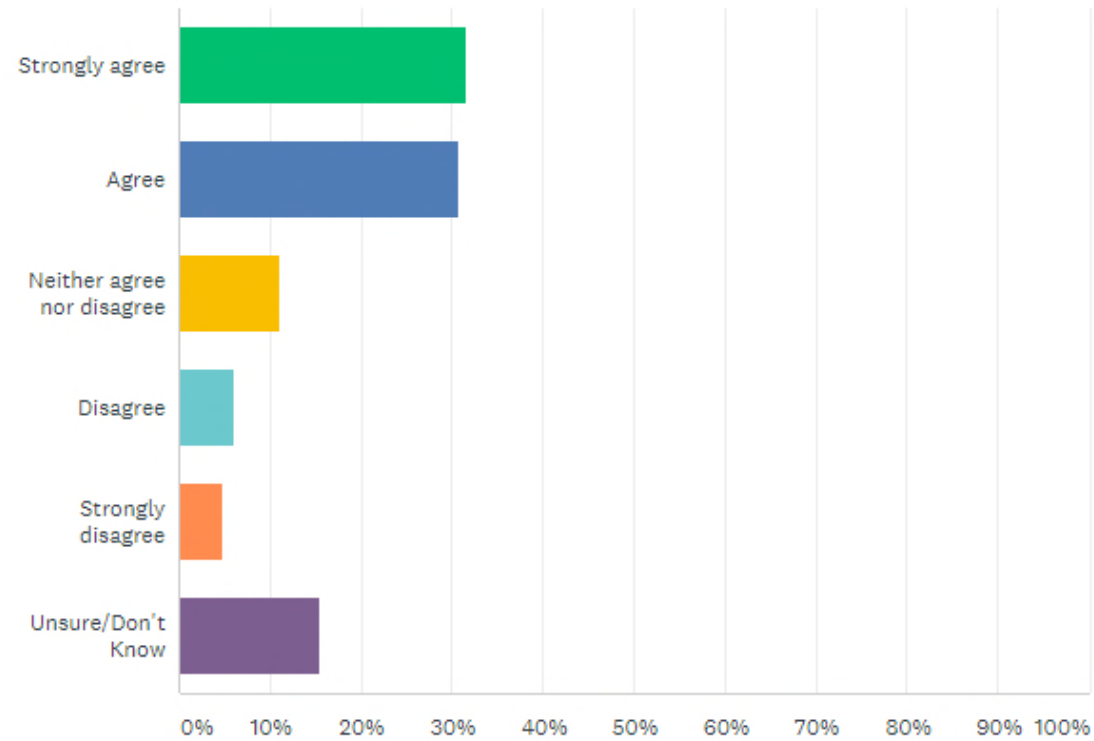


ANSWER CHOICES	RESPONSES
▼ Strongly agree	40.42% 308
▼ Agree	39.11% 298
▼ Neither agree nor disagree	10.50% 80
▼ Disagree	5.77% 44
▼ Strongly disagree	1.97% 15
▼ Unsure/Don't Know	2.23% 17
<b>TOTAL</b>	<b>762</b>

Q10

# Officers in Tarrytown treat people fairly.

Answered: 762 Skipped: 0

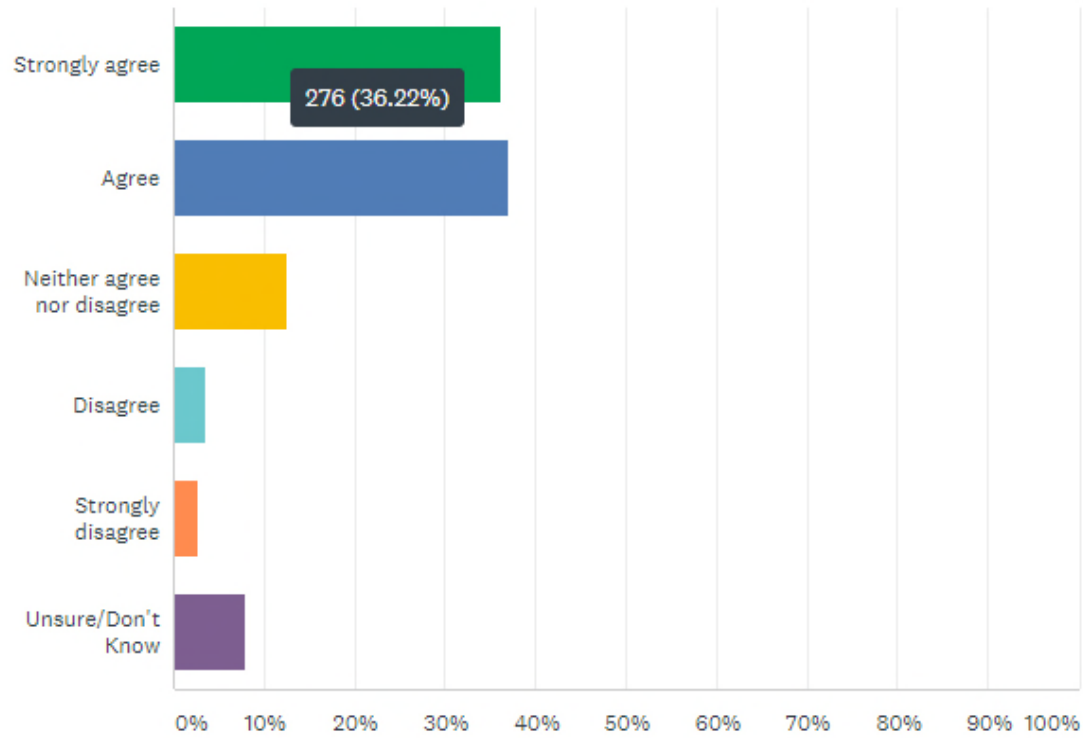


ANSWER CHOICES	RESPONSES
Strongly agree	31.50% 240
Agree	30.84% 235
Neither agree nor disagree	11.15% 85
Disagree	6.17% 47
Strongly disagree	4.86% 37
Unsure/Don't Know	15.49% 118
<b>TOTAL</b>	<b>762</b>



## Officers in the Tarrytown Police Department are respectful.

Answered: 762 Skipped: 0

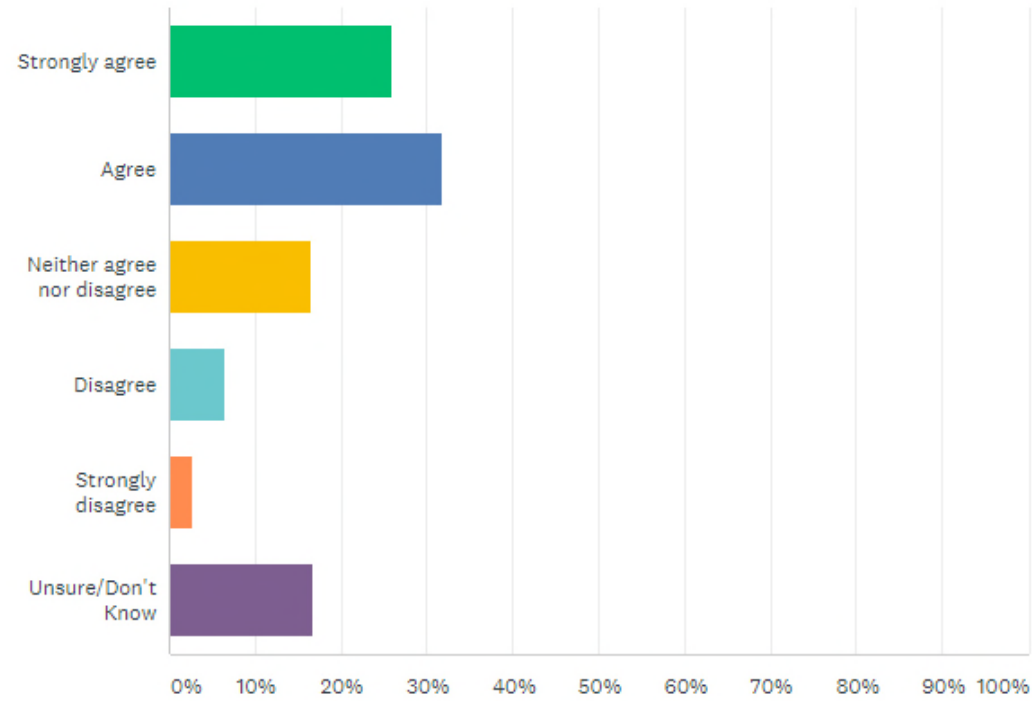


ANSWER CHOICES	RESPONSES
Strongly agree	36.22% 276
Agree	37.01% 282
Neither agree nor disagree	12.60% 96
Disagree	3.54% 27
Strongly disagree	2.62% 20
Unsure/Don't Know	8.01% 61
<b>TOTAL</b>	<b>762</b>

Q12

# The Tarrytown Police Department is responsive to the concerns of Community Members.

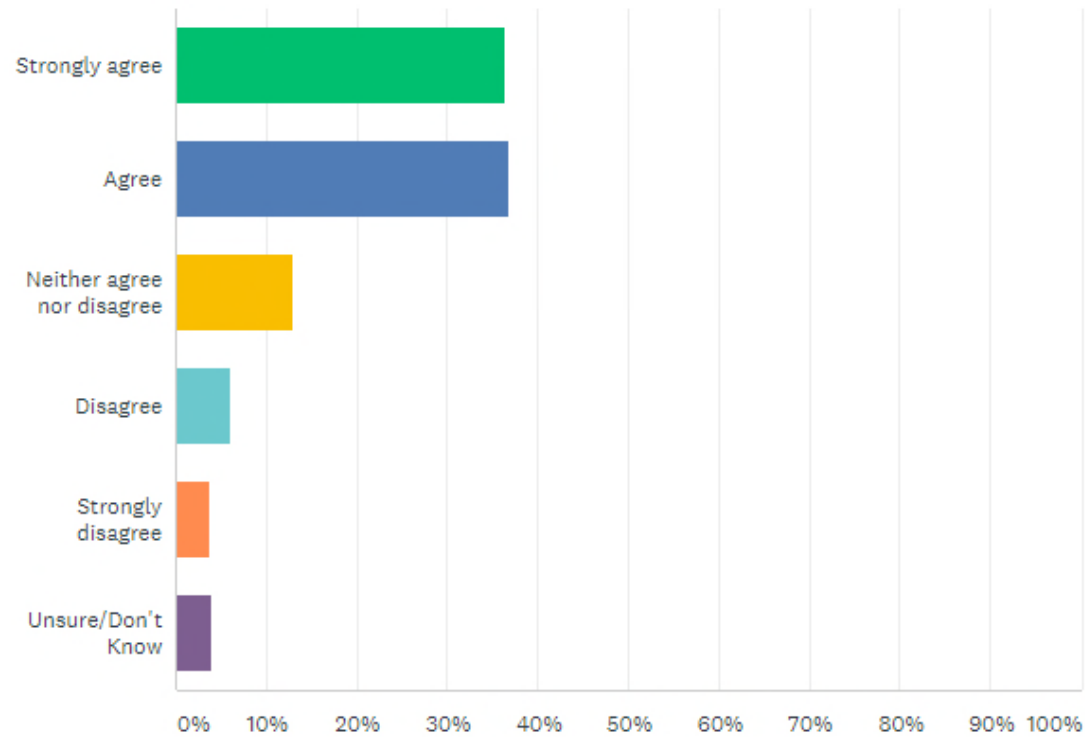
Answered: 762 Skipped: 0



ANSWER CHOICES	RESPONSES
Strongly agree	25.85% 197
Agree	31.76% 242
Neither agree nor disagree	16.54% 126
Disagree	6.56% 50
Strongly disagree	2.62% 20
Unsure/Don't Know	16.67% 127
<b>TOTAL</b>	<b>762</b>

## I trust the Tarrytown Police Department.

Answered: 762 Skipped: 0

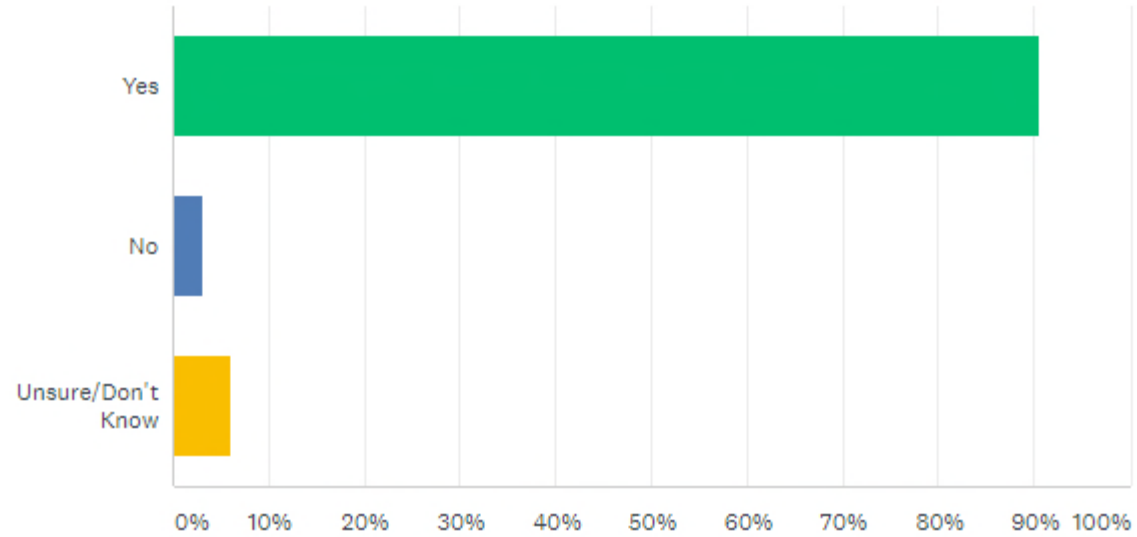


ANSWER CHOICES	RESPONSES
Strongly agree	36.35% 277
Agree	36.75% 280
Neither agree nor disagree	12.99% 99
Disagree	6.17% 47
Strongly disagree	3.67% 28
Unsure/Don't Know	4.07% 31
<b>TOTAL</b>	<b>762</b>

Q14

Would you call the police if you needed help or if you were the witness of a crime?

Answered: 762 Skipped: 0

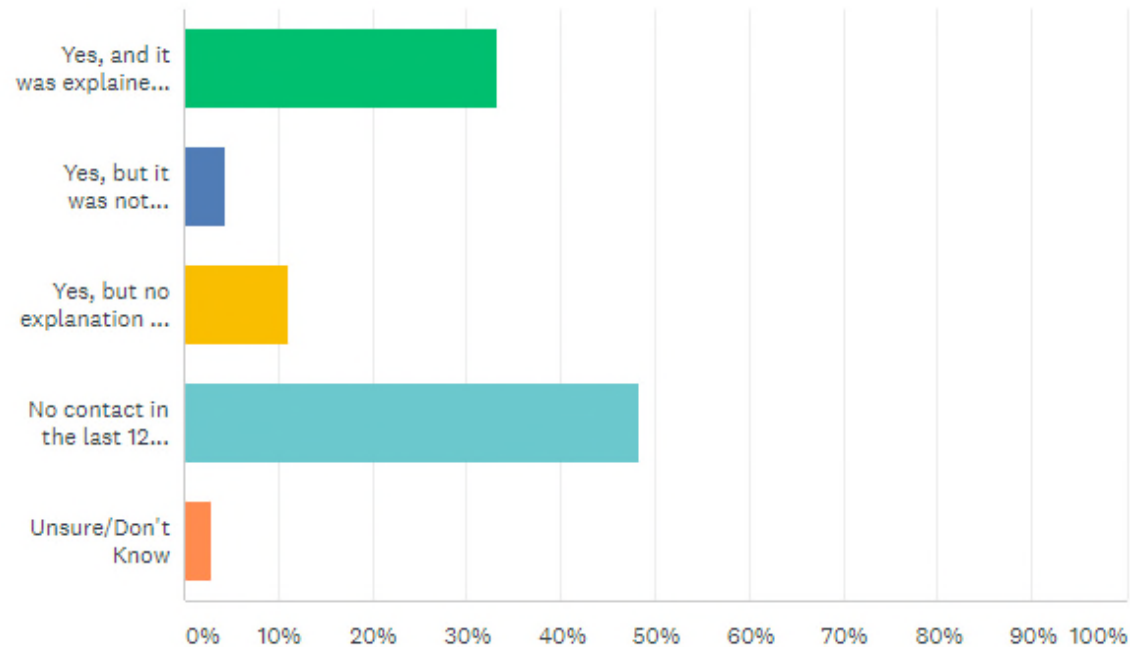


ANSWER CHOICES	RESPONSES
▼ Yes	90.68% 691
▼ No	3.15% 24
▼ Unsure/Don't Know	6.17% 47
<b>TOTAL</b>	<b>762</b>

Q15

Within the last 12 months, have you had contact with an officer in the Tarrytown Police Department? If so, did the officer sufficiently explain his or her actions and/or procedures?

Answered: 762 Skipped: 0

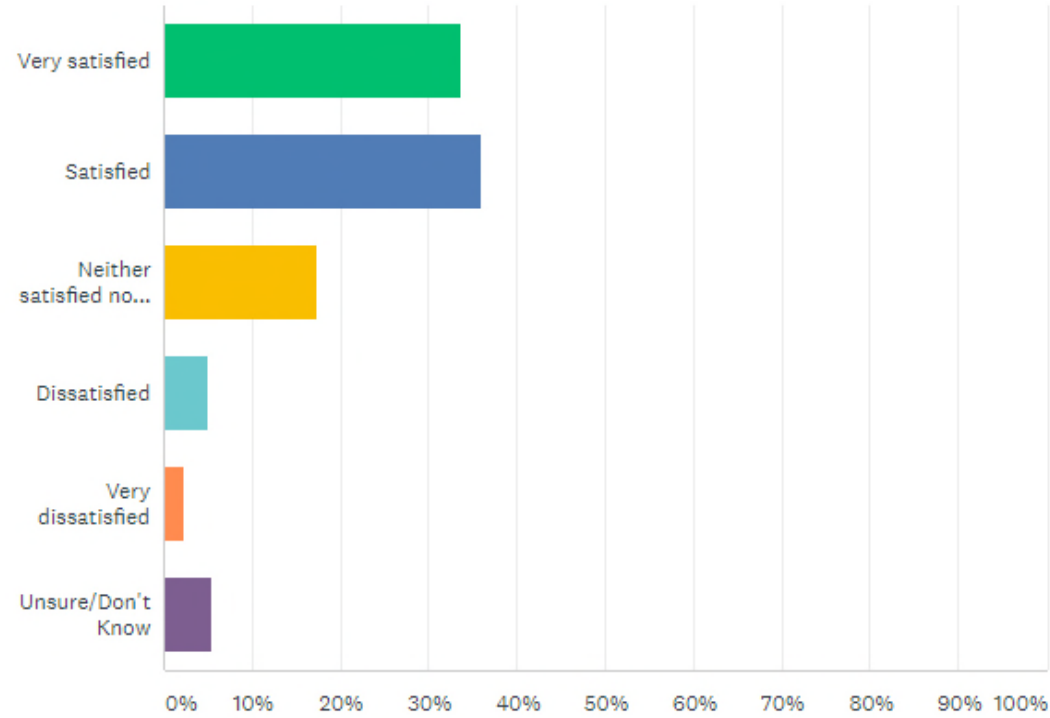


ANSWER CHOICES	RESPONSES
▼ Yes, and it was explained sufficiently.	33.20% 253
▼ Yes, but it was not explained.	4.33% 33
▼ Yes, but no explanation was necessary for the particular interaction.	11.15% 85
▼ No contact in the last 12 months.	48.29% 368
▼ Unsure/Don't Know	3.02% 23
<b>TOTAL</b>	<b>762</b>

Q16

# Are you satisfied with the overall performance of the Tarrytown Police Department?

Answered: 762 Skipped: 0

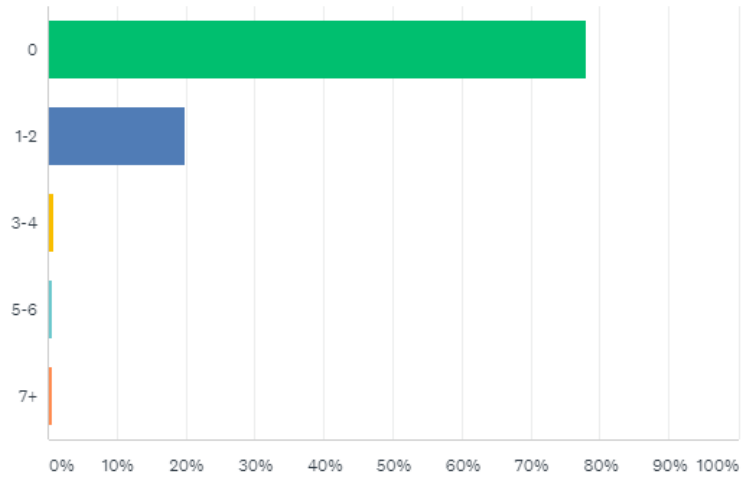


ANSWER CHOICES	RESPONSES
Very satisfied	33.60% 256
Satisfied	35.96% 274
Neither satisfied nor dissatisfied	17.45% 133
Dissatisfied	5.12% 39
Very dissatisfied	2.36% 18
Unsure/Don't Know	5.51% 42
<b>TOTAL</b>	<b>762</b>

# Q17 & 18

How many times in the past 12 months have you had contact with the Tarrytown Police Department for traffic issues (e.g. citation, warning, motor vehicle accident)?

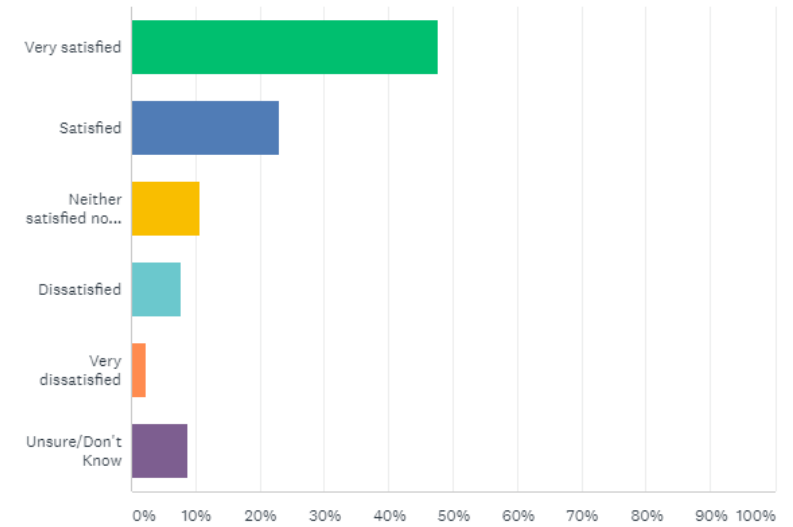
Answered: 762 Skipped: 0



ANSWER CHOICES	RESPONSES
0	77.95% 594
1-2	19.95% 152
3-4	0.92% 7
5-6	0.66% 5
7+	0.52% 4
<b>TOTAL</b>	<b>762</b>

Were you satisfied with your interaction(s) with the Tarrytown Police Department for traffic issues?

Answered: 170 Skipped: 592

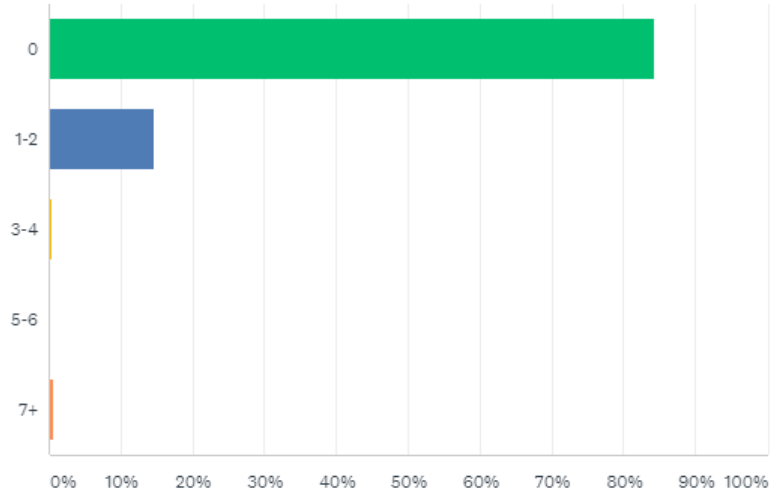


ANSWER CHOICES	RESPONSES
Very satisfied	47.65% 81
Satisfied	22.94% 39
Neither satisfied nor dissatisfied	10.59% 18
Dissatisfied	7.65% 13
Very dissatisfied	2.35% 4
Unsure/Don't Know	8.82% 15
<b>TOTAL</b>	<b>170</b>

# Q19 + 20

How many times in the past 12 months have you had contact with the Tarrytown Police Department for 911 emergency calls?

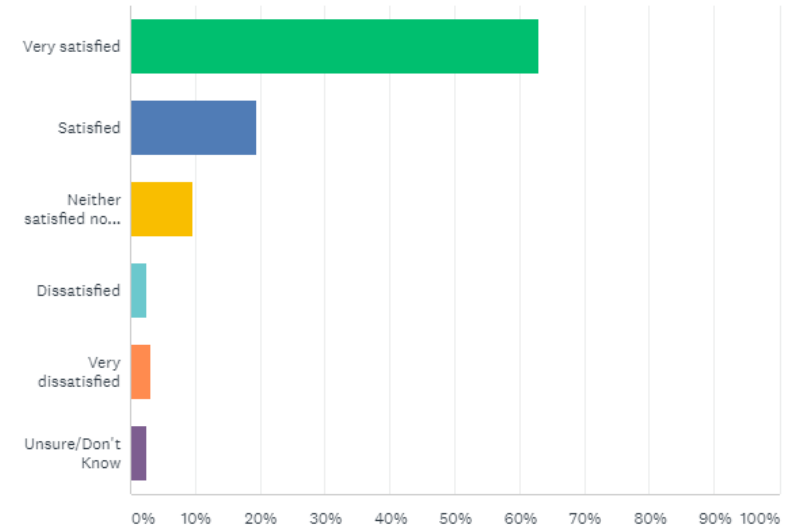
Answered: 762 Skipped: 0



ANSWER CHOICES	RESPONSES
0	84.25% 642
1-2	14.57% 111
3-4	0.39% 3
5-6	0.13% 1
7+	0.66% 5
<b>TOTAL</b>	<b>762</b>

Were you satisfied with your interaction(s) with the Tarrytown Police Department for 911 emergency calls?

Answered: 124 Skipped: 638



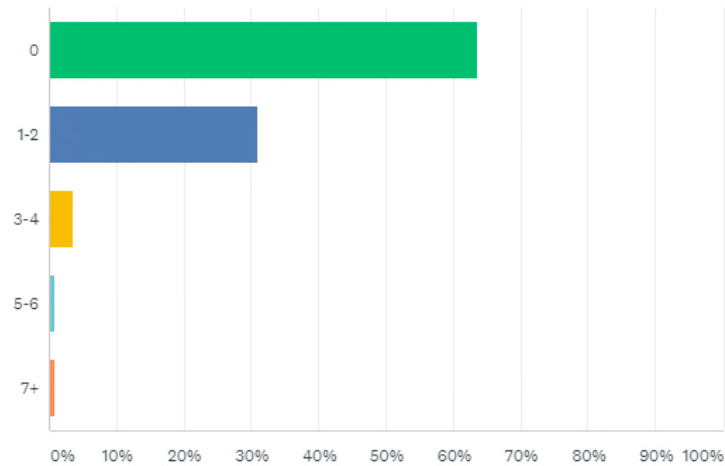
ANSWER CHOICES	RESPONSES
Very satisfied	62.90% 78
Satisfied	19.35% 24
Neither satisfied nor dissatisfied	9.68% 12
Dissatisfied	2.42% 3
Very dissatisfied	3.23% 4
Unsure/Don't Know	2.42% 3
<b>TOTAL</b>	<b>124</b>



## Q21 - 22

How many times in the past 12 months have you had contact with the Tarrytown Police Department for non-emergency calls (e.g. to report a crime, suspicious activity, quality of life issue such as a noise ordinance or curb your dog issue, or storm related question/concern)

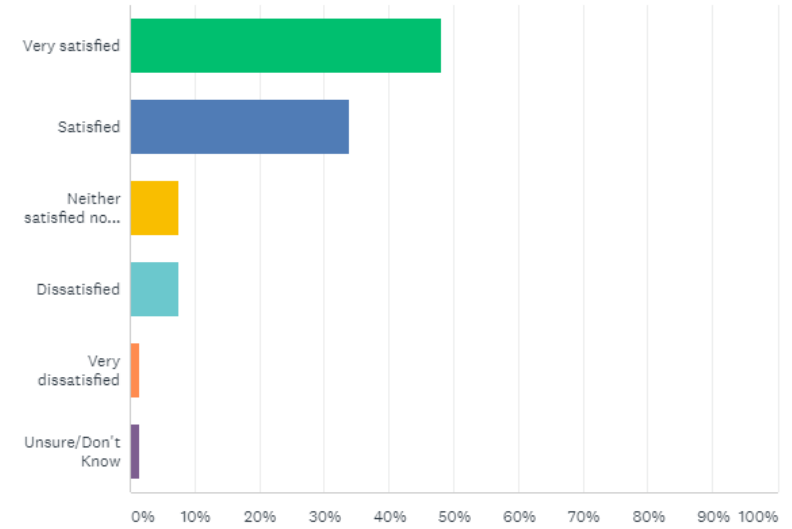
Answered: 762 Skipped: 0



ANSWER CHOICES	RESPONSES
0	63.65% 485
1-2	30.97% 236
3-4	3.54% 27
5-6	0.92% 7
7+	0.92% 7
<b>TOTAL</b>	<b>762</b>

Were you satisfied with your interaction(s) with the Tarrytown Police Department for Non-Emergency Calls?

Answered: 278 Skipped: 484

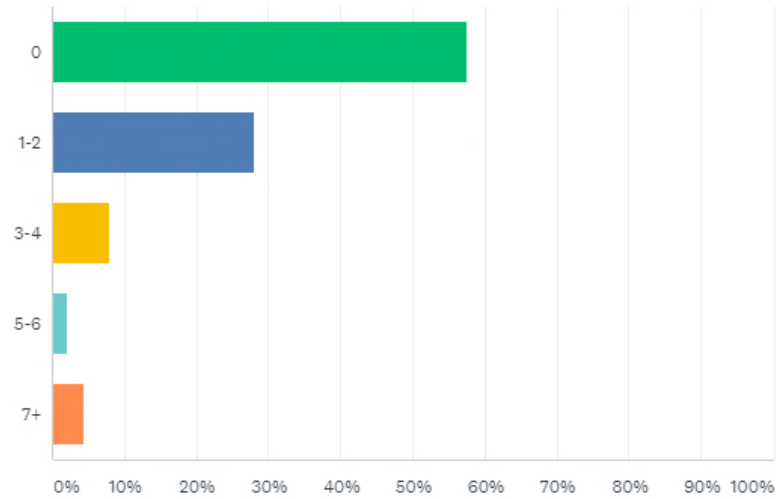


ANSWER CHOICES	RESPONSES
Very satisfied	48.20% 134
Satisfied	33.81% 94
Neither satisfied nor dissatisfied	7.55% 21
Dissatisfied	7.55% 21
Very dissatisfied	1.44% 4
Unsure/Don't Know	1.44% 4
<b>TOTAL</b>	<b>278</b>

# Q23-24

How many times in the past 12 months have you had contact with the Tarrytown Police Department for other contacts or interactions (e.g. attend a community meeting or talk to an officer out on patrol)?

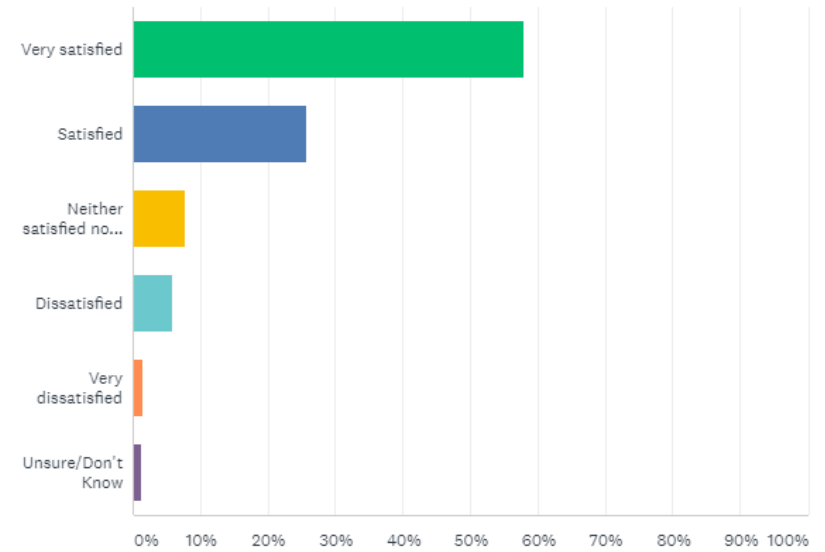
Answered: 762 Skipped: 0



ANSWER CHOICES	RESPONSES
0	57.61% 439
1-2	27.95% 213
3-4	8.01% 61
5-6	2.10% 16
7+	4.33% 33
<b>TOTAL</b>	<b>762</b>

Were you satisfied with your interaction(s) with the Tarrytown Police Department for other contacts or Interactions?

Answered: 323 Skipped: 439

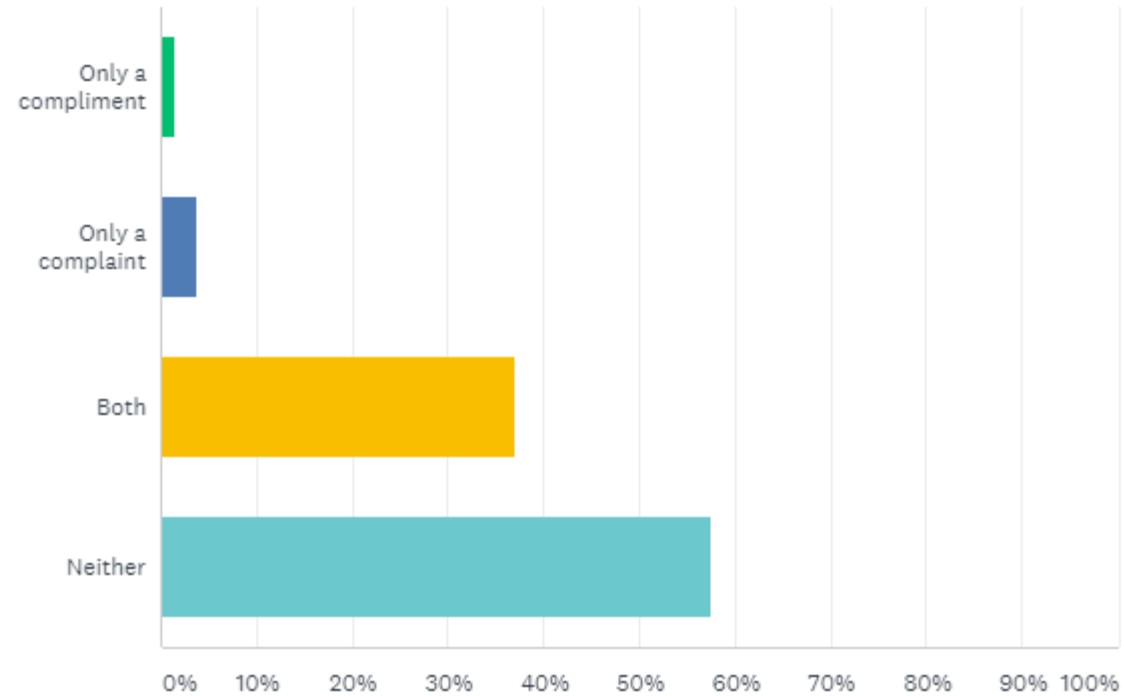


ANSWER CHOICES	RESPONSES
Very satisfied	57.89% 187
Satisfied	25.70% 83
Neither satisfied nor dissatisfied	7.74% 25
Dissatisfied	5.88% 19
Very dissatisfied	1.55% 5
Unsure/Don't Know	1.24% 4
<b>TOTAL</b>	<b>323</b>

Q25

# Do you know how to submit a compliment and/or complaint regarding the Tarrytown Police Department?

Answered: 388 Skipped: 374

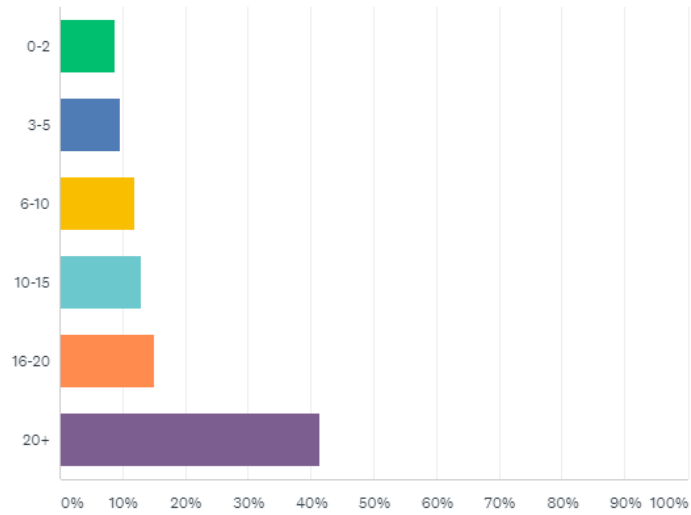


ANSWER CHOICES	RESPONSES
▼ Only a compliment	1.55% 6
▼ Only a complaint	3.87% 15
▼ Both	37.11% 144
▼ Neither	57.47% 223
<b>TOTAL</b>	<b>388</b>

# Q29-30

## How many years have you lived/worked in Tarrytown?

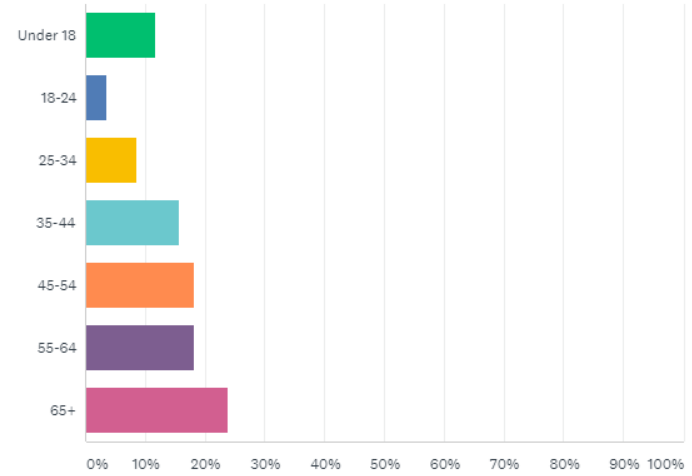
Answered: 754 Skipped: 8



ANSWER CHOICES	RESPONSES
0-2	8.89% 67
3-5	9.55% 72
6-10	11.94% 90
10-15	13.00% 98
16-20	15.12% 114
20+	41.51% 313
<b>TOTAL</b>	<b>754</b>

## What is your age?

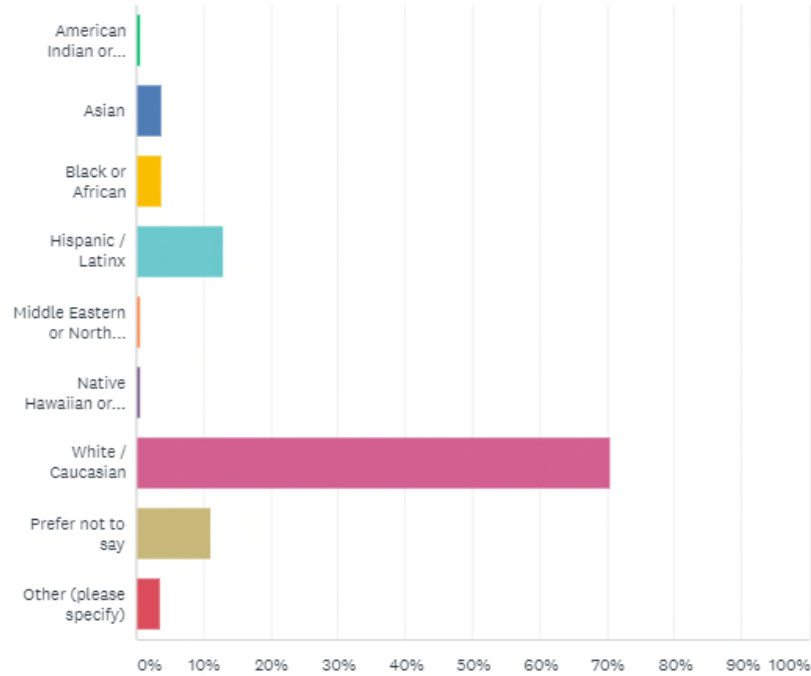
Answered: 754 Skipped: 8



ANSWER CHOICES	RESPONSES
Under 18	11.80% 89
18-24	3.58% 27
25-34	8.49% 64
35-44	15.78% 119
45-54	18.30% 138
55-64	18.17% 137
65+	23.87% 180
<b>TOTAL</b>	<b>754</b>

### Which of the following best describes you? (Check all that apply)

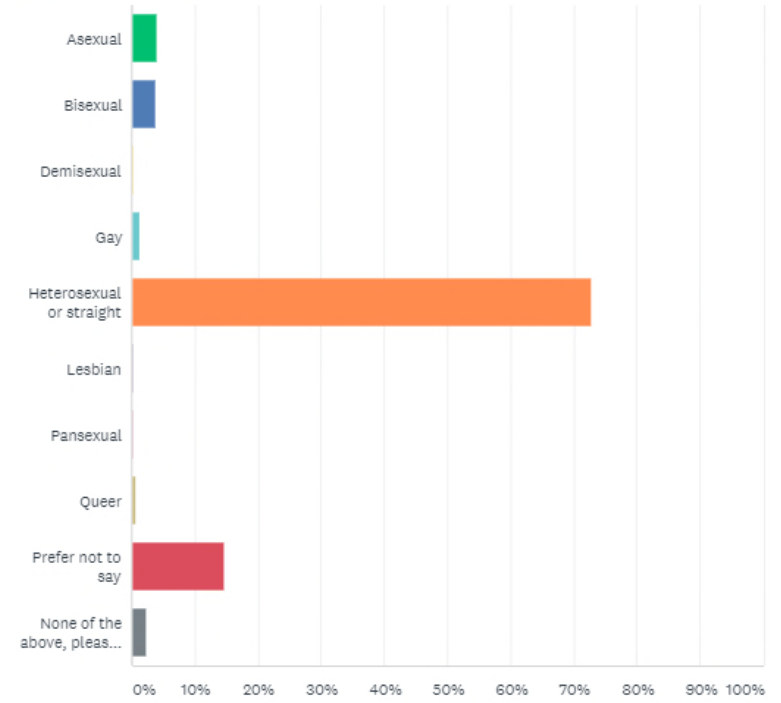
Answered: 754 Skipped: 8



ANSWER CHOICES	RESPONSES
▼ American Indian or Alaskan Native	0.53% 4
▼ Asian	3.71% 28
▼ Black or African	3.71% 28
▼ Hispanic / Latinx	13.00% 98
▼ Middle Eastern or North African	0.66% 5
▼ Native Hawaiian or Other Pacific Islander	0.53% 4
▼ White / Caucasian	70.42% 531
▼ Prefer not to say	11.01% 83
▼ Other (please specify)	3.58% 27
<b>Total Respondents: 754</b>	

### What is your sexual orientation?

Answered: 749 Skipped: 13

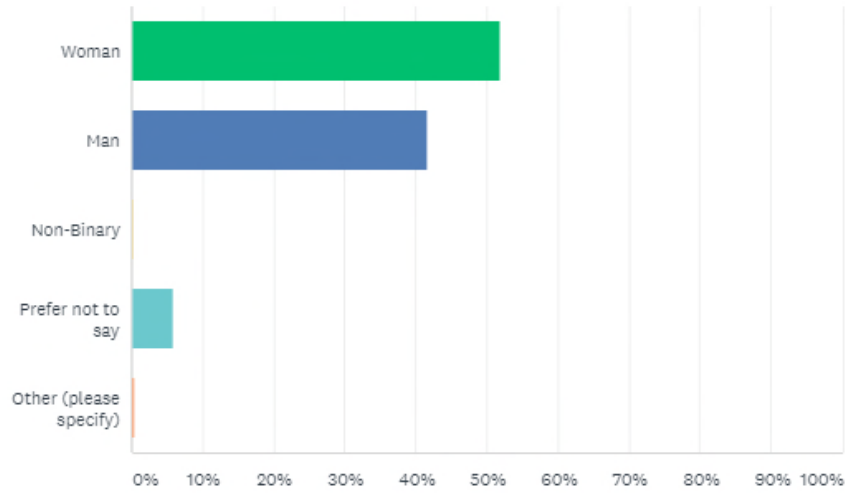


ANSWER CHOICES	RESPONSES
▼ Asexual	4.01% 30
▼ Bisexual	3.74% 28
▼ Demisexual	0.13% 1
▼ Gay	1.34% 10
▼ Heterosexual or straight	72.90% 546
▼ Lesbian	0.13% 1
▼ Pansexual	0.13% 1
▼ Queer	0.67% 5
▼ Prefer not to say	14.55% 109
▼ None of the above, please specify	2.40% 18
<b>TOTAL</b>	
	<b>749</b>

# Q32+34

## What is your gender?

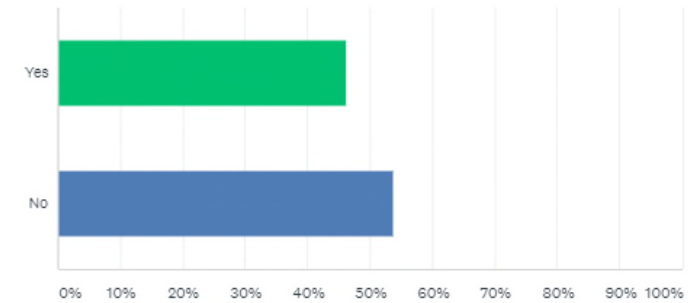
Answered: 754 Skipped: 8



ANSWER CHOICES	RESPONSES
▼ Woman	51.86% 391
▼ Man	41.64% 314
▼ Non-Binary	0.27% 2
▼ Prefer not to say	5.84% 44
▼ Other (please specify)	Responses 0.40% 3
<b>TOTAL</b>	<b>754</b>

## Would you be interested in participating in additional content specific surveys (I.e. Community Relations, Procedural Justice, Programmatic Changes) or community meetings/discussions regarding Tarrytown Police?

Answered: 754 Skipped: 8



ANSWER CHOICES	RESPONSES
▼ Yes	46.15% 348
▼ No	53.85% 406
<b>TOTAL</b>	<b>754</b>

APPENDIX 7 - POLICE COMMUNITY SURVEY RESULTS -  
ALL RESPONSES

# Police Community Results

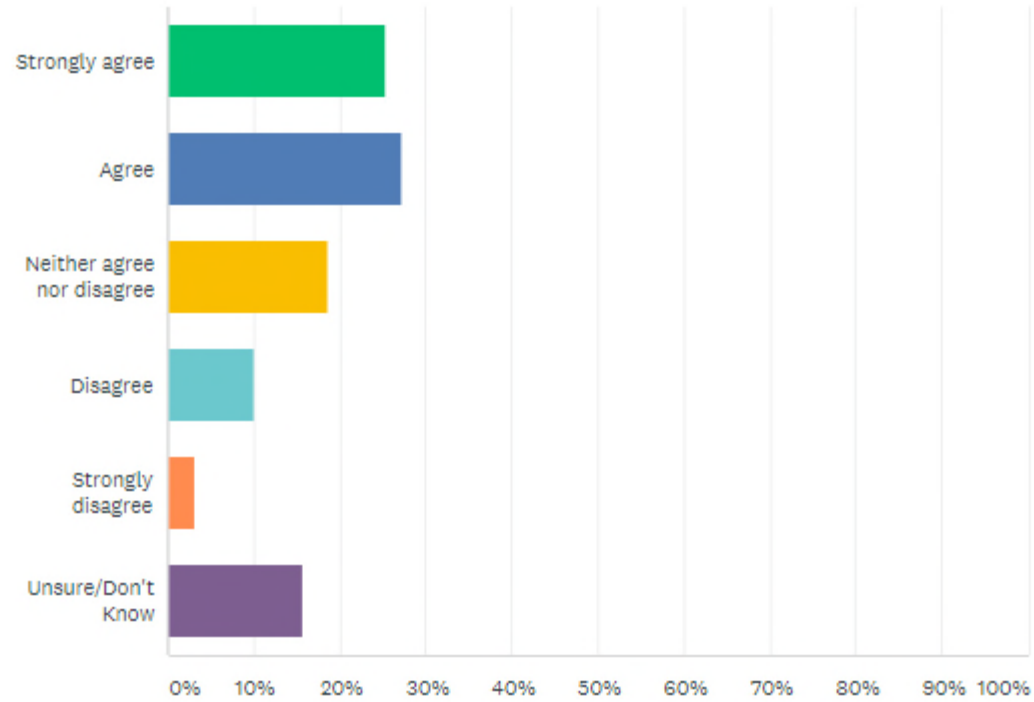
All responses

(Tarrytown & Non-Tarrytown)

Q1

The Tarrytown Police Department develops relationships with community members (e.g., residents, organizations, and groups).

Answered: 1,013 Skipped: 0



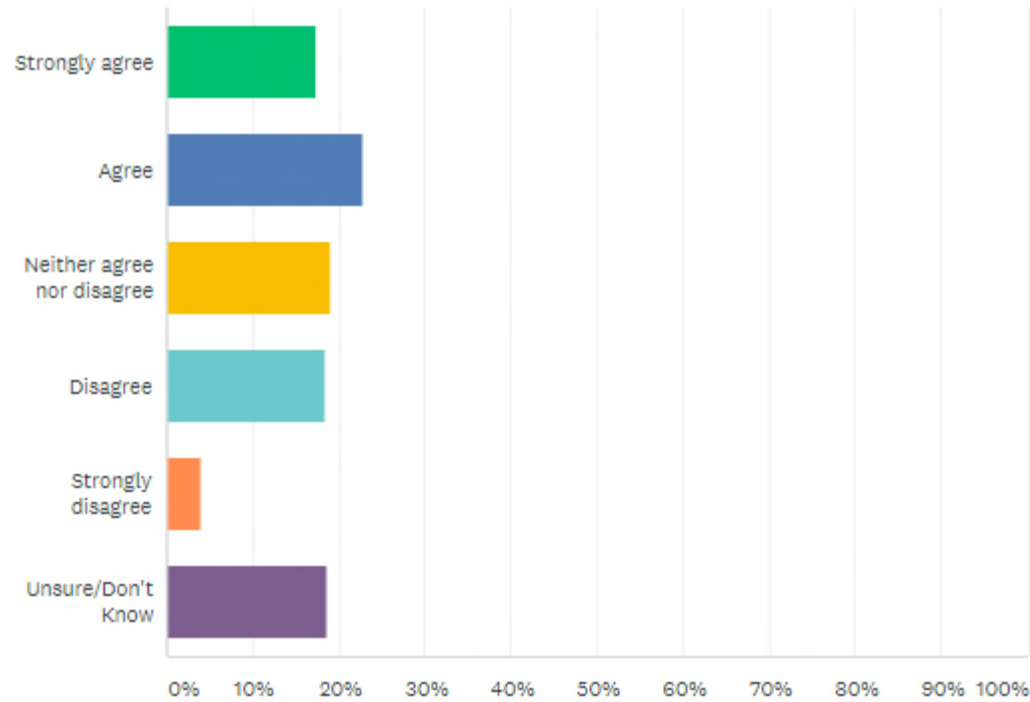
ANSWER CHOICES	RESPONSES
Strongly agree	25.37% 257
Agree	27.15% 275
Neither agree nor disagree	18.66% 189
Disagree	9.97% 101
Strongly disagree	3.16% 32
Unsure/Don't Know	15.70% 159
<b>TOTAL</b>	<b>1,013</b>



Q2

The Tarrytown Police Department regularly communicates with community members (e.g., website, e-mails, social medial, public meetings).

Answered: 1,013 Skipped: 0

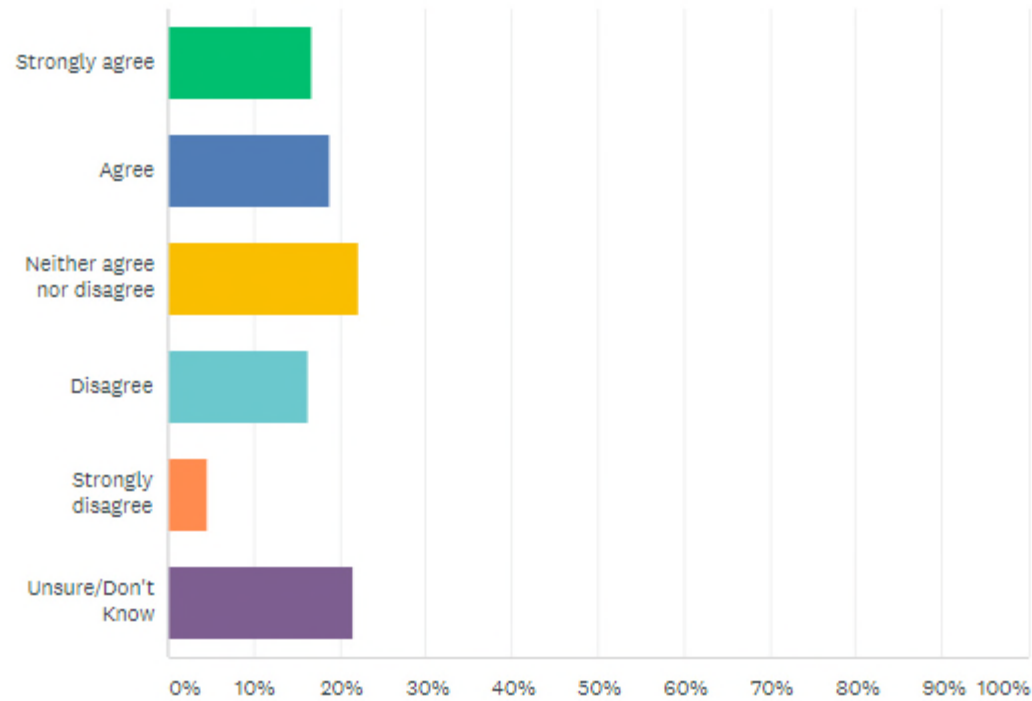


ANSWER CHOICES	RESPONSES
Strongly agree	17.28% 175
Agree	22.70% 230
Neither agree nor disagree	18.95% 192
Disagree	18.46% 187
Strongly disagree	4.05% 41
Unsure/Don't Know	18.56% 188
<b>TOTAL</b>	<b>1,013</b>

Q3

The Tarrytown Police Department makes it easy for community members to provide input (e.g., comments, suggestions, concerns).

Answered: 1,013 Skipped: 0

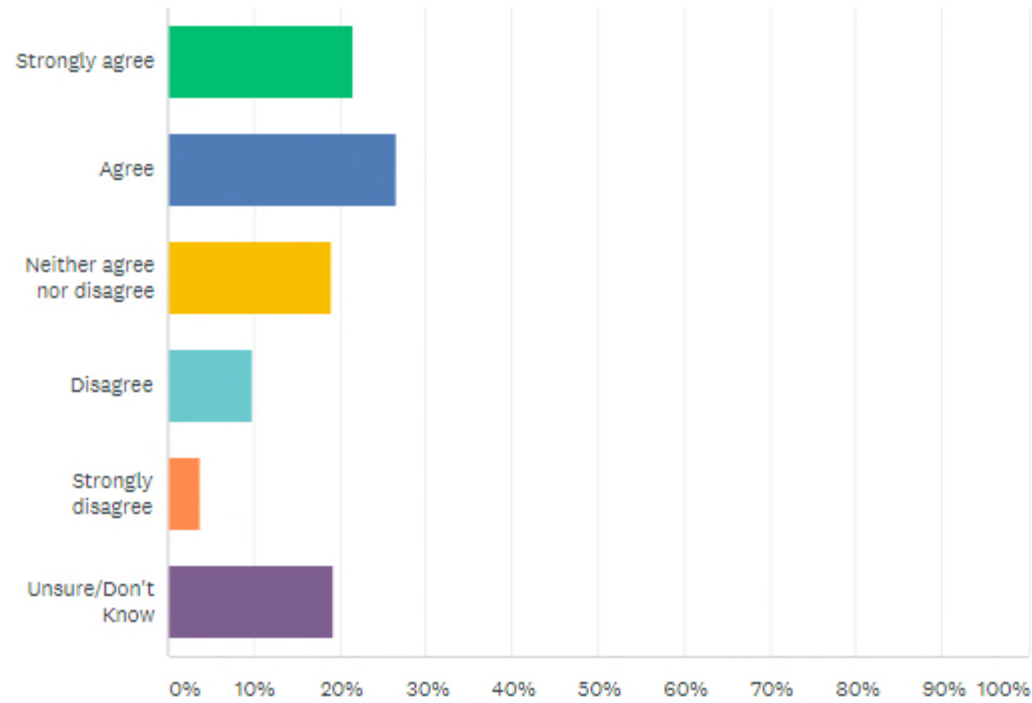


ANSWER CHOICES	RESPONSES
Strongly agree	16.68% 169
Agree	18.76% 190
Neither agree nor disagree	22.21% 225
Disagree	16.29% 165
Strongly disagree	4.54% 46
Unsure/Don't Know	21.52% 218
<b>TOTAL</b>	<b>1,013</b>

Q4

The Tarrytown Police Department works together with community members to solve local problems.

Answered: 1,013 Skipped: 0

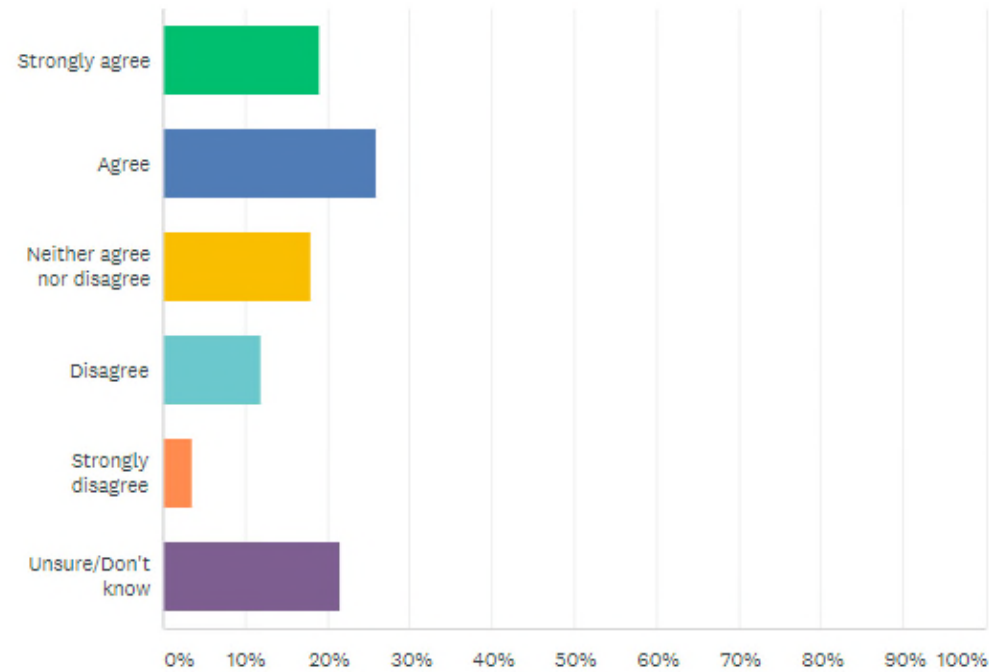


ANSWER CHOICES	RESPONSES
Strongly agree	21.52% 218
Agree	26.65% 270
Neither agree nor disagree	18.95% 192
Disagree	9.77% 99
Strongly disagree	3.85% 39
Unsure/Don't Know	19.25% 195
<b>TOTAL</b>	<b>1,013</b>

Q5

Community Policing involves officers working with the Community to address the causes of crime in an effort to reduce the problems themselves through a wide range of activities. Based on this definition, to what extent do you agree the Tarrytown Police Department practices Community Policing?

Answered: 1,013 Skipped: 0



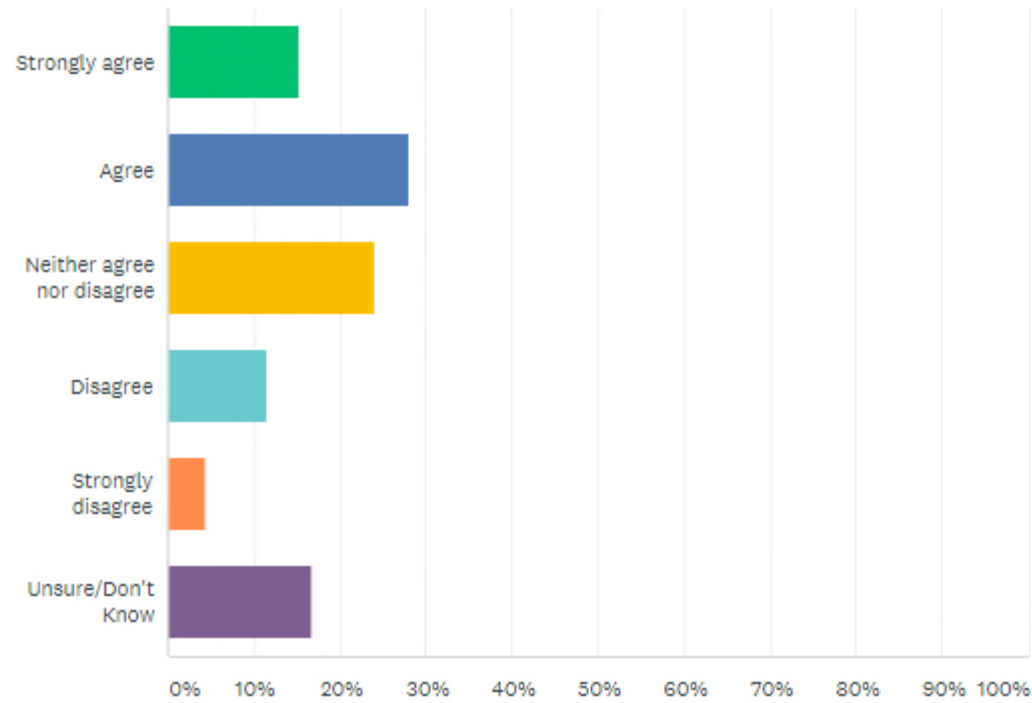
ANSWER CHOICES	RESPONSES
Strongly agree	19.05% 193
Agree	25.96% 263
Neither agree nor disagree	18.07% 183
Disagree	11.94% 121
Strongly disagree	3.46% 35
Unsure/Don't know	21.52% 218
<b>TOTAL</b>	<b>1,013</b>

ANSWER CHOICES	RESPONSES	
▼ Traffic Issues/Residential Speeding	47.48%	481
▼ Burglaries/Thefts (residential/commercial)	23.79%	241
▼ Illegal Parking	18.56%	188
▼ Illegal dumping/littering	17.08%	173
▼ Criminal Mischief (auto/property) (e.g. rock thrown into a window, slash tires, key car)	16.88%	171
▼ Bicycling/Skateboarding Issues	16.68%	169
▼ School Safety (e.g., bullying, fighting or weapons)	14.81%	150
▼ Drug Abuse (e.g., manufacture, sale or use of illegal/prescription drugs)	13.62%	138
▼ Other (please specify) <span style="float: right;">Responses</span>	12.54%	127
▼ Disorderly Conduct/Public Intoxication/Noise Violations	11.75%	119
▼ Driving under the influence (i.e., alcohol or drugs)	11.65%	118
▼ Underage Drinking	9.77%	99
▼ Loud Music/Noise from Homes	9.48%	96
▼ Disorderly Youth (e.g. cursing or gathering)	9.08%	92
▼ Hate Crimes	7.90%	80
▼ Domestic Violence (adult)	6.52%	66
▼ Child Sexual Predators/Internet Safety	5.92%	60
▼ Homelessness - or transient related problems (panhandling)	5.82%	59
▼ Stray animals/barking dogs	4.44%	45
▼ Vandalism/Graffiti	4.15%	42
▼ Sexual Assault/Rape (adult)	2.86%	29
▼ Child Abuse	2.07%	21
▼ Physical Assault	1.97%	20
▼ Homeland Security Problems	1.68%	17
▼ Elder Abuse	1.18%	12
▼ Mugging	0.99%	10
<b>Total Respondents: 1,013</b>		

Q7

The Tarrytown Police Department is addressing the problems that concern you.

Answered: 1,013 Skipped: 0

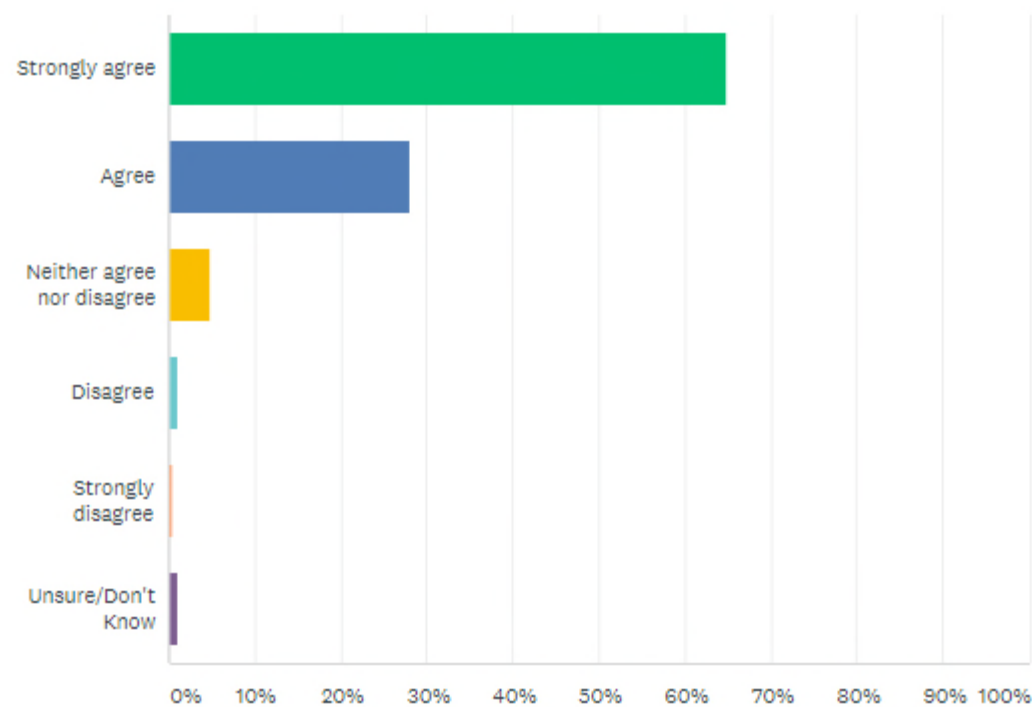


ANSWER CHOICES	RESPONSES
Strongly agree	15.30% 155
Agree	28.13% 285
Neither agree nor disagree	23.99% 243
Disagree	11.55% 117
Strongly disagree	4.34% 44
Unsure/Don't Know	16.68% 169
<b>TOTAL</b>	<b>1,013</b>

Q8

# Do you feel safe in Tarrytown when you are outside alone during the day?

Answered: 1,013 Skipped: 0

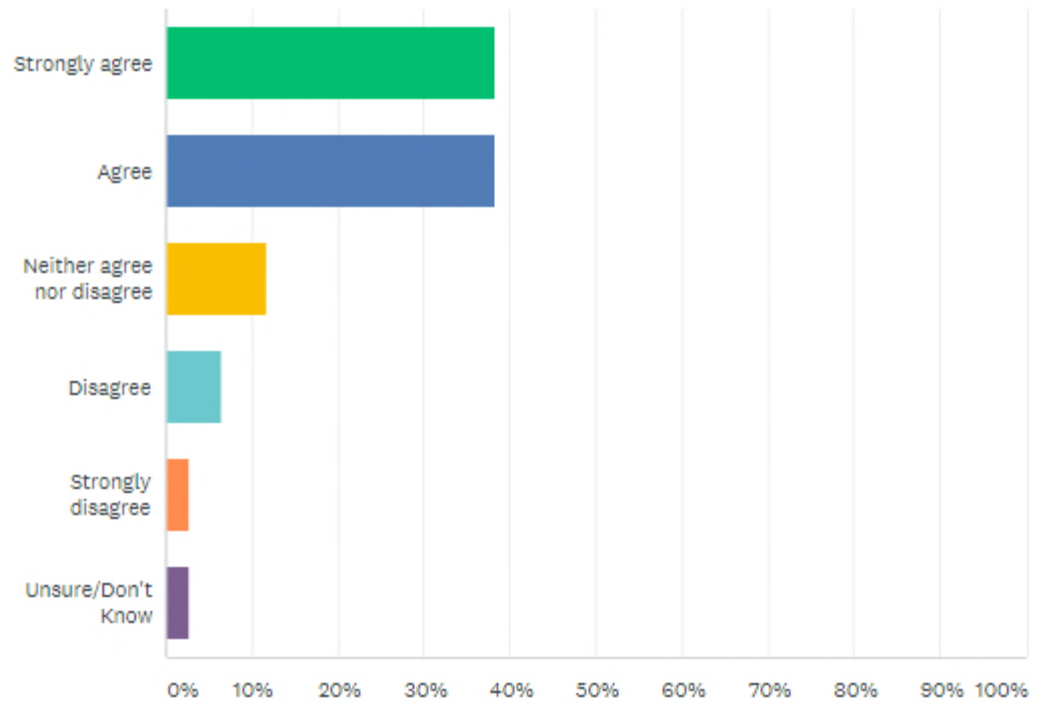


ANSWER CHOICES	RESPONSES
Strongly agree	64.76% 656
Agree	28.13% 285
Neither agree nor disagree	4.74% 48
Disagree	0.99% 10
Strongly disagree	0.39% 4
Unsure/Don't Know	0.99% 10
<b>TOTAL</b>	<b>1,013</b>

Q9

# Do you feel safe in Tarrytown when you are outside alone at night?

Answered: 1,013 Skipped: 0



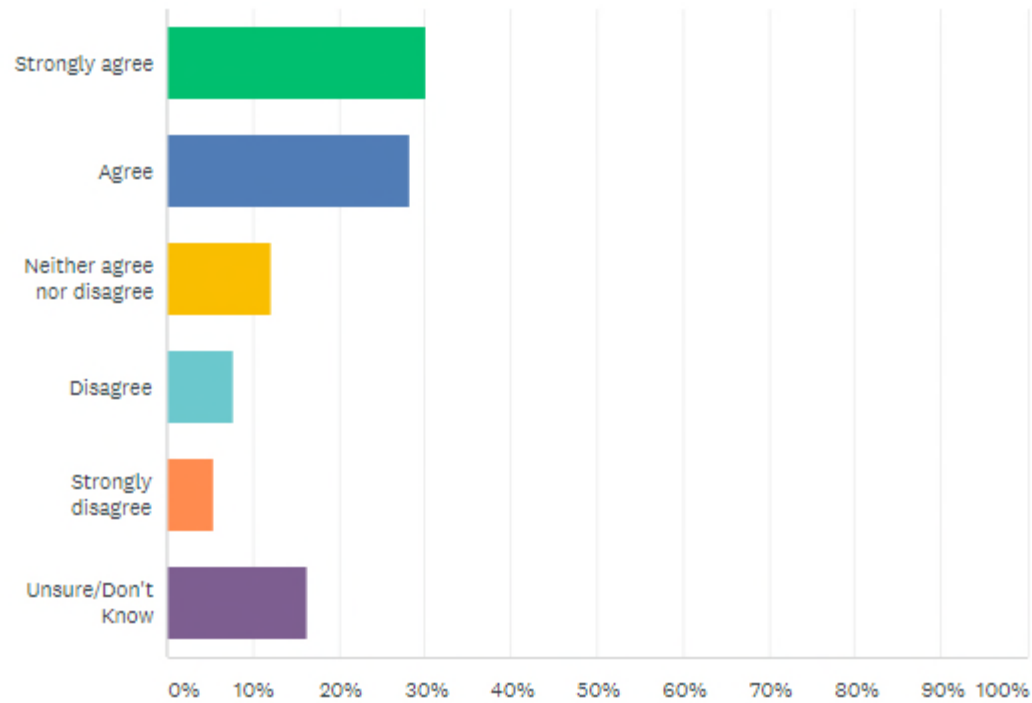
ANSWER CHOICES	RESPONSES
Strongly agree	38.30% 388
Agree	38.30% 388
Neither agree nor disagree	11.65% 118
Disagree	6.42% 65
Strongly disagree	2.67% 27
Unsure/Don't Know	2.67% 27
<b>TOTAL</b>	<b>1,013</b>



Q10

## Officers in Tarrytown treat people fairly.

Answered: 1,013 Skipped: 0

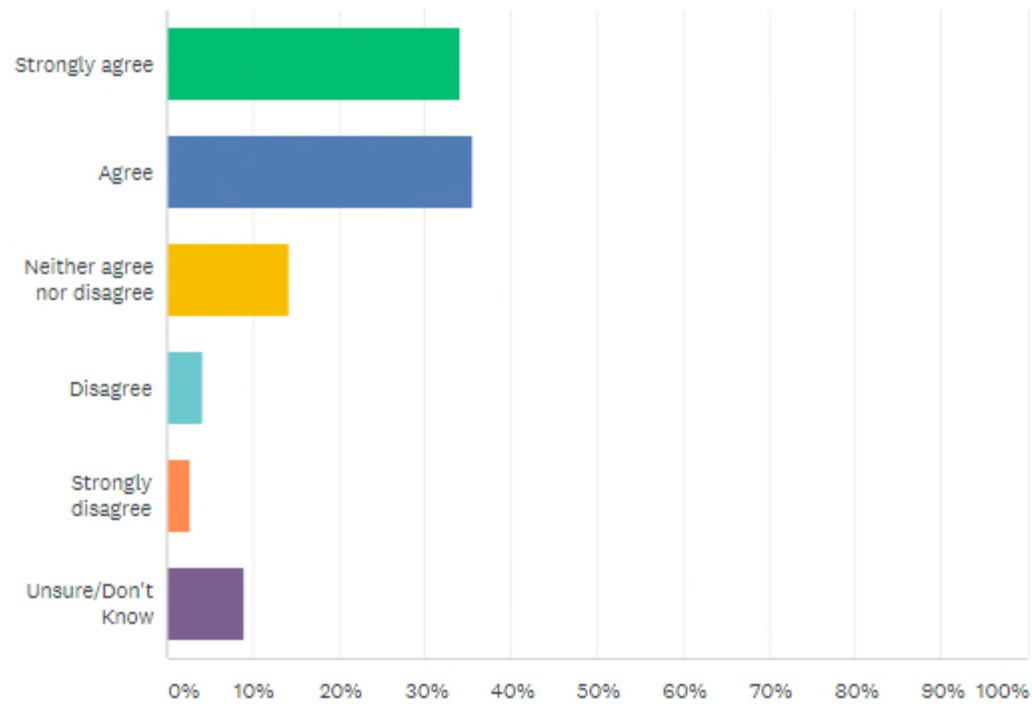


ANSWER CHOICES	RESPONSES
Strongly agree	30.11% 305
Agree	28.23% 286
Neither agree nor disagree	12.14% 123
Disagree	7.80% 79
Strongly disagree	5.43% 55
Unsure/Don't Know	16.29% 165
<b>TOTAL</b>	<b>1,013</b>

# Officers in the Tarrytown Police Department are respectful.

Q11

Answered: 1,013 Skipped: 0

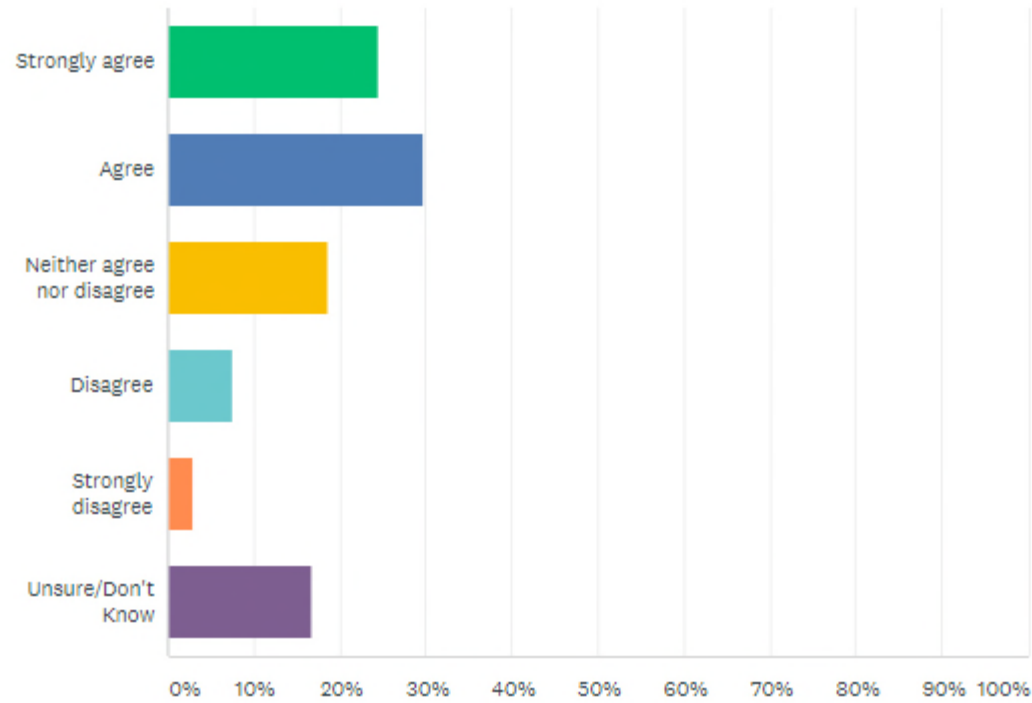


ANSWER CHOICES	RESPONSES
Strongly agree	34.16% 346
Agree	35.64% 361
Neither agree nor disagree	14.31% 145
Disagree	4.24% 43
Strongly disagree	2.67% 27
Unsure/Don't Know	8.98% 91
<b>TOTAL</b>	<b>1,013</b>

# The Tarrytown Police Department is responsive to the concerns of Community Members.

Answered: 1,013 Skipped: 0

Q12

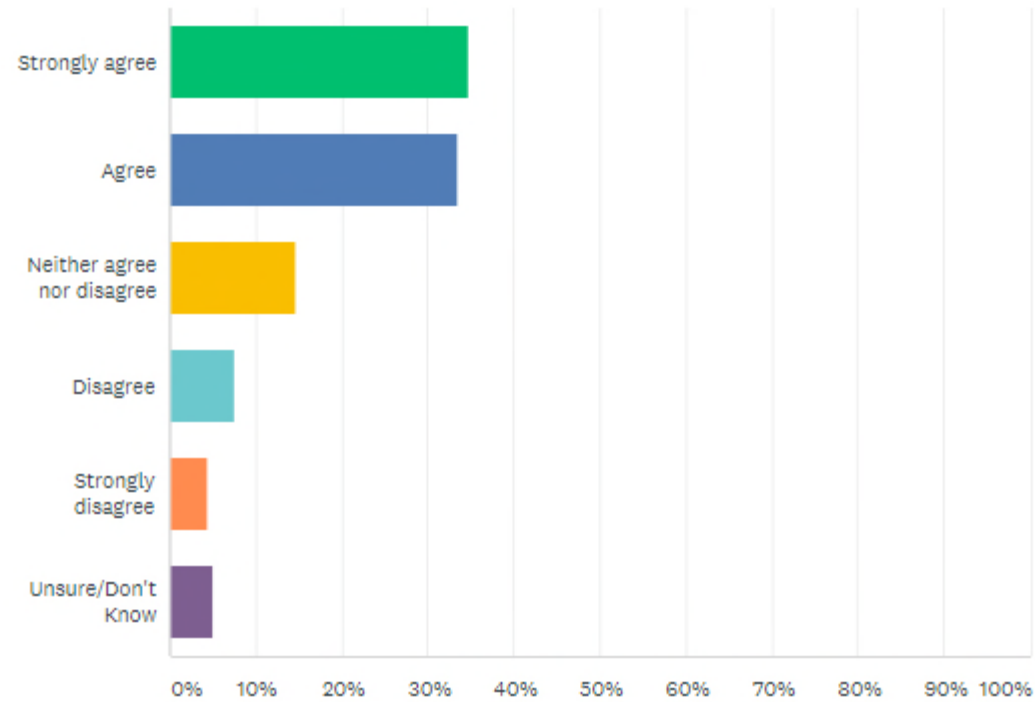


ANSWER CHOICES	RESPONSES
Strongly agree	24.48% 248
Agree	29.62% 300
Neither agree nor disagree	18.66% 189
Disagree	7.60% 77
Strongly disagree	2.86% 29
Unsure/Don't Know	16.78% 170
<b>TOTAL</b>	<b>1,013</b>

# Q13

## I trust the Tarrytown Police Department.

Answered: 1,013 Skipped: 0

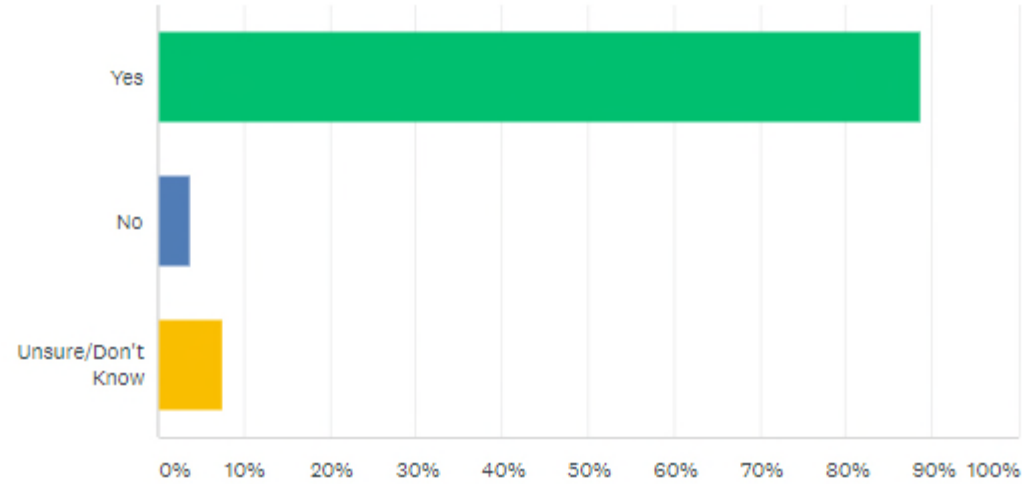


ANSWER CHOICES	RESPONSES
Strongly agree	34.75% 352
Agree	33.46% 339
Neither agree nor disagree	14.71% 149
Disagree	7.60% 77
Strongly disagree	4.44% 45
Unsure/Don't Know	5.03% 51
<b>TOTAL</b>	<b>1,013</b>

# Q14

Would you call the police if you needed help or if you were the witness of a crime?

Answered: 1,013 Skipped: 0

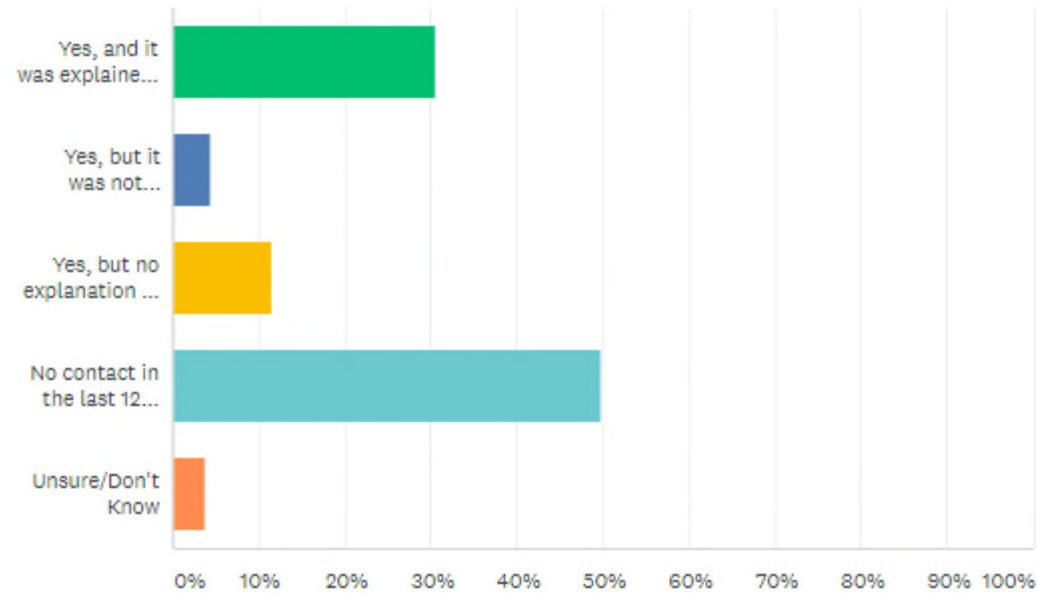


ANSWER CHOICES	RESPONSES
Yes	88.65% 898
No	3.75% 38
Unsure/Don't Know	7.60% 77
<b>TOTAL</b>	<b>1,013</b>

# Q15

Within the last 12 months, have you had contact with an officer in the Tarrytown Police Department? If so, did the officer sufficiently explain his or her actions and/or procedures?

Answered: 1,013 Skipped: 0

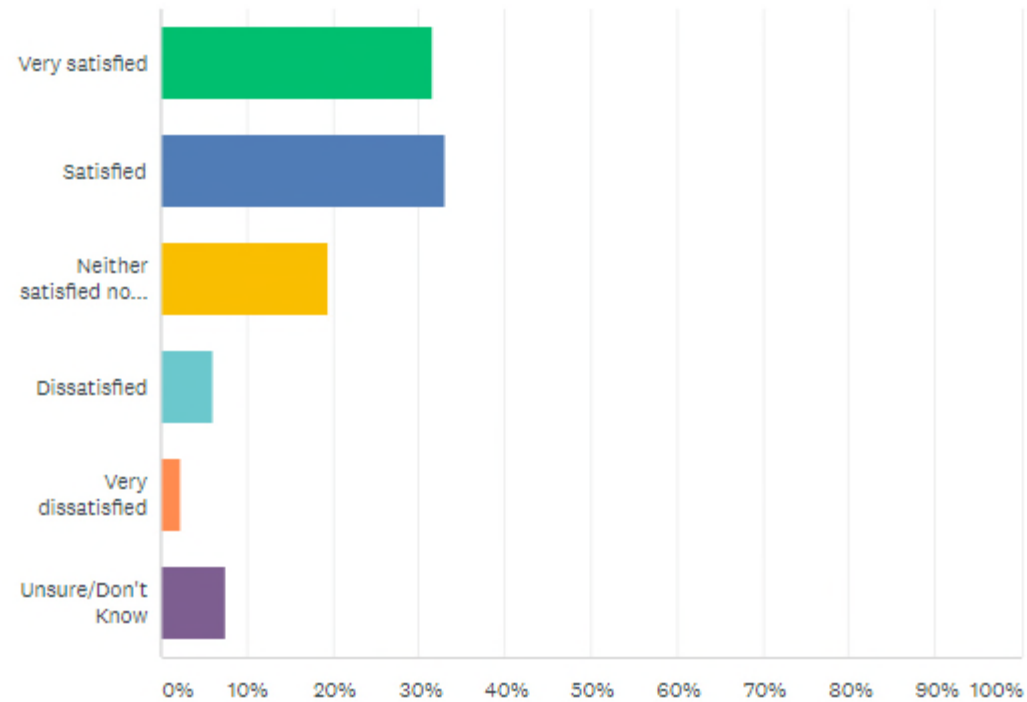


ANSWER CHOICES	RESPONSES	
▼ Yes, and it was explained sufficiently.	30.50%	309
▼ Yes, but it was not explained.	4.44%	45
▼ Yes, but no explanation was necessary for the particular interaction.	11.45%	116
▼ No contact in the last 12 months.	49.85%	505
▼ Unsure/Don't Know	3.75%	38
<b>TOTAL</b>		<b>1,013</b>

# Are you satisfied with the overall performance of the Tarrytown Police Department?

Q16

Answered: 1,001 Skipped: 12

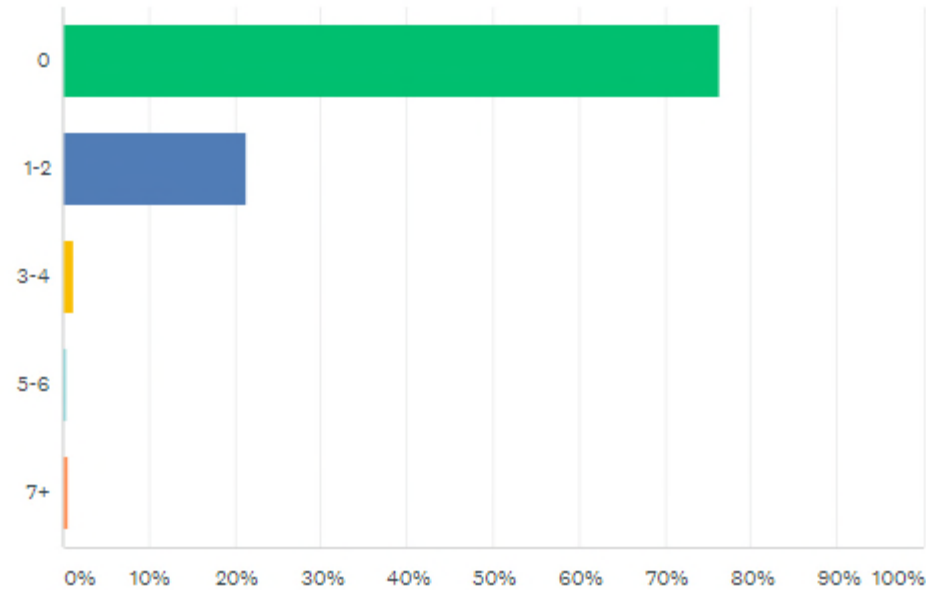


ANSWER CHOICES	RESPONSES
▼ Very satisfied	31.57% 316
▼ Satisfied	32.97% 330
▼ Neither satisfied nor dissatisfied	19.48% 195
▼ Dissatisfied	5.99% 60
▼ Very dissatisfied	2.40% 24
▼ Unsure/Don't Know	7.59% 76
<b>TOTAL</b>	<b>1,001</b>

Q17

How many times in the past 12 months have you had contact with the Tarrytown Police Department for traffic issues (e.g. citation, warning, motor vehicle accident)?

Answered: 1,001 Skipped: 12



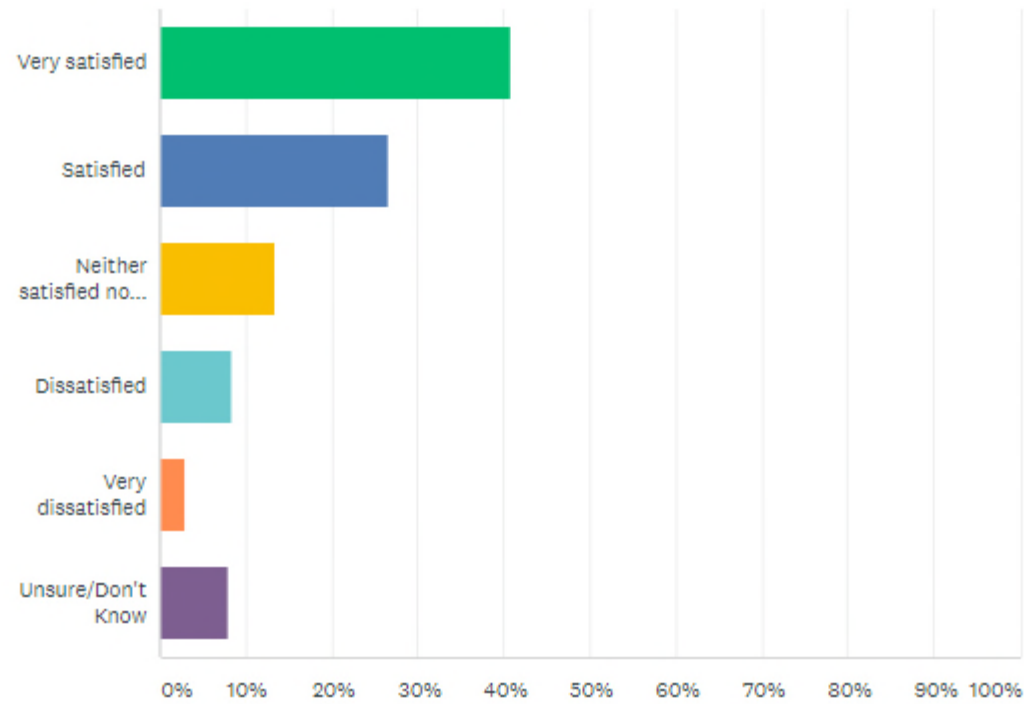
ANSWER CHOICES	RESPONSES
▼ 0	76.32% 764
▼ 1-2	21.28% 213
▼ 3-4	1.30% 13
▼ 5-6	0.50% 5
▼ 7+	0.60% 6
<b>TOTAL</b>	<b>1,001</b>



Q18

# Were you satisfied with your interaction(s) with the Tarrytown Police Department for traffic issues?

Answered: 238 Skipped: 775

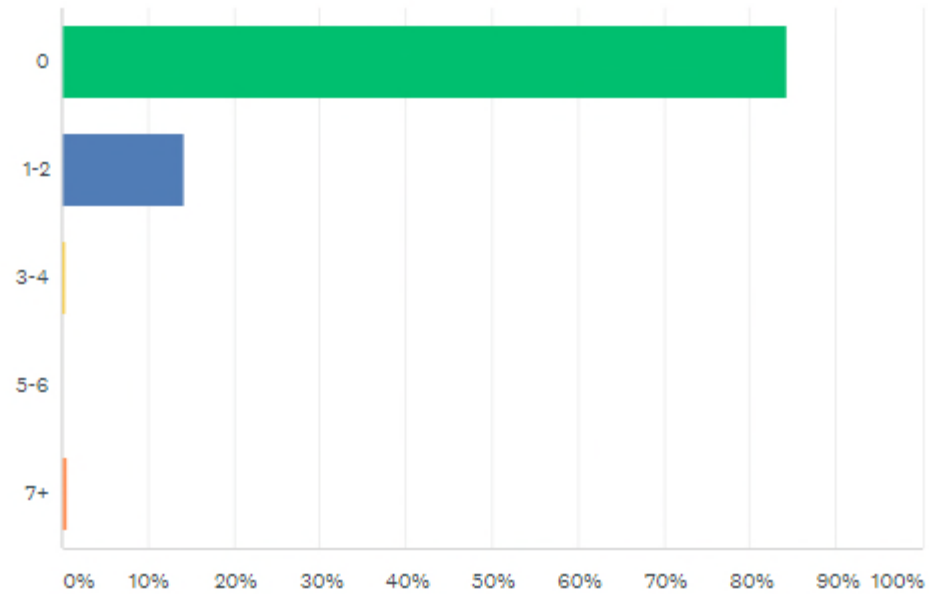


ANSWER CHOICES	RESPONSES
▼ Very satisfied	40.76% 97
▼ Satisfied	26.47% 63
▼ Neither satisfied nor dissatisfied	13.45% 32
▼ Dissatisfied	8.40% 20
▼ Very dissatisfied	2.94% 7
▼ Unsure/Don't Know	7.98% 19
<b>TOTAL</b>	<b>238</b>

# Q19

How many times in the past 12 months have you had contact with the Tarrytown Police Department for 911 emergency calls?

Answered: 997 Skipped: 16

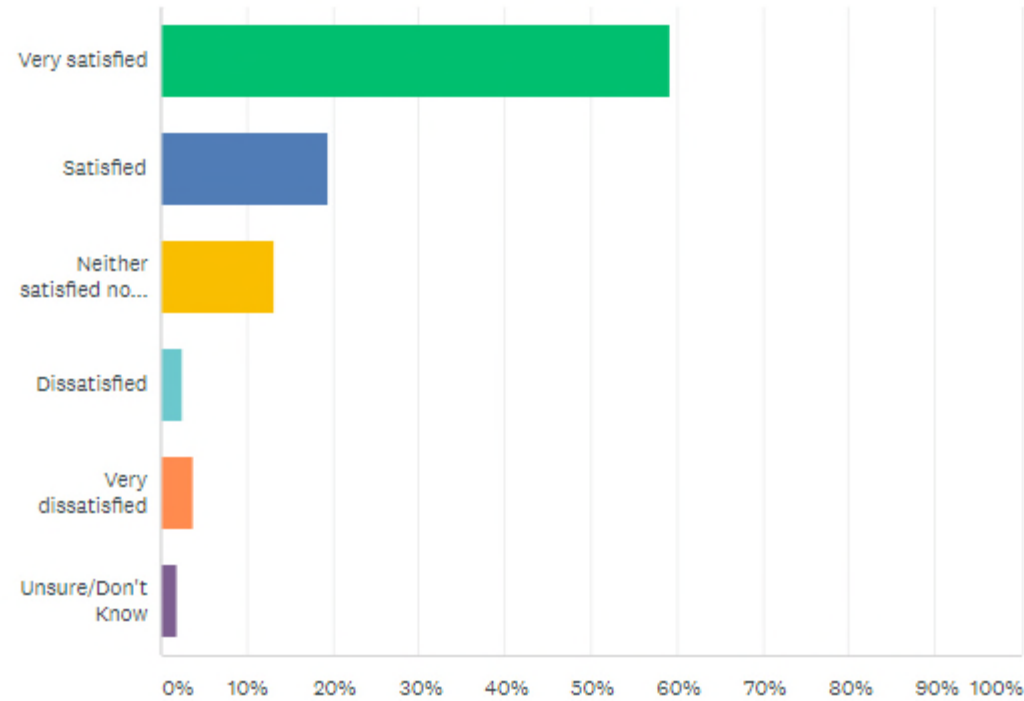


ANSWER CHOICES	RESPONSES
▼ 0	84.35% 841
▼ 1-2	14.24% 142
▼ 3-4	0.50% 5
▼ 5-6	0.20% 2
▼ 7+	0.70% 7
<b>TOTAL</b>	<b>997</b>

Q20

# Were you satisfied with your interaction(s) with the Tarrytown Police Department for 911 emergency calls?

Answered: 159 Skipped: 854

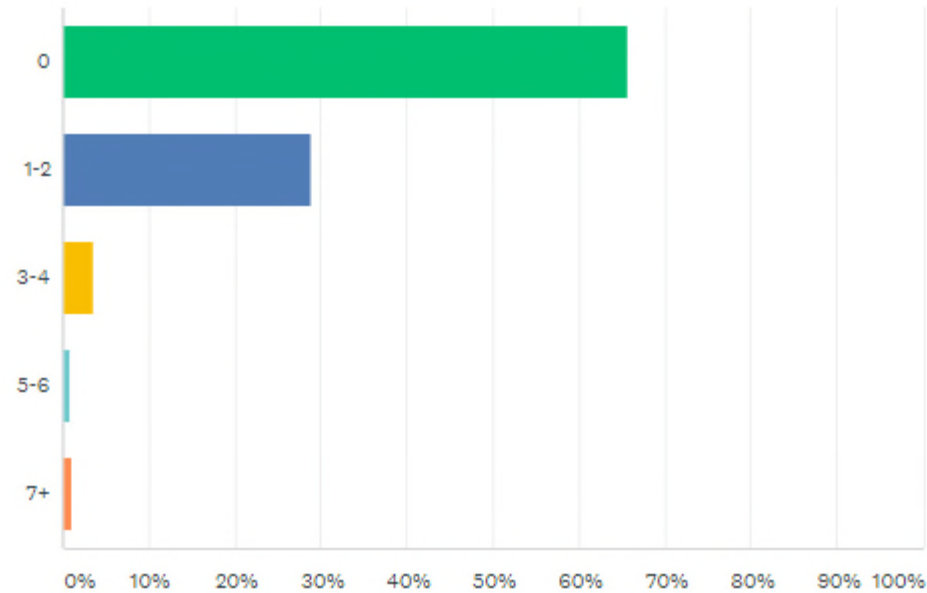


ANSWER CHOICES	RESPONSES
▼ Very satisfied	59.12% 94
▼ Satisfied	19.50% 31
▼ Neither satisfied nor dissatisfied	13.21% 21
▼ Dissatisfied	2.52% 4
▼ Very dissatisfied	3.77% 6
▼ Unsure/Don't Know	1.89% 3
<b>TOTAL</b>	<b>159</b>

Q21

How many times in the past 12 months have you had contact with the Tarrytown Police Department for non-emergency calls (e.g. to report a crime, suspicious activity, quality of life issue such as a noise ordinance or curb your dog issue, or storm related question/concern)

Answered: 991 Skipped: 22

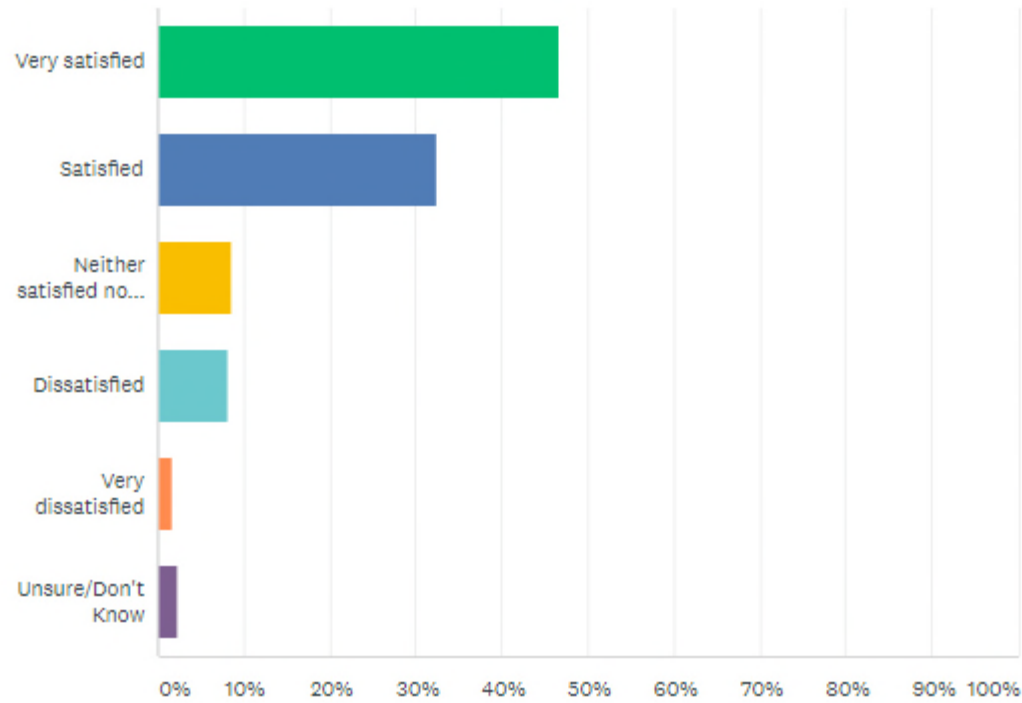


ANSWER CHOICES	RESPONSES
▼ 0	65.69% 651
▼ 1-2	28.86% 286
▼ 3-4	3.53% 35
▼ 5-6	0.91% 9
▼ 7+	1.01% 10
<b>TOTAL</b>	<b>991</b>

Q22

# Were you satisfied with your interaction(s) with the Tarrytown Police Department for Non-Emergency Calls?

Answered: 339 Skipped: 674

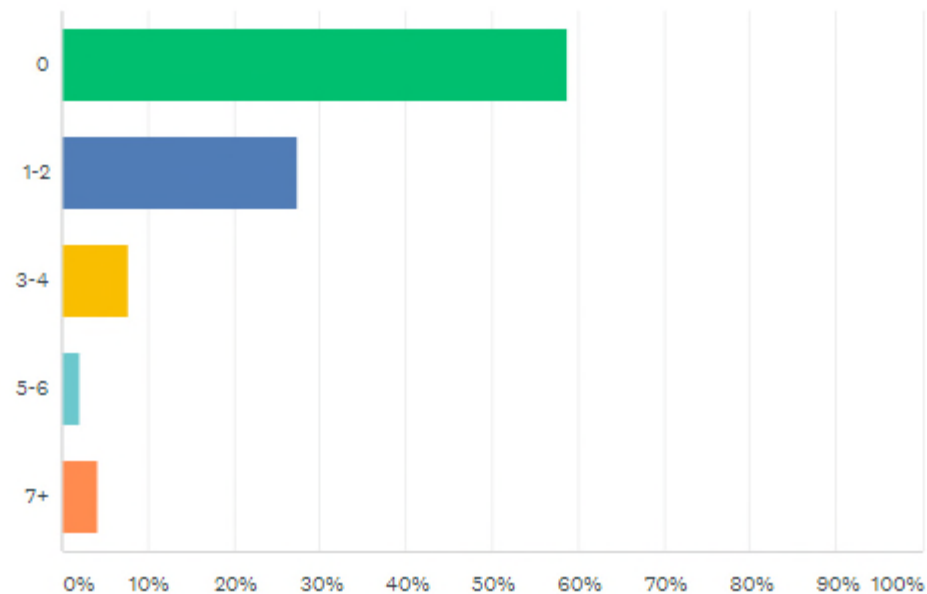


ANSWER CHOICES	RESPONSES
Very satisfied	46.61% 158
Satisfied	32.45% 110
Neither satisfied nor dissatisfied	8.55% 29
Dissatisfied	8.26% 28
Very dissatisfied	1.77% 6
Unsure/Don't Know	2.36% 8
<b>TOTAL</b>	<b>339</b>

## Q23

How many times in the past 12 months have you had contact with the Tarrytown Police Department for other contacts or interactions (e.g. attend a community meeting or talk to an officer out on patrol)?

Answered: 985 Skipped: 28

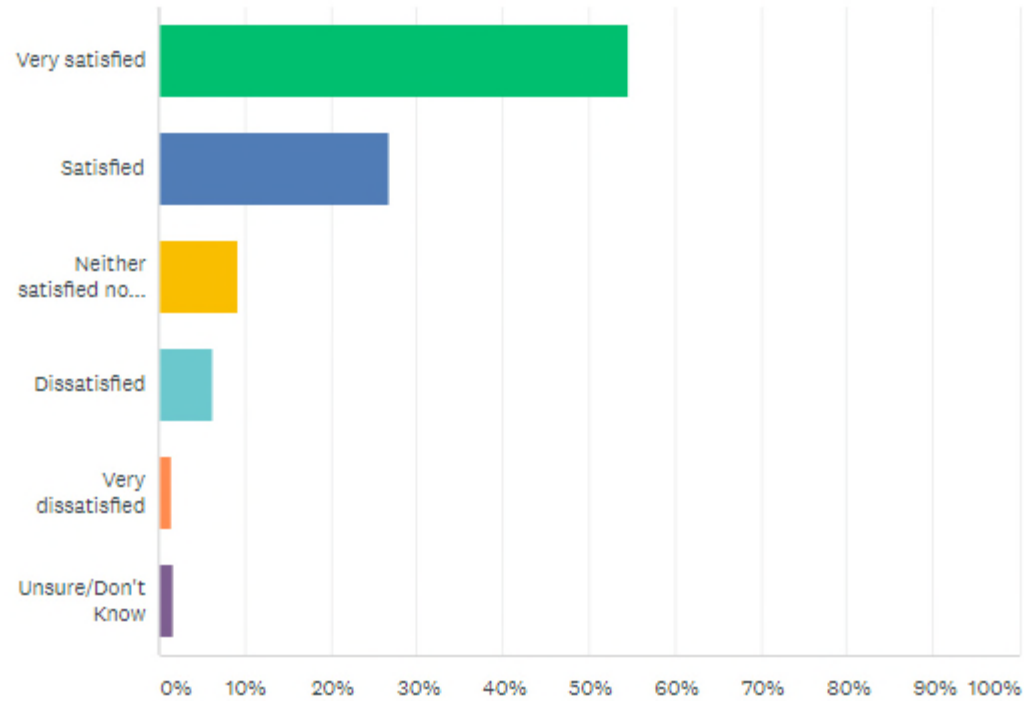


ANSWER CHOICES	RESPONSES
▼ 0	58.78% 579
▼ 1-2	27.31% 269
▼ 3-4	7.72% 76
▼ 5-6	2.03% 20
▼ 7+	4.16% 41
<b>TOTAL</b>	<b>985</b>

Q24

# Were you satisfied with your interaction(s) with the Tarrytown Police Department for other contacts or Interactions?

Answered: 404 Skipped: 609

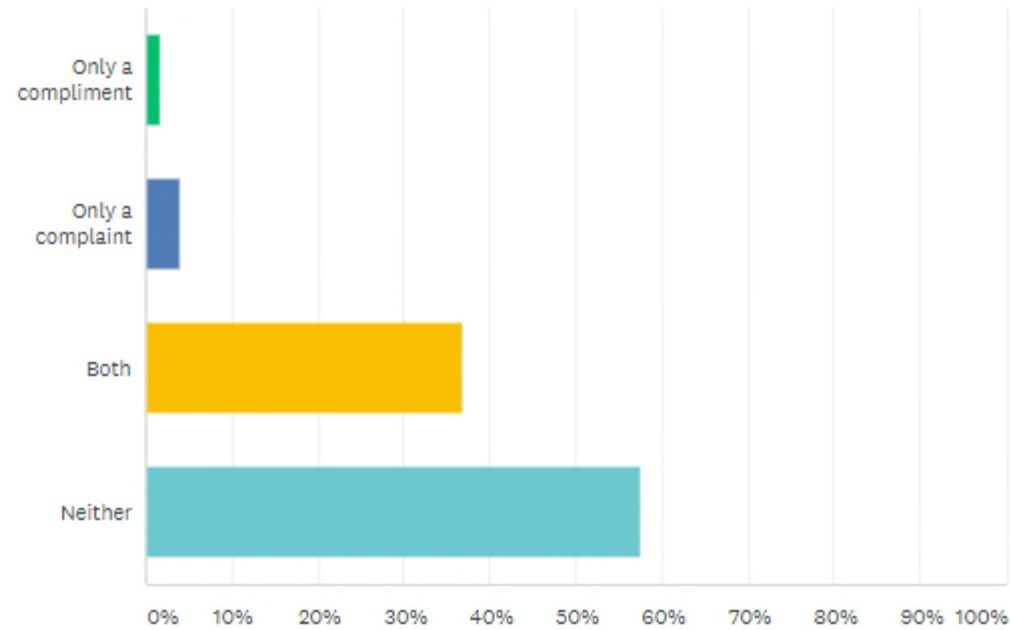


ANSWER CHOICES	RESPONSES
▼ Very satisfied	54.70% 221
▼ Satisfied	26.73% 108
▼ Neither satisfied nor dissatisfied	9.16% 37
▼ Dissatisfied	6.19% 25
▼ Very dissatisfied	1.49% 6
▼ Unsure/Don't Know	1.73% 7
<b>TOTAL</b>	<b>404</b>

## Q25

# Do you know how to submit a compliment and/or complaint regarding the Tarrytown Police Department?

Answered: 465 Skipped: 548



ANSWER CHOICES	RESPONSES
▼ Only a compliment	1.72% 8
▼ Only a complaint	3.87% 18
▼ Both	36.77% 171
▼ Neither	57.63% 268
<b>TOTAL</b>	<b>465</b>



Q26 What types of community programs would you like to see implemented?

called open enforce together S bias discussions related safety positive bike Don t know  
support Tarrytown police Anything include one focused give sports traffic students  
training events Tarrytown drug Will people local broken police officers  
helped residents provided sure public make concerns think also cops  
interact see Nothing officers now need engagement police  
communication community Maybe programs way  
youth children schools trust good something know  
interaction youth meet rather kids interaction town create  
police department Increased Youth programs problems especially  
deal village Covid involve PAL time laws outreach much etc well us programs help  
going bicycle activities drives involvement Volunteer great understanding type work None  
speeding place issues

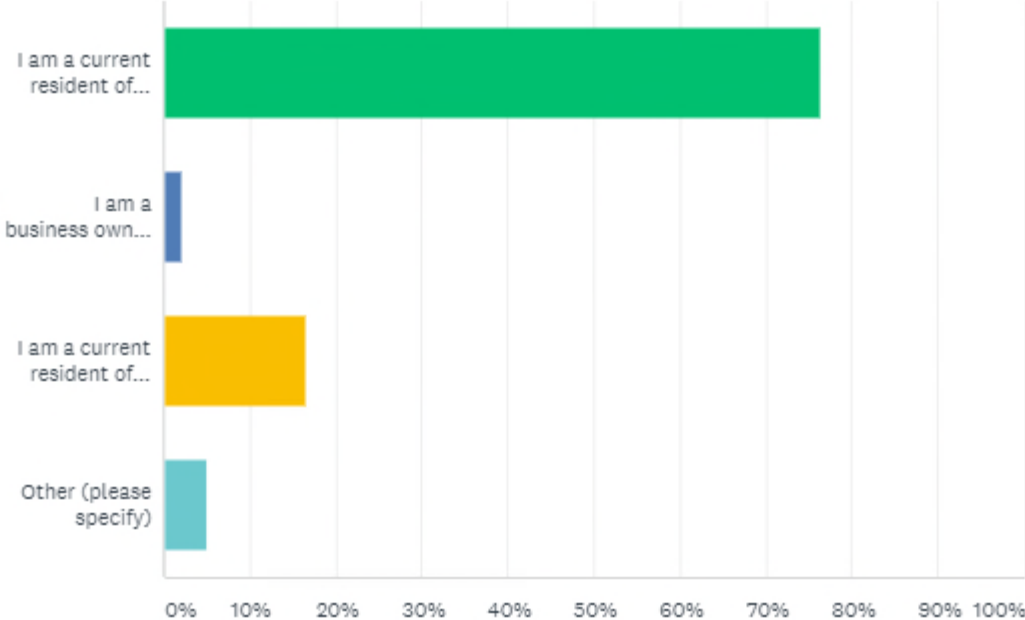
Q27 Any other comments regarding the Tarrytown Police Department? This could be regarding something covered or not covered in this survey.

training Black Lives Matter also Main Street chief current N change want saying well nothing  
believe street appreciate run area called one overall feel hard work difficult  
seem problem police officers experience always blue lives matter job  
take town lived time us made safe None will issues concerned  
know way good don t need relationship  
community s police good job officers respect  
people public think even police department try  
department give Tarrytown Love see reform village  
Tarrytown police great come Thank deal keeping extremely  
Tarrytown Police Department things residents may great job tickets  
cops help really parking much local interactions now support etc understand  
family professional years ago part local police Car personal minority years

Q28

# What is your relationship to Tarrytown?

Answered: 971 Skipped: 42

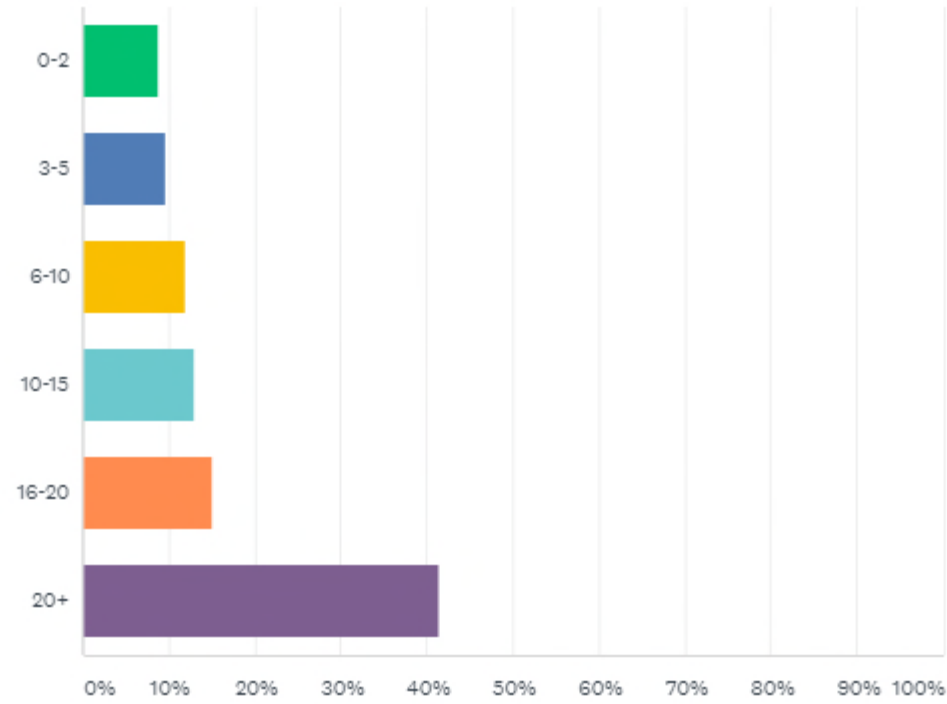


ANSWER CHOICES	RESPONSES
▼ I am a current resident of Tarrytown	76.31% 741
▼ I am a business owner in Tarrytown	2.16% 21
▼ I am a current resident of Sleepy Hollow	16.48% 160
▼ Other (please specify)	<a href="#">Responses</a> 5.05% 49
<b>TOTAL</b>	<b>971</b>

## Q29

### How many years have you lived/worked in Tarrytown?

Answered: 754 Skipped: 259

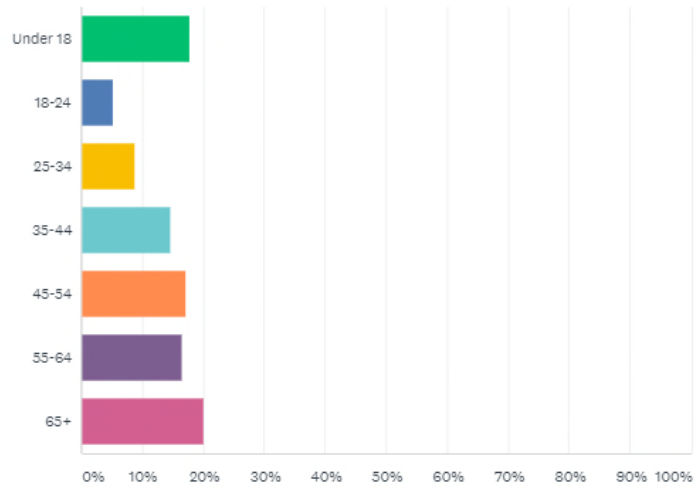


ANSWER CHOICES	RESPONSES
▼ 0-2	8.89% 67
▼ 3-5	9.55% 72
▼ 6-10	11.94% 90
▼ 10-15	13.00% 98
▼ 16-20	15.12% 114
▼ 20+	41.51% 313
<b>TOTAL</b>	<b>754</b>

# Q30 & 31

## What is your age?

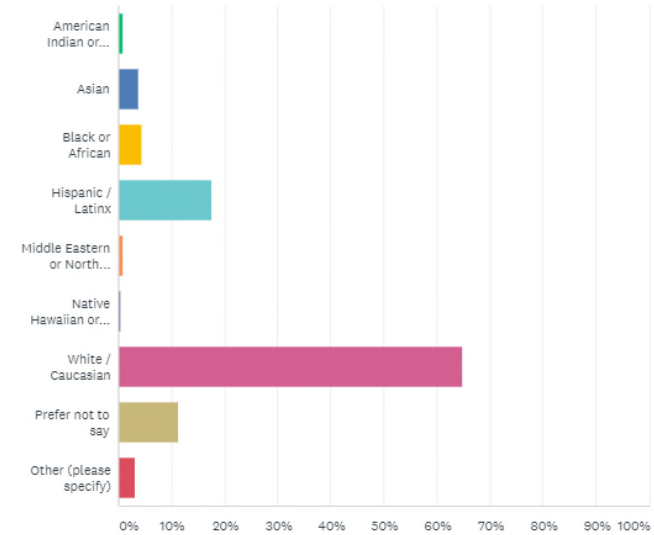
Answered: 962 Skipped: 51



ANSWER CHOICES	RESPONSES	
Under 18	17.78%	171
18-24	5.30%	51
25-34	8.73%	84
35-44	14.55%	140
45-54	17.15%	165
55-64	16.42%	158
65+	20.06%	193
<b>TOTAL</b>		<b>962</b>

## Which of the following best describes you? (Check all that apply)

Answered: 962 Skipped: 51

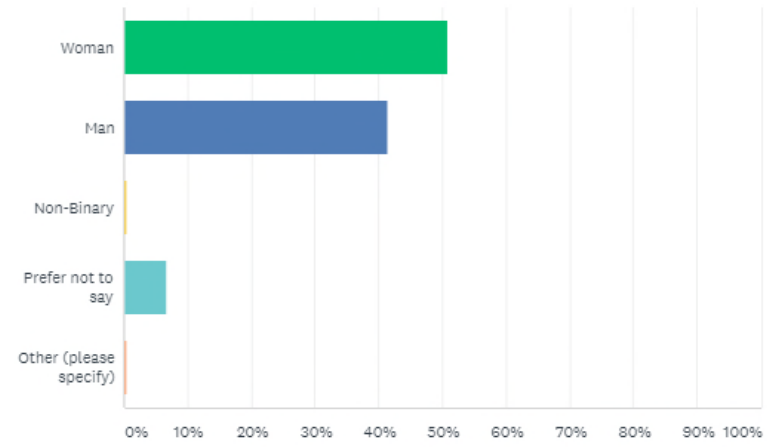


ANSWER CHOICES	RESPONSES	
American Indian or Alaskan Native	0.83%	8
Asian	3.74%	36
Black or African	4.47%	43
Hispanic / Latinx	17.57%	169
Middle Eastern or North African	0.83%	8
Native Hawaiian or Other Pacific Islander	0.52%	5
White / Caucasian	64.86%	624
Prefer not to say	11.33%	109
Other (please specify)	3.22%	31
<b>Total Respondents: 962</b>		

# Q32&33

## What is your gender?

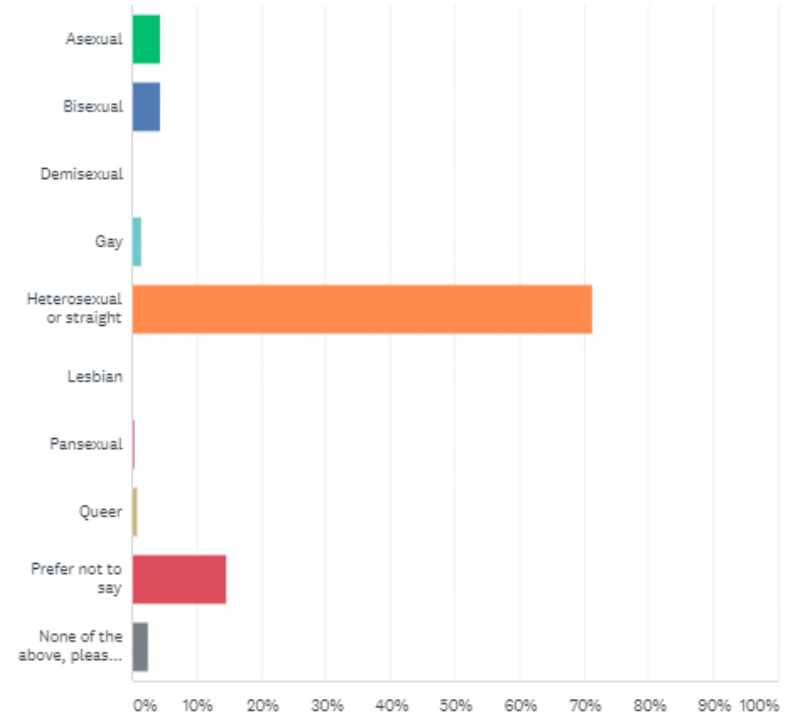
Answered: 962 Skipped: 51



ANSWER CHOICES	RESPONSES
▼ Woman	50.94% 490
▼ Man	41.37% 398
▼ Non-Binary	0.52% 5
▼ Prefer not to say	6.65% 64
▼ Other (please specify)	0.52% 5
<b>TOTAL</b>	<b>962</b>

## What is your sexual orientation?

Answered: 951 Skipped: 62

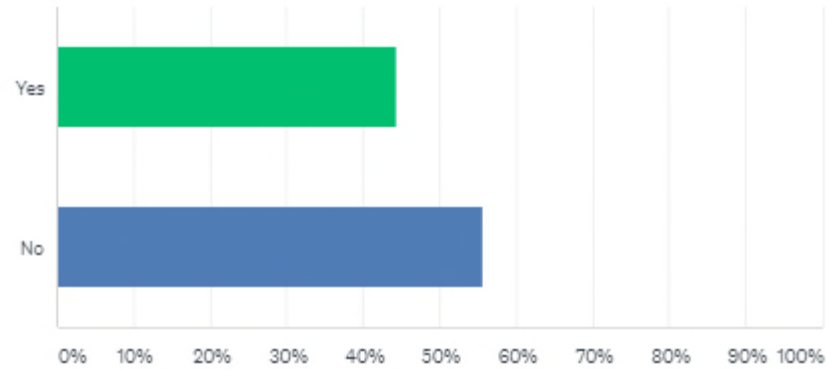


ANSWER CHOICES	RESPONSES
▼ Asexual	4.31% 41
▼ Bisexual	4.31% 41
▼ Demisexual	0.11% 1
▼ Gay	1.47% 14
▼ Heterosexual or straight	71.29% 678
▼ Lesbian	0.21% 2
▼ Pansexual	0.42% 4
▼ Queer	0.74% 7
▼ Prefer not to say	14.62% 139
▼ None of the above, please specify	2.52% 24
<b>TOTAL</b>	<b>951</b>

# Q34

Would you be interested in participating in additional content specific surveys (I.e. Community Relations, Procedural Justice, Programmatic Changes) or community meetings/discussions regarding Tarrytown Police?

Answered: 962 Skipped: 51



ANSWER CHOICES	RESPONSES
Yes	44.28% 426
No	55.72% 536
<b>TOTAL</b>	<b>962</b>

Comments from the public at the Tarrytown Forum on Police held on June 24, 2020.

Attendees for June 24, 2020 – 7:30 p.m. public forum

5-minute time limit

Staff and Elected Officials: Drew, Tom, Becky, Bobby, Doug, Karen, Paul, John, Josh, Carol, Kathy, Rich

There were 83 persons in attendance by approximately 8 p.m. The list is as follows:

Phone numbers: X0357; X9209; X3227; X0767

Persons in attendance: County Executive George Latimer, Alice Koraca, Allie Meizlish, AM, Amanda, Amanda F-C, Amanda Pollina, Amy Warden, Ana Lopez, Andrew, Angela Martello, Ann Neilsen, Anne Richards, Anneliese, Barbara, Bob Kimmel, Broadcast Feed, Carla Pellicci, Cecelia Hargrave, Channorris, Charles Scheiner and Jill Sternberg, Chris, Christina Kharem and Liam Kharem, Dana, David Kim, David Roberts, Deborah Flood, Detective, Dianne Fahy, Doug, Felicia Atanasio, Fergus O, Fiat Torstrup, Gabby, Galaxy, Giselle, Harry, Heather Haggerty, IY, Jack McLaughlin, Jacqueline Volkell, Jazz, Jennifer, Jipad, Joe Cesarano, John Brady, Judith Mezey, Katharine Swibold, Kathy A. Kaufman, Katie Scully, Kelsey Padgett, Kerry Salvatierra, Ketchwehr, Kimberly Saez-Montez, Lee, Lissette Mendez Boyer, Lori Semeraro, Lorraine Zollo, Lynn Goodman, Maylien Herm, miasti, Michael Klein, Michael Witkowski, Michelle Defilippis, Mike Wisniewski, Nancy Breen, Patrol, Rachael Ricker, Rob Wingate, Samantha Sperber and Sitara Herur, Sara Levine, Sarah, Steven Brady, Stew Schectman, Valerie Giliberti, Vanessa S (She/her), Yelice, Zachary Rozenblat, Daniel Schwacter

1. Alice Koraca – could not speak
2. Anneliese Galgano – live on High Street in the south end of Tarrytown. Have been a resident, have been born and raised in Tarrytown. Any allegations of racial discrimination in recent years? Chief – One person claimed they were pulled over because of their race. How has morale affected morale of the current police officers? Chief – Morale has been at an all time low. Have been working with the Mayor and Board to try and address that. We have been commented on, and have gone from heroes and zeroes in a matter of moments. We had a horrible tragedy, and the officers in the department are trying to understand why. AG – thank you for making us feel safe.
3. Jill Sternberg – couple and sharing Zoom. Recently moved to Tarrytown last November. Thank you for being proactive and doing this right after the Governor’s Call. Work in restorative justice. Try to create an environment that is healing for all involved. How often have the police fired or drawn their guns? Wonder about the high ratio of police to population. Have to ask about transparency. Mayor has said this is an ongoing process. Want to know if the Village will share policies and practices. Will you share training materials? Beyond implicit



bias, what are you doing to understand bias? I understand the demoralization the police are experiencing. But the police have been the enforcers of the racist policies of our government. What does community policing mean to you, and how can that be expanded in Tarrytown? Chief – as far as firing of guns, it's very few and far between, other than euthanize an animal. We do have officers who are on a multi-jurisdictional SWAT team. I am for breaking things down and sharing policies, but don't want to make certain procedures public so that we don't put officers in danger. Jill - How are you going to make changes to systemic racism that has been the basis for our society and white privilege? Chief explanation

4. Nancy Breen – live in Tarrytown, 1302 Crescent Drive, Tarrytown. Have been here for about 5 years and moved here from New England. Thank you to the police department as have had a number of falls and needs. Issues that affect all of us. She would like to see more women as officers, and have more training.

5. Michael Klein – recently moved to Tarrytown in January – Chief mentions 34 officers; budget; how interact with black lives matter endeavors. Have officers interact with the crowd and be there. Kenzi – that is our constitutional right.

6. Diane Torstrup – live on Martling. Involved with Pre-Trial Westchester, and participate in Westchester for Change. Shouldn't you have someone who can translate this into Spanish? How are you going to address community dissatisfaction? How are community people going to be involved in relevant decision-making process. Chief – would support other meetings like this, perhaps smaller meetings. Drew – this is the beginning, the first step. There is an outline that we can anticipate. We will have large meetings and small meetings. There would be a report that would be made public. Drew – we actually decided to do this the day before the Governor announced this process. Paul - in terms of our translation services, should have this here. Karen – saw a question from Ana Lopez. I want to say – how do we define social justice? When we get together as a community, and budgets, it might review discussions with regard to day care. Social justice is a piece of the picture.

7. Miasti – John Stiloski – my question is for Chief Barbelet. I've been involved in the community, and a lifelong resident. There has never been any problem. All of the officers who have been hired, there has never been a problem. The quality and education level of our police officers is more advanced than many other places. The thing that worries me here is stuff happens. You can't turn around and say we're a security force. When you have people starting to complain about different things, you're going to end up with people (police) getting hurt because they don't know what to do. Stuff happens. It could be crime, stuff happens. Good officers that do work and are productive are going to run into people who don't like what they do. This can't be where we take money from the Police Department and figure out how else we're going to spend it. People are out there doing bad things.

8. Rob Wingate – have lived in Tarrytown off and on since the 1980's. Appreciate all of the work that the Barbelet family has done for the Village. Would be appreciative of future discussions. Law enforcement training for senior services. Opportunities for other support. Opioid substance abuse disorders. Appreciate that part of the mandate is to be talking with non-profits, in areas where there might be resources available to the police department. Looking at quality of services and how it might reduce the workload on the police department. Figure out where line is drawn and how things could be assisted with other resources. Paul Rinaldi – Trustee, psychology and substance abuse professionals. DARE program for example. In terms of social service issues, etc. homelessness, substance abuse, mental health services. Paul – how do we foster relationships? Karen – the final decision maker on a police officer in the schools is made by the school board. John – there was a time when the Schools did not even want an officer walking through the schools. Now, the police send an officer on a walk-through every day so they see a presence and become familiar with it.

9. Ana Lopez – used to live at 85 Washington Street. Have worked in the community as an organizer for many years. I would like people to know we are not looking to attack the police department. We want to be able to reach out and seek help with problems. What does social justice mean? Want to talk about white privilege. What does that mean? Want as a basic process that everyone understands. Want a new norm, so that fear does not overwhelm the community. Police does not have to do with race or gender, it has to do with power. I always hear, regardless of town or city, that we hire people from the town or community. We do have a lot of good things to say about Tarrytown.

10. Liam Kharem, live on \_\_\_\_ street. Have been involved and getting involved on these issues for the past couple of year. I understand the importance of training. Without the racial theory or sociology theory, the police are not going to pair the issues together easily. Require police to read certain books to absorb theory and fully grasp our racial history better. There have been some officers in the past few weeks... there has been a plan for a protest, planned for this Friday. It's soon. Our SRO has a blue lives matter flag in his office, which is problematic. Those are my basic questions. I appreciate the questions that have been put forth. I think there should be an active dismantling of racism in the department. John – you're the type of person we'd look for to having in the department and understand better what's necessary in moving forward. The protest is not a village event.

11. Sitara Herur and Samantha Sperber – I have fallen down the hill and hurt my ankle and have not felt comfortable calling the police. I have been yelled at and felt unsafe and did not call the police. As a black person, I feel that my life is considered less valuable than the life of a police officer. Walking my dog and having a police officer drive around the block twice. In the process of community input, how will you ensure that this issue is considered from the perspective of a minority person like me. I don't feel comfortable calling the police and want to know who else I can call. I don't feel there is adequate transparency. Regardless of what reform takes place, I would not feel comfortable calling the Tarrytown police. There was a black man

shot at a Wendy's drive-through. How will there be assurance of enough minority and black voices involved in this process?

12. Maylien Herm and Eric Borcharding – want to say the past 2 speakers brought up 2 points I agree with. Getting a more diverse feedback. Getting the input from people. Talking about book clubs; there are other ways to do it. We've had a lot of success with teachers talking about institutional racism. Thank you. I've been given feedback from the get-go. I'm just starting to hear about the morale in the department. You guys chose a stressful job. I want to speak about the morale of people of color. People who did not choose a career, but are black and based on their color they have faced this morale issue for their entire lives. We've been faced with violations of people's right to live because of the color of their skin. I trust this institution and feel I can invite my friends over. There is a blue-lives matter mentality, and warrior mentality. Thank you. John – like to hear differing perspectives. Talked about morale – it's a 2-way street. The police have to accept their short-comings, and they have to do better. We take de-escalation training.

13. Amy Warden – live on Macarthur Lane – as a supervisor of teachers and the head of a school, we have moved to a much more active racism training and understanding the history of racism. The Police force is a part of, whether you like it or not, is a matter of systemic racism in the justice system. These are not systems you've put into place. The quicker you can put in place that understanding, the easier it will be. The most I brought to my school was accountability. Would you be willing to bring forward accountability on an annual basis? Blue Lives Matter – how can the Town hold themselves accountable for hanging Blue Lives Matter flags at a firehouse? Anti-bias and policing. Education survives. Unfortunately the police took the brunt of it. Blue lives matter flags will come back down.

14. Sarah Stern – live on the corner of Chestnut and Valley, Sleepy Hollow. Thank everyone for their service and for attending tonight. Have had good interactions, whether it's concerns about anti-semitism at the JCC, or discrimination against immigrants. I know you're up to this task. I want to talk about impact over intention. I'm a teacher, and would ask that everyone collect data, and determine actual impacts of actions are over their intentions, but actions supported by data. Not just telling stories of good officers with good intentions, but in terms of education, how will you give them that education? Around a Juneteenth celebration, I witnessed a police officer was asking a 3-year old "why are you afraid of me? Why are you afraid of me?" And they did not understand the history of law enforcement in the United States, that law enforcement in this country was created to protect white people from people of color, from "BIPOC". The officers need this history and education. How do we get this history to them? I know that being part of an institution, and I'm not responsible for all of the feelings about the institution, it's my burden to change that experience. I'd like us to switch from calling non-white people minorities. Our school system and community has a majority of black, brown, indigenous and people of color. How are we going to hear their voices. Also, officers in the school, it's a little disingenuous. It's different when it's searched by a police officer, rather than

a teacher or a principal. What kind of education do you have to teach officers about students' rights. I'm glad you're having this conversation, and I'm happy and proud to be a part of this community.

15. Lori Semeraro, live on Martling Avenue. Have had a number of interactions with the police, and have not witnessed any interactions that appeared to be biased. Concerned about the protest on Friday. Don't want an anti-protest to cause this to become violent. Chief – have had private meetings about this issue. The answer to the question – rest assured that I'm including officers who may have feelings and concerns about this protest. The rally – I happen to share a lot of your feelings.

16. Christina Kharem – Live on Elizabeth Street, since 1987. Clinical Social Worker, came here from the Bronx, and have a private practice. Have worked with the Tarrytown Police with youth at risk and PINS. Should not

17. Zachary Rozenblat – most of the conversation has been by white people. Hope the police department does engage with leaders from Black Lives Matter, and get them on calls like these. Want to engage those voices in our community. Systemic/embedded distrust in organizations that have never worked for them, and have put them in danger. It might help for those voices to understand.

18. Ketchwehr – Melanie; we live on White Plains Road in Tarrytown. We appreciate having the time to speak. Want to back up that we need to make this an ongoing process. We can say there is no racism, but there is underlying racism. Paul – that's a really hopeful attitude to take. I think our community is functioning quite well, but it gives us the opportunity to look at this in partnership with our community. Discussion of traffic – we

19. Phone caller 2297 – Philip Burnette – does the Chief support body cameras? Will the Chief eventually promote one of these black officers to sergeant or detective? Yes on first. On promoting a black officer to supervisor, there is a Civil Service process we have to follow. Speaking frankly, have to be able to reach the officer, and a black officer is not always in the top 3 candidates on a civil service list.

20. Krista Barron – Live on Grove Street in Tarrytown. What about LGBTQ populations

21. Manuel Aluma – lived in community for 21 years. Psychologist. I am personally worried about Friday evening. Just a comment on the Police Chief – think you're doing a terrific job. The whole idea about Blue Lives Matter is an affront to the impression we're trying to unravel here. The police officers are going to be present at this event, and they have to put themselves aside, so they take this that they don't matter. It's a shame to put them in the middle of this. I find the entire matter a shame. It's a very important time in our society. Seeking to establish in an underhanded way to maintain oppression. What might it be like for some police officers if the Blue Lives Matter rally persons become unruly. How are the police officers going

to deal with this as a political effort to undermine and dismantle the Black Lives Matter movement? They are being used as political pawns, which I find disgraceful. When they see me there I will be as an impartial person on Friday.

22. Laurie Feinstein – I live in the Town of Greenburgh in the Edgemont area. I serve on the Human Rights Committee for the TOG. Looking at needs. What can we do to coordinate reforms, and meet the needs of communities, in all of the communities in Greenburgh. There are so many, and it's a pretty small area. Very impressed that Tarrytown is taking a proactive role. Can Tarrytown reach out to the Greenburgh Police and have a coordinated effort amongst all of the Villages and the Town. John – why stop in Tarrytown or Greenburgh, why not do this on a County-wide basis. George Latimer was on. We can do this in a majority of Towns in Westchester. If we reach out, and do training, we can move out farther and benefit everyone in Westchester.

23. Michael Witkowski – lifetime resident, born and bred here. It would have been better if we could have gotten more people together and met face to face. It would be nice if the other new women on the call could sit down and have a cup of coffee. Would like to see more “coffee with a police officer”.

24. Ana Lopez (2nd) – want to say something. On a daily basis we are being traumatized. It is very difficult for me. We are terrified of the police. This is what we are seeing daily. the police have to... we need to become very cautious. When you take off your uniform, we cannot take off our color when we go home. You need to listen to the community.

25. Lissette Mendez boyer – live on Grove Street – don't have a comment. Want to get in touch with Ana Lopez. She sounds amazing. Give her my e-mail.

26. Krista (2<sup>nd</sup>) – wondering about the philosophy and guiding principles and how we execute what the mission is. Chief – the mission and how we execute is be neutral and serve all persons, regardless of race.

27. Felicia Atanasio – don't want the positive comments about the Tarrytown police to make Sitara feel that comments are diminishing her comments about racism.

28. Malien Herm and Eric Borcharding (2<sup>nd</sup>) – Maylien; live on Grove Street. Identify as a woman of color. My skin is brown, and during my entire life I've wondered how people perceive me because of the color of my skin. It is different to be black in America and black in Tarrytown. Hope we become a town that's willing to dismantle systemic racism, work on overcoming anti black attitudes. It has to be bigger than that. I believe it is on all of us, especially white men, many of whom are on this call tonight. I urge you all to do more work and learn and teach others. I'd like to ask you all to do, is share what you're willing to commit to learning yourself to dismantle systematic racism.

29. Laurie Feinstein (2<sup>nd</sup>) – wanted to speak to some of the trauma. An obvious question, why would a medic call require a gun? Why would running a stop sign require a gun? A deadly weapon. They have a gun, they could kill me. The case of Kenneth Chamberlain, in which his medic alert went off. We talk about the training, but need to change the system. Why do officers need to carry a gun for all of these instances. John – don't want to have to carry a gun. There are more guns in the United States than there are people. We are a 24-hour/7-day a week service. Paul – we ask the Police to do too much. No one person can be an expert on all of the different roles they have to deal with.

30. Samantha Sperber and Sitara Herur (2<sup>nd</sup>) – Sitara, “I am the one black person on this call.” I have had encounters with the Tarrytown Police, and have had the police circle around the block while I'm walking the dog. They drive around the block, and they slow down when they go by me. The system makes them as much a part of it. With regard to the back the blue rally, saying that the police will be there and be neutral, they will be there and will be biased. How do you intend to enforce against the bias. John Barbelet – thank you for your concerns, and I apologize that you felt uncomfortable. I am going to be there personally to see what's going on. I do understand what you're saying. We have to be there. If people are possibly going to shut down a road, we don't get to pick and choose, we protect everyone.

31. 914-xxx-4122 – Robin Warner, live on Mechanic's Avenue. Have been here all my life. Give thanks to the Tarrytown Police Department. My family has always praised the Police Dept. A couple of callers who have called, are a little twisted. All cops are not bad.

32. Vanessa Spiegel (she/her), live on Union Avenue – there are a lot of people who are centering their white experiences. For Sitara and Ana, the people of color need to feel comfortable. Not just certain people who feel uncomfortable. The Chief has said a lot of good things about looking internally. One of the things I'd like to bring up, this rally on Friday does not have to be a scary place, in terms of trying to see if we can bring the two sides together.

Drew – this will be a continuing process. Thank everyone. Reaching out to all members of the community. The process we will follow will be to reach out to all parts of this community. If people are feeling uncomfortable. This is the first step. We have a lot of work ahead of us.

The meeting ended at approximately 11:45 p.m.

## 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)





*Below are notes compiled from the Tarrytown Police Reform and Reinvention Collaborative meeting 2 held on October 19, 2020 from 6:00 – 7:30 pm. Twenty eight people attended the virtual meeting. The topic for the evening was **Social and Community Engagement Aspects of the Role of the Police**. Police Chief John Barbelet presented on ways in which is department facilitates community engagement programs and initiatives. He also presented on the “Say Their Name” Reform package, and on data in reference to racial disparity. Breakout sessions discussed these initiatives. Facilitators asked participants questions that they wanted addressed by the Chief, issues related to these initiatives, and suggestions for next steps/ideas for resolving these issues.*

#### *General Questions for Executive Committee about this Process*

- Will information be shared among river towns of outcomes of all efforts?
- Have someone from the Committee join Greenburgh’s Committee to see what they are doing regarding police reform. Meetings are 6:30 – 8:30 pm on Wednesday evening
- Will we be involving the community on what we are discussing?
- How do we bring all of this to the community? Need to brainstorm this.
- What is the objective of further community involvement? Is it to help create trust with residents? Is it to assist with local recruitment? Are we trying to build better relationships?
- Can we do a survey to the community on the variety of programs/initiatives that the Chief discussed to understand how the community feels about the effectiveness of them?
- Need for testimonials from the community on perception of racial disparity
- Bring high school survey/stats into this discussion
- Learn more about – presentation from head of police union about interest of union and its role in some of the reforms on these topics.
- Can the public be in breakout rooms but on mute during these sessions?
- What is the baseline we are working on for the conversations that we are having? We need a baseline as a Committee – recognition that black lives matter and that there is racial disparity – people need to believe in Tarrytown’s effort in this Committee
- It’s okay for the village and Chief Barbelet to say "I don't know" sometimes. We aren't necessarily expecting answers to all of the questions. It would be good to hear "we don't know and we want to learn".

#### **Topic 1: Police & Community Engagement**

##### *Positives*

- People did like coffee/cone with cops
- Car seats

##### *Questions/Issues*

- What would the purpose of a youth council be – community policing or providing services to the community? Clarity on objectives for the programs.

- What is the need for officers in our schools?
- Police officers in the schools – what is the meaning behind it? Isn't it normalizing the role of violence/weaponization to keep you safe – can continue a cycle of violence.
- How do we get youth involved? How do we get the community involved? People don't typically participate anymore.
- Future of DARE programming in our community and how it reflects on our work? Understand more about program. Evidence based research on efficacy
- Do we share data/best practices with neighbors (Sleepy Hollow) and extend these programs?
- Can we share a council with Sleepy Hollow? Is there one? Communities are so intertwined. What are best practices?
- What is the process for the police collaboration in Sleepy Hollow?
- Need to involve the Spanish community – translation of report and upcoming surveys/announcements
- Is the police engaged with the Ring application?

#### *Ideas*

- Ongoing meetings with community members to get continued feedback. Ongoing way that police engage with the community.
- Informal gathering with community - Police chief with officers with village meeting with his policies, black lives matter, and police interaction
- Tailor programming around objectives that we are trying to meet.
- See police department use more social media (Example Ossining)
- Suggestions/programs discussed by the Chief will only continue to involve residents that already trust the police. They don't help promote trust and engagement with those that feel marginalized or lack trust in the system. Need to find programs that encourage marginalized groups to engage with police.

### **Topic 2: The “Say Their Name” Reform Package**

#### *Questions/Issues*

- Is there somewhere to go for more in-depth information on “Say Their Name”
- Would like to know based upon the review of the package what needs to still be addressed? Any processes need to be reformed?
- Would our village allow for technology to allow disciplinary records online or how can you access them?
- Prohibiting false race based 911 calls, what is the process behind that?
- Is it possible to find out how many/if any police with disciplinary records are working in Tarrytown now?

### **Topic 3: Racial Disparity and Building Trust**

#### *Questions/Issues*

- What is Tarrytown policy on desk appearance tickets versus summary arrests? Specifically regarding VTL and 511/512

- Can the Committee be provided data on car stops by demographics – whether Town has data on the number of car stops and the demographics of those involved even when it doesn't result in citation
- Can we be provided data on the number of arrests broken down by each officer (names do not need to be shared)
- Breakdown of demographics seems flawed – Hispanic breakdown is sprinkled between white and black. How can we break this down better? Numbers are problematic.
- Percentage of arrests in Tarrytown of African American individuals out of proportion to Tarrytown residents.
- Records of stops/citations needed instead of arrests
- More about arrest statistics presented? Related to substance abuse.
- How is the data collected and coded?
- What type of crime occurred in the Village? More detail.
- Diversion program data not showing up in the data?
- How does the police department work with social service, family services, substance abuse, mental illness, and mental health (mitigation and preventable arrest)?
- Are we looking to move police department to be more proactive and less reactive for the next generation?
- How might the pandemic change this data?
- What data management system is currently being used and if Tarrytown is looking to implement a new system?

#### *Ideas*

- Not a lot violent crime, but traffic court issues. Suspended license become more problematic for low income community. May need state legislation change.

The following are ideas/comments in relation to next meeting's topic.

#### **Police Department Recruiting, Staffing, Training and Accountability**

- More information about trainings.
- Is it possible for Committee members to observe police training?
- Will we get details on types of training the police go through in the next session? Does the topic involve recruitment?
- Push more away from cultural competency and implicit bias into an anti-racist and what training opportunities are there for that type of training.
- What form the training takes? Does it require active participation?
- Learn more about – Expectation of levels of education of officers on the force (training and general background)
- How is the police department measured/evaluated, who does it (i.e. number of arrests, how well the community is)?

- Hiring practices and is hiring from within a best practice? Evidence based research behind this.
- Hiring practices (x amount of Hispanic people, x amount of Hispanic officers)
- Racial makeup of those in leadership in Police Department.

*Below are notes compiled from the Tarrytown Police Reform and Reinvention Collaborative meeting 3 held on November 2, 2020 from 6:00 – 7:30 pm. Thirty people attended the virtual meeting. The topic for the evening was Police Department Recruiting, Staffing, and Training. Police Chief John Barbelet first responded to the questions developed by the breakout groups at Meeting 2 on Social and Community Engagement Aspects of Policing. The Chief then presented on Staffing and had a Lieutenant from his staff present by PowerPoint on the variety of training that police officers receive. Breakout sessions were then held. Facilitators asked participants questions that they wanted addressed by the Chief and continued to discuss issues and strategies related to all topic areas.*

### General Questions and Thoughts for Chief/Executive Committee about this Process

#### **Department Mission/Goal for this Process**

- What does the Chief think are our (Tarrytown Police) weaknesses?
- What can the Tarrytown police improve on?
- Happy to hear that chief wants to work with vulnerable communities. Need the police to take that effort themselves and want to do it. Needs to come from within. Cultural shift.

#### **Committee Organization/Process**

- Would like to have more discussion among members of the committee
- Want to move through PowerPoint in small group to trigger ideas – need Powerpoints in advance to review for questions
- Hard to digest this much information in such a short time
- Sub-committees: Can we have them?
  - Community outreach
  - Community Policing
  - With opportunity to address a particular topic
  - Send out ideas of subcommittees and let people join the committees with homework
  - White Plains Subcommittees (policies and procedures, community engagement, transparency an accountability, training and equipment, qualifications/recruitment and retention)
- Need to build trust first and need to start with how they are viewing this committee. Do they feel represented? They need to know that they are represented.
  - Did they have a chance to be part of the committee?
  - Does the community feel the committee is being done for them?
  - Need to bring in early in process

#### **Community Outreach**

- Will the group have a chance to review the survey? They would like to have input.
  - If there is one thing to change about the department what would that be?
    - Ask each committee member and include in the poll.
- Can we build on relationship with the teens– part of our community outreach – Katie can assist with this
- Police in schools – need to hear more from the larger community on this issue and listen

### Meeting 2: Ideas Social and Community Engagement Aspects of the Role of the Police

#### **Racial Disparity and Building Trust**

- Questioning of breakdown of arrests of black race arrests - missing a huge component of bias arrests— police chiefs response was too simplified. Can't just look at police initiated versus not community initiated. Why are certain people being followed (profiling) in the first place?

## **Police/Community Engagement**

### Questions/Issues about Police/Community Engagement

- Can we get more information on DARE program and why we should continue with it if it's not effective
  - Might be giving us a false sense
  - Maybe there is something more effective
  - How are you measuring success specifically in our community?
  - Does it continue after 4<sup>th</sup> and 5<sup>th</sup> grade?
- Students have described different approaches of police interactions due to their race
- What have the minority students been experiencing? What have the conversations with students look like?

### Ideas regarding Police/Community Engagement

- Need to be coordinating better with Sleepy Hollow (511/512) – not enough to work in the high school. Need to work with on the community level. Look for solutions.
- Ring Program – good idea to have an internal network of residents – but what are they doing to advertise this to more people (Maybe an email to everyone to solicit)
- Spanish translation is essential – going to need to hire someone internally in the force.
- Ideas For Better Engaging with Marginalized Communities
  - Getting community people involved in getting others involved. Ambassadors
  - People can sponsor their own Coffee with a Cop and they invite their own friends
  - More involvement with the family and get kids to trust the police (take them to a ball game)
  - Pop up community BBQs in neighborhoods
  - Police to hold zoom meeting for families to learn what the police learned in the anti-bias training and they can answer questions

## Meeting 3: Police Department Recruiting, Staffing, and Training

### **Recruiting and Staffing**

#### Questions/Issues about Recruiting and Staffing

- What kind of testing happens before the training? Mental health? How do they vet who they are hiring?
- Who does performance reviews, what do they look like, and how are they measured?
- How are officers recruited and what are the requirements to begin training? Educational requirements?
- What is the organization philosophy of police department? How are we organized?
- With bodycam footage, who will be reviewing it?
- Junior police academy – how does that play into recruiting (sleepy hollow). Are there incentives to encourage applications?
- Do we have any women officers on the force? We should have them.
- Do we have any psychologists for police? It's a hard job. Health of police needs to be taken into consideration. It must have an impact on police, including bias.
- What is the transgender/LGBTQ policy/training?

### Ideas regarding Recruiting and Staffing

- Bound to civil service and what Westchester County allows. Better to have more flexibility because locked into same list for four years.
  - Where is the directive about the lists and limitations on hiring?
  - There is some flexibility to move to the Spanish speaking lists

### **Training**

#### Questions/Issues about Training

- Do they do defensive tactics? How often? Is it a group thing? Are they getting enough? Do they have an in house trainer? Do they train in these techniques?
- More details on anti-bias training and what is included (deeper dive)
- A lot of content covered in training and hours.
- Reference to 160 hours of field training. Is that part of the 705 or in addition?
- How was officer selected to attend the train the trainer program? What is their background and what is their background in understanding bias?
- More details about training in mental health crisis? How are they trained to deal with these calls?
- Great job in training but want the training to be increased. Needs to be embedded. Need to put hypotheticals into place when unexpected things happen. How would they react? Same old gets you same old. Need a boost of more.
- Fire arms training – how often are they doing this?
- Police officers shouldn't have to be paid for training. All professionals need to be trained.
- Racial bias/de-escalation process associated with it. Training needed. Police officer is setting the tone with his/her approach. This needs to be emphasized. Need approach with kindness and respect-regardless of race.
- Does training have to be through Westchester County? Does Tarrytown have control of the training?
- Need more information regarding what the content is behind each training
- What do the interactions look like and what does training look like between police with individuals with a substance abuse or mental crisis?

### **Meeting 4: Law Enforcement Standards and Strategies**

- How do police act at the time of arrest? What are the procedures at that moment? Do they take information from both sides? Is one person put in a corner while questioning is happening? How are police handling? Are there any disciplinary actions because of these situations?
  - What are the protocols around discretion? How much are they able to give warnings? How do police teach each other about this? Is this something that they are trained on?
- How do referral to treatment/protocol structure that lead to treatment where it is feasible to do so, instead of arrest (look to different models) Opportunity to engage with mental health experts.
- What work can be done by medical community, teachers, mental health community – how do we reduce the burden on police – reduce the burden on police which benefit the community. Wellness of the police
- What is the current relationship with current mental health service organizations? How do they work with or call for these services?





*Below are notes compiled from the Tarrytown Police Reform and Reinvention Collaborative meeting 4 held on November 17, 2020 from 6:00 – 7:30 pm. Thirty people attended the virtual meeting. The topic for the evening was Law Enforcement Standards and Strategies. Chairman Zollo opened the meeting and asked Village Administrator Richard Slingerland to discuss the work schedule and plan. Josh Ringel, Assistant Village Administrator, discussed the development and administration of the public survey and sent a copy to the Steering Committee. Twenty minutes were then spent in an open dialogue regarding questions and comments regarding the Committee process, the survey, and remaining thoughts and questions to Police Chief Barbelet. Police Chief John Barbelet responded to the questions and then presented on Law Enforcement Standards and Strategies. He had Lieutenant Cole from his staff present the accreditation process, as well. Breakout sessions were then held. Facilitators asked participants questions that they wanted addressed by the Chief and continued to discuss issues and strategies related to all topic areas.*

### **Notes from the Opening Meeting Discussion**

- Questions and comments about the survey
  - Will the committee get to review the survey?
  - The survey will go out tomorrow, so there will not be a chance to revise at this point.
  - Many committee members contributed to development. (Keisha Bush, Sarah Levine, Loretta London, Chief, and others)
  - Based on a best practice survey developed by International Association of Police Chiefs. Overarching topics and broader since the first survey.
  - Committee members need to know what is on the survey, if it is going out as part of the committee work
  - Suggested to delay and share with committee before distributing
  - Review of survey included review of surveys done by activist organizations
  - Sending to members now
  - Steering Committee should at least sign off on it.
  - How is survey being sent out?
    - Survey is electronic, but also putting out postcards that tell people where to take it. Library can help people take it if needed. Sending through email lists and partner organizations.
  - Survey is open until December 11<sup>th</sup>
- Need to connect with youth before developing a plan. Police are one part of system and trust is a big problem. System-wide problem and need to hear from people that can express those problems. Hard to make those spaces safe to hear from them. How do we have those conversations?
  - Chief has been on multiple calls for the Youth Committee movement in partnership with Sleepy Hollow, so this is underway.

### **Notes from Breakout Groups**

#### **Committee Process/Survey**

##### *Issues*

- Need to monitor how rooms are divided and not only have one person of color in group.
- Outreach: who will it reach and who does it need to reach? We need to evaluate approaches. More meeting people where they are. Communities of color where they are in a way that is non-threatening. Need to think about who you want to reach and what society has told them what to fear and how to self-preserve. Taking away arms and uniform is a first step.
- Feeling uneasy about Committee not see the survey ahead of time. Concerned that Committee didn't get to participate in its development. Should have seen before finalized – transparency.

### *Suggestions*

- Make sure to tell people that must take first 15 questions to move on in the survey
- Glad that a Spanish version was created as well
- Open Q&A was good at the beginning of meeting and suggest that we do more of it. Be able to ask direct questions.
- As part of the Community Engagement piece, there should be fireside chats where people are just allowed to talk openly (January)
- Consider the use of Subcommittee

## **Police/Community Engagement**

### *Issues*

- How many of the arrests went to court? Wrongful or rightfully done?

### *Suggestions*

- Fire Chat idea could continue after process ends
- Next meeting can we have an update from Robin regarding the youth meeting
- Police officers assigned to walk up and down Main Street. One on each side greeting people and engaging with people on the street and softens image of the police and makes them more approachable. Created positive interaction.
- Neighborhood and door to door walks.
- Back to cops on bikes
- Cops on foot or bike patrol that are not armed or more softly armed or not in full uniform so more approachable.
- Neighborhood meetings, should they be initiated?
  - Neighbor association group meetings is a good starter.
- Yonkers effort with youth – would like to learn more about what this is – transparent/honestly is important to this process – not trying to seek information from the youth when running these events is important

## **Staffing and Training**

### *Issues*

- Can we get a summary of the curriculum of the de-escalation and anti-bias/implicit bias training?

- Like to hear more about police experience/how respond in: allegations of child abuse, senior victims, and domestic violence and human trafficking – might need to bring in County – but what does this look like?
- Whose jurisdiction is what? Village versus County services – laying out for Committee what various departments handle which issues so we know what we can do and then how to coordinate with other levels of government
- Do parking enforcement officers fit under police department – can we have more data on that department – how many tickets do they issue? How many get overturned? Maybe this comes down to a planning solution, not tickets – ways to reduce the traffic? – design issue
- Training for identifying different mental health disorders did not have on de-escalation listed. Was it part of that training or was it about identifying mental health disorders?
  - Yes, it was included.
- Is there training involved in the contractual line item?

### *Suggestions*

- Should continue the dialogue regarding ways in which we can help the police through the support of other groups/structures especially in regards to mental health issue/substance use disorders
- Training on de-escalation and other training should be a priority for changes even though it is expensive and time consuming. Train more and differently than before (harm reduction, anti-bias). Need to go above what is recommended.
- Take away committee should be focused on what we do with three groups: Young teenagers in school. People with Mental health issues. People with drug abuse issues. Maybe involve others already trained in these services.
- More training, so how do we get more de-escalation training? We need to do better and be ahead of things and be a leader. How do we vet? Specifically around assesses mental health/drug.
- Training budget needs to be increased
- Leveraging expertise for training and imagine bringing in experts in what we are looking to train in an ongoing manner.
- Focus on anti-bias and anti-racist training and the difference. Not be scared of exploring anti-racist training.

### **Law Enforcement Standards and Strategies**

#### *Issues:*

- Complaint mechanism discussed by Chief was interesting and we would like to hear more discussion on how it is used/how does it get processed – are there ways to report complaints not directly to police – anonymously
- Who investigates complaint?
- Learn more about accountability – complaint mechanism should be discussed in more detail
- CCRB – and whether there was talks about it? Would like Chief’s opinion of it and whether they are effective. How would Village implement this, especially in regards to complaints.

- Use of force form – can department provide statistics on this information – what force was used?
- What is additional cost for extra training on de-escalation/anti-bias? What is percentage of funds is allocated to training? How much are we using of the budget on training?
- What are we doing about de-escalation? How often do they train in defense tactics? Is there an instructor.
- More information on the accreditation is needed. Like what we heard – what makes this special? Is it something everyone is striving for? What’s the cost? Any pamphlets or reading material on it.
- Overtime: How is much of overtime related to arrest? How is it allocated and approved? Is it automatic? How much time does it take to process an arrest? How much proactive oversight of the overtime to identify problems?
- How many officers on duty during each shift?
- What is definition of procedural justice and forced continuum?
- Broken windows policing: Is there a way to use other resources to handle it as a civil matter instead of criminal matter? It has a lot of interactions and way to lighten the touch of the interactions. How to rethink that enforcement.

### *Suggestions*

- Dashboard for community that police create– data can be put in it every quarter, etc. Learned a lot from data so it might be beneficial to share for transparency, etc.
- Want a complaint form/mechanism that you don’t need to go to police station/police officer.
- System for complaint form – needs to be on Village website with a link and fill it online – make it visible – fillable form – hard to get to online
- Complaint forms would go to CCRB for review first, as an intermediary.
- Don’t see where on the form/site that notes that the person making the complaint is going to be protected. Needs to make this clear. People need to feel that there will be no retaliation.
- Complaint process:
  - Take it away from the police and use a community run process/complaint board. The board can be on the lookout for issues.
  - Complaint form is available online.
  - It is difficult to conduct an internal view in an unbiased fashion. There will be a bias in favor of the officer. Create a civilian review board (NYC example). Tarrytown Board of Ethics or a group of volunteers. Should be independent of the police, but in cooperation with them.

*Below are notes compiled from the Tarrytown Police Reform and Reinvention Collaborative meeting 5 held on November 30, 2020 from 6:00 – 7:45 pm. Close to thirty people attended the virtual meeting. The topic for the evening was Brainstorming and Suggestions for the Draft Plan. Chairman Zollo opened the meeting, reviewed the next steps in the process and asked Assistant Village Administrator Josh Ringel to discuss the ongoing survey and review some of the findings to date. Discussion was had regarding ways in which the Steering Committee was helping to spread the word and new ideas to help spread the word. Twenty minutes were spent in an open dialogue regarding questions and comments with Police Chief Barbelet regarding Law Enforcement Standards and Strategies and previous topic areas covered. The Committee then moved to discussing ideas, suggestions, and strategies to be incorporated into the draft plan. Below are notes that incorporate ideas from previously held meetings and from the November 30<sup>th</sup> meeting.*

## **Topic 1: Suggestions and Strategies on Social and Community Engagement of the Police**

### *Marginalized Groups*

- Need to find programs that encourage marginalized groups to engage with police.
- Spanish translation is essential – going to need to hire someone internally in the force.
- Getting community people involved in getting others involved. Ambassadors
- People can sponsor their own Coffee with a Cop and they invite their own friends
- Pop up community BBQs in neighborhoods
- Police to hold zoom meeting for families to learn what the police learned in the anti-bias training and they can answer questions

### *Youth*

- More involvement with the family and get kids to trust the police (take them to a ball game)
- Yonkers effort with youth – would like to learn more about what this is – transparent/honestly is important to this process – not trying to seek information from the youth when running these events is important
- Starting outreach to the young and need someone very sincere and not just part of the job. Someone kids can trust.
- Police could sponsor teams and do more social/interactive events, it makes them a more visible part of the community. Police can speak to parents. It important to engage kids when they are young.
- Police Youth Council (name of committee) raised question of how can they engage youth that do not have a good rapport with police and youth that have issues with the police. Can work with other youth to reach out to other youth. How can we get the youth more engaged? They need to be ones want to get involved. Need to get the word out to them.
  - Partnering with Sleepy Hollow
- Police hold seminars for the youth based on things they are going through in the community or in their lives (i.e. drugs, bullying, what to do when stopped by the police)
- Subcommittee of the District Equity Committee: Kids listen to kids. Some kind of liaison position could serve this purpose. Gatherings without adults.

- Our community needs to reach out more to our teens and need money for these things. How do we reach out to young people and have this communication?
- Need police officers to be comfortable with dealing with minority teenagers and not the other way around.
- Jacksonville, FL example program where kids worked with the police (sit at desks with them, go out and issue tickets, etc.). It was very successful.

### *Engagement*

- Ongoing meetings with community members to get continued feedback. Ongoing way that police engage with the community.
- Informal gathering with community - Police chief with officers with village meeting with his policies, black lives matter, and police interaction
- Tailor programming around objectives that we are trying to meet.
- See police department use more social media (Example Ossining)
- Need to be coordinating better with Sleepy Hollow (511/512) – not enough to work in the high school. Need to work with on the community level. Look for solutions.
- Ring Program – good idea to have an internal network of residents – but what are they doing to advertise this to more people (Maybe an email to everyone to solicit)
- Fire Chat idea could continue after process ends
- Police officers assigned to walk up and down Main Street. One on each side greeting people and engaging with people on the street and softens image of the police and makes them more approachable. Created positive interaction.
- Neighborhood and door-to-door walks.
- Back to cops on bikes
- Cops on foot or bike patrol that are not armed or more softly armed or not in full uniform so more approachable.
- Issue annual survey to community for feedback on police department
- Expand reach from current passive level, more proactive outreach
- Neighborhood meetings, should they be initiated?
  - Neighborhood association group meetings is a good starter.
- Continue to have a Citizen Committee: Chance to think about this on a longer-term basis. This has been really interesting. Would love to see if the work of the committee were to continue past the date of the Governor's report submission. Just starting to get into the meat of the topics. Can the committee to continue past April?
  - More involvement of minority populations and groups is tough and slow going.
  - Stakeholder interviews could help. Could fill out surveys with them.
  - More comprehensive outreach is needed
  - Can provide information to the community as well

## **Topic 2: Police Department Recruiting, Staffing, Training and Accountability**

## *Suggestions*

### *Recruiting*

- What is mission of police department overall? There should be a mission statement that they hold true to. Important for when they hire into the department, so police are held to carrying out the mission.
  - June 24<sup>th</sup> police chief gave paperwork and it included mission statement of the police department, so we should share that as a starting point. On website for department.
- Changes to civil service process and requirements
  - Make it easier to remove for willful misconduct
  - Allow to switch between local and county hiring lists

### *Staffing*

- Should continue the dialogue regarding ways in which we can help the police through the support of other groups/structures especially in regards to mental health issue/substance use disorders
- Are there ways to think about funding for speed bumps, cameras, etc. or design better streets? Some way to handle traffic without using armed police officers for these issues.
- More interdisciplinary approach (planners, health professionals, etc.)
- Housing- we need it for firefighters and police officers so they can be part of our community, so need a place to live in the Village

### *Training*

- Training on de-escalation and other training should be a priority for changes even though it is expensive and time consuming. Train more and differently than before (harm reduction, anti-bias). Need to go above what is recommended.
- Training focused on what we do with three groups: Young teenagers in school. People with Mental health issues. People with drug abuse issues. Maybe involve others already trained in these services.
- More training, so how do we get more de-escalation training? We need to do better and be ahead of things and be a leader. How do we vet? Specifically around assesses mental health/drug.
- Training budget needs to be increased
- Leveraging expertise for training and imagine bringing in experts in what we are looking to train in an ongoing manner.
- Focus on anti-bias and anti-racist training and the difference. Not be scared of exploring anti-racist training.
- At protests, we learned a lot of what youth experience when there is someone in a home with a mental challenge and police do not know how to handle. They need to see policing that relate to the community and young people specifically for instances where there are people with mental health challenges. Expand training for police in this area.
- Work with County on how to address mental health needs



- Diversity Training: is it just the laws? The training should include the history of the people involved with the police department. Better understanding of the African American history experience, so they have a better understanding of how African Americans approach the police or various Hispanic groups. More you know about people's history, the better you can relate to them
- Review and maintain training
  - It is a specific type of training that committee is recommending - (annual de-escalation, anti-bias, and anti-racist training).
- Pursue/finishing accreditation process
- Expand de-escalation training
- Increasing education requirements, but Grandfathering for current police so not negatively impacted

### **Topic 3: Law Enforcement Standards and Strategies**

#### *Suggestions*

##### *Transparency/Standards*

- Dashboard for community that police create— data can be put in it every quarter, etc. Learned a lot from data so it might be beneficial to share for transparency, etc.
- Complete installation of body worn cameras
- Lobby state legislature for decriminalizing some traffic infractions

##### *Accountability*

- Want a complaint form/mechanism that you don't need to go to police station/police officer.
- System for complaint form – needs to be on Village website with a link and fill it online – make it visible – fillable form – hard to get to online
- Don't see where on the form/site that notes that the person making the complaint is going to be protected. Needs to make this clear. People need to feel that there will be no retaliation.
- Complaint forms would go to CCRB for review first, as an intermediary.
- Complaint process:
  - Take it away from the police and use a community run process/complaint board. The board can be on the lookout for issues.
  - Complaint form is available online.
  - It is difficult to conduct an internal view in an unbiased fashion. There will be a bias in favor of the officer. Create a civilian review board (NYC example). Tarrytown Board of Ethics or a group of volunteers. Should be independent of the police, but in cooperation with them.
- One of the issues across the country is police investigating themselves, so should be exploring Civilian Complaint Review Board and avoid issues with police investigating police.
  - Review whether this is needed if not an issue in Tarrytown.
  - It should be recommended to build trust with the community
  - Strong support from committee for this. Can be folded into an existing committee. Probably most important thing that committee can do after training recommendations.

- Need increased transparency, accountability and trust to achieve goals
- Need fair and objective process and investigation and people will be accountable
- Preventive action should be focus – so need oversight committee and advisory board
- We do not know if there are not of complaints just because of the current process
- If this is not possible, then we need greater transparency. i.e. Detailed reports posted at conclusion of investigation.
- Could be related to creating a human rights committee
- Global understanding of systematic racism is what has initiated this action, so cannot lose sight of that
- Does the board have any input on discipline? Minor infractions – internal, Major infractions – go to the Board (elected officials of civilians)
- Even if there are not currently complaints, it is still worth having. Could act as a deterrent. Makes marginalized community feel more safe.

**Village of Tarrytown**  
**New York State Police Reform and Reinvention Collaborative**  
**Monday, December 21, 2020, 6:00 – 7:30 pm– Notes**

*Below are notes compiled from the Tarrytown Police Reform and Reinvention Collaborative meeting 6 held on December 21, 2020 from 6:00 – 7:30 pm. Forty-eight people attended the virtual meeting. The topic for the evening was a discussion on the current draft plan. Chairman Zollo opened the meeting and welcomed the Committee. Assistant Village Administrator Josh Ringel gave an overview of the survey results and discussed a future meeting date that would dive deeper into the results. The meeting would be scheduled for January 4<sup>th</sup>. Village Administrator, Richard Slingerland then discussed the remaining timeline for the process, draft plan and recommendations. Facilitators asked participants whether they had any question regarding the process and then turned to having Committee members express additional recommendations, missing recommendations, and refinement considerations for the plan. Below are the notes.*

### **Survey Results Comments & Questions**

- *Data is cherry picking and provided best viewpoint and is not representative of the people we are trying to serve are small percentage of respondents.*
  - *When review on January 4<sup>th</sup>, we can look more closely at the data*
- *Significant efforts were made to reach every person in the community (postcard was sent to every address, posted by building managers, etc.*
- *We need to look at results from different perspective based on impact to minority communities and they are not the respondents*
- *Need more community outreach*
- *The data is informative, but need to understand the limitations of it. The response rate is good, but informs us where we need to do work to get a better representative sample.*
- *It is not that the notices did not reach them. It is up to the person to want to fill out the survey and be a part of it.*
- *We need to look at the data that we have and what are we going to do regarding the comments where people strongly disagree. Look at what we did get and not focus on what we did not get.*
- *We need to come up with another way to reach the minority community. There is a lack of trust and so there needs to be another way.*
- *Everyone was not happy at summer rally regarding the police.*
- *This was a first step, but more is needed.*
- *Diving deeper on January 4<sup>th</sup>.*

### **Questions and Comments Regarding the Purpose and Process**

- *A number of the recommendations were just discussions and not necessarily recommendations, divide previous initiatives already underway that are continuing and new recommendations in how they are outlined in the report*
  - *Agree that five recommendations sent by Joe are what the Committee wants to recommend. We need to address the systematic issues and put safeguards in place.*
- *The five recommendations provided by the Committee should be the focus and the other 14 should be initiatives already underway*

- Why can't the committee meet in January to do a final review before going to Trustees and public comment? Given the timeline the outline suggests that we want to finalize by early March seems there is time.
  - *Matter of available time. If the Trustees want to convene another meeting, it is just a matter of timing.*
  - *Trustees will consider adding a meeting if needed*
  - *When draft is out to community, can the community continue to meet even as the draft goes through public comment?*
  - *The five additional recommendations, some roll up to the 14 listed and some do not. The ones that don't roll up to the 14, we need to discuss them on this meeting.*
  - *Once the recommendations go to the Board, does the Board have ability to eliminate things?*
    - *The Board steps policy, so they can change things*
    - *There could be recommendations in this report that the Board may choose not to act upon. It could be phased, etc.*
  - *Should the committee review the recommendations and prioritize them or weight them? This could help the Board when considering them.*
  - *Overall thought about goals: The issue is not so much with police in our community, but systemic issues with policing in American. We need to address these issues, so they do not become a problem here. Putting in place safeguards and measures.*
  - *The language of Executive Committee is focuses on need to address inclusion and racism and systematic issues.*
  - *We should be considering financial impacts and whether recommendations will raise taxes.*

## **Questions and Suggested Edits to Plan**

### ***What is recommendations are missing?***

- *Dashboard is not included in the list of recommendations*

### ***Comments on current draft plan:***

The preliminary recommendations in draft report:

1. Review and maintain training to remain current with the times and the needs of our community
2. Pursue and finish up the accreditation process
3. Complete installation and implementation of body-worn cameras by Police Officers
4. Expand outreach from current "passive" level at retail/restaurant establishments to "active" meetings with HOAs or tenant associations, the Chamber of Commerce, other
5. Actively outreach to young people in the community to encourage their participation in youth education efforts and encourage them to pursue law enforcement careers
  - a. *Should we revisit DARE or something similar as a way to increase community engagement and involvement with the youth and schools*
6. Request County and State action to create/restore funding for mental health support in substance abuse, domestic violence, identified persons with histories of mental health issues. This is focused on addressing and filling the void created by the abolishment of the mental health focused Mobile Crisis Team that formerly operated out of the Westchester Medical Center.

- a. *St. Vincent's Hospital (Harrison) does still offer a service. Not sure how it is funded and whether Tarrytown uses it. Should be noted in the report*
- 7. Review department policies and methods of subduing violent offenders to ensure the safest non-lethal means and methods are being utilized locally.
- 8. Advocate for changes in civil service processing / requirements.
- 9. Advocate at the NYS level to de-criminalize minor Vehicle and Traffic Law (VTL 511) violations.
- 10. Increased education requirements (w/ grandfathering in of current employees)
- 11. Encourage changes to civil service:
  - a. *Make it easier to remove or suspend an officer for willful misconduct (State law change)*
  - b. *Allow the ability to switch between local / county lists*
- 12. Issue an annual survey to the community seeking input and feedback on the Police Department
- 13. Stakeholder Committee Recommendation - Create a long-term Police Advisory committee
- 14. Stakeholder Committee Recommendation - Create a separate Citizen's Police Review Board

Members of the Committee sent a communication to all members of the Committee on Friday, December 18, 2020, asking that focus be emphasized on the following five recommendations:

- 1) The establishment of a dedicated citizens' advisory or review board (CCRB) within the village to provide independent civilian oversight
  - a. *This should be at the top of the list of recommendations. It is the single most effective and important thing that can come out of this Committee.*
  - b. *Robert Cannata shared a proposal for creating a CCRB. Volunteer group. The only cost is for hiring investigator as needed. It is not an exorbitant cost. Fairly cheap board to create.*
  - c. *Different thought on this and feel it sets up an adversarial environment, so instead have a human rights committee similar to the ethics committee. Could write a human rights code. Greater community involvement and feeling of safety. Will address racial issues that are harder to see. Allows transparency. Allows people a way to file concerns and complaints. CCRB is complaint based.*
  - d. *Could have both CCRB and Human Rights Commission since they have two different goals.*
  - e. *Only 7 complaints over last few year, but anticipate more if there was a CCRB. During the CCRB downtime, they could be reviewing policies and making suggestions.*
  - f. *Why is a CCRB seen as something adversarial? Getting the community involved where police can be held accountable, so more collaborative initiative. It would give people pause before they decide to do something because they know they will be held accountable.*
  - g. *Ethics Board, is there currently an ethics board and are you getting community members on the ethics board and are they involved in investigating complaints related to the police department?*
  - h. *Another comment to have both CCRB and HRC to look at broader issues.*
  - i. *Maybe an alternative, have it run by Village Administrative office. So out of Police Department, but still in Village hierarchy.*
  - j. *Make a complaint process for not only police review, but any village employee.*
  - k. *Minority people are not going to feel comfortable going to Village Hall to submit a complaint. Needs to be an independent board. We need these safeguards.*

- 2) New de-escalation, anti-bias and antiracist training and continuing education for all police personnel - on an annual or biannual basis
  - a. *Should be at the forefront of all this. If police are not guardians but are warriors, we will have issues.*
  - b. *CCRB would not stop the actions, but de-escalation and anti-racist training will so this needs to be a focus.*

3) New programs initiated that would be dedicated to enhancing and maintaining officer wellness (including mental and behavioral health services)

4) The appointment of a professional Community Responder who could respond to mental or behavioral health and other calls

5) The establishment (or extension) of a policing committee for ongoing discussions and listening sessions with the community

# APPENDIX 15 - PD TOWN HALL 1.26.2021

Board of Trustees  
Village of Tarrytown  
Special Meeting No. 5  
Police Reform Town Hall Meeting  
Public Hearing #1  
Via Zoom Video Conference  
January 26, 2021  
7:00 p.m.

PRESENT via Zoom Video Conference: Mayor Fixell presiding; Trustees: Brown, Butler, Hoyt, McGovern, Rinaldi and Zollo; Village Administrator Slingerland; Assistant Village Administrator Ringel; Police Chief John Barbelet; Village Attorney Kathy Zalantis and Village Clerk Booth

Members of the Public interested in viewing the meeting should visit <https://www.tarrytowngov.com/home/events/33446> for instructions on how to join & participate.

## Welcome and Introduction – Police Reform and Reinvention Committee Chairman Trustee Doug Zollo

Trustee Zollo welcomed everyone to the Tarrytown's Police Reform Town Hall Public Hearing #1. After the killing of George Floyd in May of 2020, it became apparent nationally there had to be a reckoning of police interaction and the killing of predominately black men in the United States. Immediately after the killing of George Floyd, Governor Andrew Cuomo signed an executive order #203, called New York State Police Reform and Reinvention Collaborative. Every municipality in the state, in order to continue to receive state support for their police department, was ordered to review employment, strategies, policies, procedures, and practices of their police departments. Every municipality had to convene a committee. Tarrytown formed two committees, a steering committee, which was made up with the Village Administrators, Village Government Officials, Police Chief and the PBA President, two faith based ministers from churches in Tarrytown, whose congregants are predominately black, a member from the NAACP from the Town of Greenburgh and a member from the local DA's office. There was also a stakeholder's committee which was made up of a very diverse group of resident volunteers. We held 6 or 7 meetings through the fourth quarter of 2020. A survey was sent out and the response was quite good. A draft proposal was compiled after the meetings which was sent to the Board of Trustees for review at the end of 2020. Tonight is the first public hearing to get input from the public on the draft report. Anything relevant that comes out of this meeting and a subsequent meeting will be made part of the rest of the draft report. Then a final report will be compiled and the Board of Trustees will certify it either by resolution or law and it will be sent to the state by the deadline of April 1, 2021. The Board of Trustees early on, right after the killing of George Floyd, made it very clear that we totally support BLM, Black Lives Matter and in the same vein, we also totally support our police department. The Police Chief and his officers who are sworn to protect and serve our community do a terrific job. They are human and they are not perfect, so it made sense to review all of their policies, procedures, training hiring practices, police budget and equipment.

## Message from Police Chief Barbelet

Police Chief John Barbelet has been employed as an officer here for just under 27 years with the last 3 ½ as Police Chief. Tonight, is another step in our community's goal to fulfill the Governor's Executive Order related to police reform. He thanked all the committee members who donated numerous hours to not only discussions of change but to really learn how the police department here in Tarrytown operates. He stated from the beginning that we have an excellent Department comprised of dedicated men and women. He embraced this process realizing that there is always room for improvement in any agency, public or private. The Department, with the support of our elected officials and Village Administration have already taken significant steps to implement or ensure that this Department operates in a manner that addresses concerns in the Governor's Executive Order. He believes after numerous meetings, presentations, and discussions the Village

can put forth a plan that will only make this Department stronger. While he believes we can use this process to improve, he continues to say that he stands with the men and women who work in this Department. Throughout the process he kept an open mind and listened to comments and suggestions from both ends of the spectrum. While we continue to move forward towards a goal of adopting a plan, he asked that everyone remember what we have here in Tarrytown, a Department with a history of professionalism and dedication. We are here for the community 24 hours a day, 7 days a week and we sacrifice time with our families and memories that are lost that many take for granted. Tonight, the public has an opportunity to weigh in as we move forward. He will be listening with an open mind and welcome your comments and thoughts. We need each other to understand one another and work together. That is the only way it works. It's a team effort.

Village Administrator Slingerland – (a) Summary of the Process and (b) Summary of the Report

Administrator Slingerland thanked Trustee Doug Zollo, Chairman of the Tarrytown Police Reform and Reinvention Committee, Trustee Karen Brown, Trustee Paul Rinaldi, Police Chief John Barbelet, Lieutenants Budnar, Cole and Daly and the entire Tarrytown PD, Assistant Administrator Josh Ringel and all members of the Police Reform and Reinvention Committees, who participated in this process and effort to produce the draft report that is up for public discussion this evening.

The process:

On June 24<sup>th</sup> 2020, Tarrytown issued a preliminary report and held a public forum to start the discussion and review of policing means and methods which was done in conjunction with the Tarrytown Administration and the Police Chief. We know that we have a fine Police Department that does not have a history of violent incidents, or that has exhibited racism or discrimination by our officers. Nevertheless, there are always new things to be learned, new perspectives to be considered, and new training and education that can be provided to help our officers and staff more humanely and effectively protect and serve the people in our community. Back during the summer of 2020, we set forth a plan and schedule for the Board to appoint a committee, hold public meetings and discussions, seek out public input – which we did through a survey that was answered by over 1,000 people – and now seek public input and comment on the report, so that the Board of Trustees can make an informed decision. The Committee met on seven occasions – twice in October, three times in November, and once in December and January. The information and discussions that took place with the members of the Committee formed the basis for the report that was circulated in draft in December, and that was issued as a public draft on January 8, 2021.

The report:

We have specific recommendations that are before the public, the committee and the Board of Trustees for consideration:

- Review and maintain training to remain current with the times and needs of our community
- Pursue and finish the accreditation process which is already underway.
- Complete the installation and implementation of body worn cameras by our police officers
- Expand outreach from a current passive level at retail and restaurant establishments to active meetings with homeowners associations or tenant associations, the Chamber of Commerce and other groups.
- Actively reach out to young people in the community.
- Request County and State action to create and restore funding for mental health support in substance abuse, domestic violence, identify persons with histories of mental health issues and other similar situations.
- Review and examine the department's dare program.
- Review department policies and methods for subduing violent offenders to ensure the safest non-lethal means and methods are being utilized.
- Advocate for changes in civil service processing requirements related to the hiring and discipline of police officers as police officers.



- Advocate at the state level to decriminalize minor vehicle and traffic law violations.
- Issue an annual or biannual report meaning every two years survey to the community seeking input and feedback on the police department.
- Create a long term Police Advisory Committee.
- Create a separate Citizens Police Review Board.
- Build a dashboard presenting such statistics as arrests and ethnicity associated with those arrests for Tarrytown review and post for public view at least on an annual basis.

Members of the Committee sent a communication to the Board for consideration of five targeted recommendations:

- 1) Establishment of a Citizens Review Advisory or Review Board.
- 2) New de-escalation, anti-bias, anti-racist training and continuation of education for all police personnel on a regular basis.
- 3) New programs initiated that would be dedicated to enhancing and maintain officer wellness including mental and behavioral health services.
- 4) The appointment of a professional community responder who could respond to mental or behavioral health and other calls.
- 5) The establishment or extension of a policing committee for ongoing discussions and listening sessions with the community.

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.

Assemblyman Tom Abinanti, noted that he did review the report and you do address one of the issues of his concern. That is with dealing with people with some type of an intellectual impairment, whether it be a mental health issue or a developmental disability issue. The report speaks for the need for the restoration of the mobile crisis team. This has been an issue that I have been talking about in Albany. He has been trying to get the Department of Health, the Department of Mental Health and OPWDD to focus on this. And he sees that the Governor just put something in his budget, talking about crisis teams etc. I don't have an explanation on what that is yet. He thinks this is really an important area. A Police Officer may think he's dealing with someone who's dangerous, when in fact, the person could actually be asking for police help, because that person is having a problem. It may very well be that the police officer is not the person to go to those situations. However, the police officer is usually the first one to arrive on a scene. We need to have continuous training on how to identify a situation like that. How do you deescalate something like that? How do you get the right help as backup? And your report touches on all of those things. He is willing to work with the Village on that issue. He has just become Chairman of a brand new committee that the speaker is setting up dealing with people with disabilities. He looks forward to working with the Village and moving forward with that. He agrees that you really need the County Crisis Team, there has to be an appropriate backup. We also need places for people to go once you're identified them. Secondly, he noticed that the report speaks about hiring and firing and disciplining officers who may need some discipline. He looks forward to working with the Police Chiefs and he anticipates we may get some pushback from some of the rank and file labor organizations. He believes if there is a police officer who is just not working out and he or she needs to go, there should be a process that works for everyone. He looks forward to working with the community. He feels the police reform reports looks very good and thorough. He agrees that your police department is an excellent department, but there's always room for improvement. As the world changes, we have to adapt. We have to be very sensitive to the changes in the community and to the people who pass through our community. We are finding more and more there are people with different backgrounds, different

understandings and different cultures and that could put stress on first responders. It's important that our police officers have the training to be able to respond to that.

Assistant Administrator Ringel noted that tonight we are seeking comments on the draft plan and recommendation. The Board and staff are not going to be providing any commentary or responding to questions during tonight's meeting, as this is a listening session to hear from the community. Interested speakers will have three minutes and speakers must raise their hands by pressing the raise their hand icon or by pressing star nine if calling in by phone. Now is the time to start getting into the queue. The meeting is being translated into Spanish in real time.

Diana Loja, Tarrytown resident, noted that the police website includes different languages, including Spanish. However, the police forms are all in English. It would be helpful if the forms could also be made available in Spanish too.

Harvey Loeb, Deputy Chief Counsel with the Westchester Legal Aid Society, commended the committee for a great job. It's a very progressive report. He had the following suggestions: 1) The Police Department should put its use of force policy on the website and some other policies such as the stop and frisk policy. 2) The Police should have a mechanism for a person to submit a complaint about the police department anonymously. He realizes a person who submits an anonymous complaint cannot receive any feedback, but it's his experience that some people are intimidated by the police and they are afraid to complain but may be willing to do so if it's anonymous. 3) The police department keep demographic information not only of arrests, but also of anyone who stopped in traffic stops or just any stop on the street. 4) He is not sure if it is part of the police's use of force policy, that an officer who sees another officer or a superior use excessive force, should they be required to report that excessive use of force to superior officer. If it's not in your use of force policy, he thinks it should be. He commended the police department for instituting body worn cameras and for the reforms that you are going to make to your police department.

Anneliese Galgano, southend Village resident for over 50 years, appreciated all the work that's gone into the review of the police procedures and the suggested reforms. The Police Department does a great job and they are working hard to become even better. She has never seen any problems in terms of unhappy, untruthful or un-satisfaction with the police as a whole and has never seen any racial bias. She appreciates the idea that you're going to be allowing some citizens to join the committee that are associated with this process and would like to know how to find out to put her name in.

John Stiloski, Stiloski Automotive, noted that he reviewed the police reform and he saw comments from Village Trustees in regards to softly arms and softly dress. He questions about taking guns away in the section two of 136. He does not feel that the officer's faith should be put into somebody's trust that thinks that somebody should be softly armed. He believes they took the money away from psychiatric care and social services and that created putting the people into the street for the police officers to deal with. We have employees in this Village that are paid to lead, Police Chief and Lieutenants and there are a lot of people in management that can review a complaint. He has a problem hearing that you are trying to put a board or review committee together to review the actions of one of our officers. His question is at what point do you go to an outside source about a police situation, who has no knowledge of how things works and leaves the officers faith in the hands of somebody that doesn't do the job that's being performed. He thinks the Police Chief and the upper management should review any kind of complaint to see if the complaint is justified or not. They have to have policing knowledge to be able to assess the situation. As far as the anonymous calling, we've seen that in the past with the newspapers like Lohud, anybody can put anything they want and make accusations and wouldn't have to put a name to it. All of a sudden the complaint becomes null. Everybody has a right to make a complaint, but when it is unfounded, there needs to be an action against the person who makes a complaint.

Francesca Spinner, Wilson Park Drive, noted that she was impressed with the draft report. She was surprised to see the small number of women in the department and she was wondering if that can be changed to increase the number of women who might be

interested in police work as a career, maybe through guidance counselors at school. She thinks that it would improve the culture in any department or business and find that they are stronger when they have a more diverse community in their midst.

Tina Bellino, Martling Avenue, noted that she came to this meeting because she saw something online that one of the Trustees said about being softly armed. Knowing how many police we lost in 2020 versus 2019, the number nearly doubled from 135 to 264 respectively. She finds it abhorrent that it would actually be brought forward as a possibility, knowing what police have to do to keep themselves safe, but also to keep us safe. She feels we have a great police department and yet it is being vilified because of the actions of one policeman on the other side of the country. She finds it so unfair. As far as anonymous complaints, people will allege things and when they don't have to give their names. Legal Aid stands on the side of the accused, but we still have to protect our law enforcement. There are people in the Village that believe this whole police reform is coming from a place of vilification rather than just trying to give the police what they need to do their job better.

Jackie Voelpel, Main Street, asked what the goal of this meeting is. Is it for suggestions or ideas? She is not aware of anything, she saw this on the website. Administrator Slingerland explained the goal of this meeting.

Melanie Frazza, Sleepy Hollow Gardens in Tarrytown, appreciates the Village putting this report together and notifying the residents and she feels grateful she lives in a generally progressive community. She thinks it's important that we are doing these reforms. We may not have these issues in Tarrytown, but nationwide, we've seen white supremacist groups have infiltrated various law enforcement groups. There's issues with excessive force, racial profiling and stop and frisk and extreme force being used around mental health calls and all these things can't happen anymore. She appreciates that we are keeping up with the reforms so that some of the issues that are happening globally, won't happen here. She missed the opportunity to be included in the poll and wondered if there was going to be another round of collecting that data.

County Executive George Latimer, noted that the County is going through the very same process, we have come close to the end of our recommendations for the County level of this activity. One of our recommendations is that we intend to expand the number of mental health crisis response teams that we have. It has come up in the police reform discussions, on how we can have mental health professions respond to certain kinds of emergencies, rather than the police. The County has the regional capacity to do that at a greater level. That's one of the things we seek to do in our reform package. We will also be looking to change the training that we provide at the County Police Academy, on issues like excessive force and so forth, that would apply to any of the new police officers that you hire. We are trying to absorb the recommendations from the local municipalities and create some things at the County level that will assist Tarrytown and try to make this as progressive across the board as possible.

Diana Loja, Tarrytown resident, noted that she agrees that the police department should share the data on the demographics and backgrounds of the people they are stopping and giving tickets to. The police department should meet with the community and reach out to the local churches. She feels there is a lack of communication in terms of reaching out to the Hispanic population.

Sarah Levine, Tappan Landing and also a member of the Police Reform Committee, noted that she wanted to clarify a point of confusion on the record on the idea of softly armed and what it is referring to. During discussions with the committee, we shared ideas around improving engagement with different communities in Tarrytown and specifically, this executive order is looking at engagement and improving relationships with BIPOC communities. The idea of softly armed is not something that as a committee, we have hard coded in this work, it came out of conversations on how do we increase engagement and build relationship. The idea was about interacting and meeting police officers at events, not on duty. We are not trying to disarm the police. That's not what this work was about and it is inaccurate information being portrayed to the public. She wanted to set the record

straight because it was brought up a couple of times tonight. The softly armed on pages 132 and 136 was a suggestion for engagement.

Dylan Besescu, grew up in Sleepy Hollow, thanked Trustee Brown for all the work she has done on this. In his one year experience in the Tarrytown schools, police officers were first introduced into the school. Since, he has heard from people that there is a chilling effect on students. If we must keep officers in schools, which he really doesn't think we still should be doing that, he encourages the Board to consider mandating a very strict, narrow and limited use of force policy and intervention in schools because we've seen that when cops have as free a hand in schools, as they have in the public, it exacerbates the school to prison pipeline, it produces a chilling effect on education. He urged the Board to limit the extent to which police operate in schools and to keep them out of sight, out of mind and if they really do have to be there, they are used only in situations of dire threat to life, health or limb. Secondly, in reviewing and examining the department's DARE program, studies show that nationally, black people are four times more likely to be arrested for the use of marijuana. He suggests if we really want to get serious about youth, we want to make sure that we're catching alcohol use, and having students collaborate in assisting law enforcement with catching illegal alcohol use, which is much more harmful and damaging to students. He suggested that the police department should adopt a policy of declining to make arrests for the simple possession of marijuana, especially for youth individuals both to assist in the apprehension of illicit substances such as alcohol, which is far more harmful and to tamp down on racial disparities, which are seen both nationally and in almost a perfect microcosm in Westchester County.

Calvin Chin, Hudson Harbor, noted that he is a person of color and a resident and he actually would like to see the police in the schools in a show and tell format that way young people can interact with police in a non-stress situation. He believes the police forms should be translated in Spanish. He suggests that some of the members of the police reform committee should see some police simulation or trainings where they actually have to engage in high stress situations to see what police go through. Most of us should have some empathy and respect for the police and the job that they do. Because if we mess up in our jobs, nobody will get seriously hurt or die perhaps. He thanked everyone for all their hard work. He has had interactions with the police in the 3.5 years he has lived here and they've always been very professional. He feels very safe here and based on the surveys, he thinks most people do feel safe and feel that the police force is very professional and that we don't have problems.

Blake Harrison, Neperan Road, noted that he appreciates that we are taking this very seriously and the time you are providing the community tonight. Given the animosity in our Country right now, coming back to empathy to guide this process, he thinks that is very important so that our community does not feel divided from one another. He does think more information about how much work the police department does, what crimes or issues they have resolved each year should be on the police website. He thinks having demographic data is important and having complaints publically available. The question about anonymous feedback, he is a business owner and he has struggled with this himself. He had requested anonymous feedback from his employees and he said he would never do that again. But he does think it could serve a purpose, you just have to be very intentional about it.

Keisha Bush, Hamilton Place and member of the Police Reform Committee, noted that she thinks it is important for us to stay focused that just because it doesn't happen here, doesn't mean that it cannot happen here. She is a woman of color, who has three sons who went to the high school here, two of them were in the Westchester Youth Police Academy, but it did not stop them from being racially profiled by some police in this community. Although she respects the police department here, she thinks that we do have minimal issues here, she thinks racial profiling continues to be an issue across the country. Despite what she hears others say about not knowing of any situation that has happened in this community, she thinks it's very difficult when you are not a person of color to really speak for people of color, because you really don't know what that experience is like. She asked people to keep an open mind as we work through this. She thinks that we all went into this with very open intentions and the Chief and his police officers and other people who joined our team meetings, were very receptive and were very open and honest with each other.

We do not want to vilify the police department. We want to work with them and we want see a better relationship between the police department and the community.

Diana Loja, Tarrytown resident, noted that she believes that when someone wants to make a complaint against the police, they shouldn't have to do it with the help of the Lieutenant. She thinks that people should be able to make a complaint against the police with another Village department other than the police. It makes you feel very uncomfortable to do it with the police department. She strongly feels that complaints should not be anonymous because people make up stories. She feels that when people have to deal with domestic violence, there is no privacy in the courts. There should be some privacy when dealing with domestic violence. She thinks the police's communication with the Hispanic community needs to be increased and information should be available in Spanish. The messages are not clear, for example, in regard to the marijuana rules and process. There should be more clear communication with the Hispanic parents and the youth. She believes there should be more women police officers. Most women feel comfortable going to another woman.

Jill Sternberg, Altamont Avenue, thanked the committee and the Village Board and the police for their hard work on this police reform and reinvention. She emphasized the reinvention part of this task. She doesn't think there's anybody on the committee who will deny that racism exists in our society. We are a country founded on genocide, racism and slavery. That legacy is with us today. We have different experiences. She is thankful that we are living in a time where we can actually discuss these things. She doesn't want to be the person who dehumanizes others. She would like to work with her community to make sure that we live in a community where everyone is welcome. She welcomes the recommendations of continuous and rigorous training to really understand the depth of racism. She thinks that the police interactions with the community, whatever someone has done, should truly respect the people they are interacting with. We all make mistakes, we have all caused harm in our lives. It's up to us to be human with one another. She recommended that we look at the website of the San Jose, California Police Department. It's amazing in terms of transparency. It includes statistics, policies and procedures. She encourages us to have a police department that's transparent and continually engaging with the community. She supports the recommendations of creating a citizens police review board and citizens advisory board. She works in the area of restorative justice, which is accountability, and healing and repairing harm. It's a way of dealing with the problems in society that doesn't continue to harm people, destroy people and dehumanize people. She encourages our Village to look at how we adapt a more restorative approach to dealing with the conflicts that we have.

Gemma Maver, Central Avenue, noted that she feels Tarrytown is a warm and welcoming place. One of her experiences she had growing up in the city as a child was to know the local cop on the beat. She would like to see more police officers walking the streets of Tarrytown. She thinks the police should get out of their cars and walk the streets especially meeting with the kids, whether it is at the basketball courts or just walking in the neighborhoods and seeing people in their yards and front steps. It's important for community outreach, police officers and the community getting to know each other. Through her experience in the city getting to know the local police officers, she learned to respect them at a very young age because of her encounters with them.

Lisette Mendez Boyer, Grove Street and member of the Police Reform Committee, noted that she is grateful for all the work everyone has done. She focused on police wellness from a community perspective. She has done research on how trauma affects our vulnerable communities, particularly our minority community. Our community is still struggling with having a hard time finding work, from discrimination, from redlining, but with all this negativity, we still strive. She realizes what police officers go through and they also experience trauma, but this is the trauma they experience 8 hours a day at work. The trauma that the community experiences is not only for a lifetime, but for generations. She hopes that trauma and the need for wellness would bring them together, not to see them as something to fight, but something to fight for. She thinks the Tarrytown Police Department can be amazing, not only doing the minimal, but to find solutions, not only for our town, but for our country. She thinks Tarrytown has what it takes to do it. This can be the Police Chief and Village Trustees' legacy.

Krista Barron, Grove Street, noted that she is grateful for all the work everyone has done. She underscored the five recommendations that the committee emphasized at the bottom of the draft. The recommendations seem to have a spirit of openness and the sharing of information. The establishment of a citizens advisory review board, which will allow experiences with the police a little bit more accessible for everyone and doesn't really alienate people. De-escalation, anti-bias and anti-racist training. To enhance and maintain officer wellness, the appointment of a professional community responder to mental or behavioral health and other calls, not every situation may require a police response. The establishment or extension of the policing committee, which is for ongoing discussion and listening, which is sort of how she views this experience.

Joe Cesarano, Main Street and member of the Police Reform Committee, thanked everyone on the committee for all their hard work. Tarrytown is not an island, when you have black and brown communities, historically victimized by police violence across the country, it's kind of naïve to think that would not affect the perception of police and policing among members of those communities in our Village. We are not trying to create animosity between the community and police with these reform proposals, we are actually looking to create more community. We are trying to ensure that every citizen here feels comfortable and protected and served equally by the police department. We are grateful for Chief Barbelet's efforts in this process and looks forward to continuing the dialogue and conversations within the community. He believes establishing regular listening sessions, particularly with affected populations, particularly with the black and brown citizens of our Village would be necessary going forward and strongly recommends that the Village create such a commission to do that.

Robert Cannata, Benedict Avenue and member of the Police Reform Committee, supports the creation of a Civilian Complaint Review Board or CCRB. He noted that he is an attorney and former prosecutor at the Manhattan District Attorney's office. The first part of his career, he worked alongside of police officers where he prosecuted over 1,000 cases. The second part of his career, was in the public corruption unit, where he investigated and prosecuted police corruption. He has seen police officers at their best and their worst. He believes the creation of a CCRB would benefit both the public and the police department. It will increase trust, provide greater transparency and will provide greater accountability for misconduct. The community needs to know that if they make a complaint against a police officer, it will be taken seriously and investigated impartially. The independent CCRB will provide two benefits to the police department. 1) It increases police officer safety and 2) By moving the investigation of misconduct allegation to an independent body, it takes away from the Chief and his supervisors, which he assumes is one of the more unpleasant parts of their jobs. There are few towns and villages in Westchester that have a CCRB, let's be leaders. Let's make the Tarrytown Police Department an example for all of Westchester.

Tina Bellino, Martling Avenue, thanked Lissette for her comment about understanding how the police suffer trauma as well in their profession. When we feel that the police are being vilified, we come from a place, that the police suffer the highest risk for suicide than any other profession. Then to hear from one of the Trustees that they should be softly armed that would put them more at risk. It doesn't mean that we don't realize that people are still at times being profiled, but those of us in Tarrytown who have lived here for over 30 years, have seen wonderful things from this department. It's not that we don't want reform, we want to feel that our officers are being appreciated for risking their lives every day. Tarrytown is a great diverse community and we all want the same thing, we want our kids to be safe and we want our police officers to be safe. Facebook can blow things out of proportion and some of the comments she has seen have been very negative against the police.

John Stiloski, Stiloski Automotive, noted that Mr. Cannata may have experience in dealing with certain things that a police civilian complaint board would be involved in, but other citizens chosen to the Board may not. You can't have politics play into a complaint. This can basically put the integrity and the trust in our police department in question. Mr. Cannata said the police department needs to be overseen because things happen in towns. The Tarrytown Police Department, in the past, present or future would do nothing but the right thing. To turn around and say that some board has to oversee our police department is

really a slap in the face to the Police Chief, the Administration and the Village Trustees. You can also have the DA office involved in a situation, if necessary. He agrees that Tarrytown is not an island, fifteen minutes from here, the shootings are up 332%, crime is going through the roof in the city, and we are only 15 miles away. Everyone acts like we are Mayberry, but we are not. Regarding the team that will be called when someone is having a mental or social issue, where is that coming from? The police are out there struggling with someone for 10 and 15 minutes and they have to wait, and possibly the team is on another call, to come with a van. The bottom line is that the police are first responders and they have to deal with these problems. He thinks it's questioning the integrity of our upper management and the community to have a makeshift board oversee the police.

Robin Warner, Mechanics Avenue and member of the Police Reform Committee, noted that she has been a resident for over 50 years and she feels that the Tarrytown Police Department is in a class by itself. She thanked Tina and John Stiloski for supporting the police department and thanked everyone on the Committee for doing a great job.

Trustee Rinaldi noted that in reference to "softly armed" police officers that was raised by a few speakers that is something that he raised during discussions with the committee. He wants to be open and transparent about that. It was raised in the spirit of talking about things, thinking outside the box. He wants to be clear that it was an idea that he raised, but it was not raised in any way to have our officers not be safe, which seems to be questioned.

Administrator Slingerland noted that the next Police Reform public hearing will be on Tuesday, February 9<sup>th</sup> from 7 p.m. – 9 p.m. If anyone has comments, they can also email comments to administrator @tarrytowngov.com.

Mayor Butler commended the Police Reform Committee for all the hard work they have done. Especially, in the leadership of Trustee Zollo, because he knows that this was not an easy task and everyone did an outstanding job. The Board will listen to the comments on the Committee's recommendation and he is sure in the end, we will have a good product. In the past 10 years, approximately 35% of the police force are women and minorities. One thing that he respects about Police Chief Barbelet is that he looks for the best candidate. He noted, as a black man who came out of the civil rights movement back in the 60's and the 70's, here we are 50 years later and we are having the same conversation that is a very important conversation. But in 50 years, you would have thought that we would not be at this point. However, with some of the issues that have evolved recently, he understands why it's very important to have this conversation. He thanked the community for voicing their opinions and together we will continue to work hard to make this a great Village.

#### ADJOURNMENT

On the motion of Trustee Zollo, seconded by Trustee Rinaldi meeting was adjourned at approximately 8:45 p.m. by vote of seven in favor, none opposed.

Carol A. Booth  
Village Clerk

Board of Trustees  
 Village of Tarrytown  
 Special Meeting No. 7  
 Police Reform Town Hall Meeting  
 Public Hearing #2  
 Via Zoom Video Conference  
 February 9, 2021  
 7:00 p.m.

PRESENT via Zoom Video Conference: Mayor Butler presiding; Trustees: Brown, Hoyt, Kim, McGovern, Rinaldi and Zollo; Village Administrator Slingerland; Assistant Village Administrator Ringel; Police Chief John Barbelet; Village Attorney Kathy Zalantis and Village Clerk Booth

Members of the Public interested in viewing the meeting should visit <https://www.tarrytowngov.com/home/events/33451> for instructions on how to join & participate.

Welcome and Introduction – Police Reform and Reinvention Committee Chairman Trustee Doug Zollo

Trustee Zollo welcomed everyone to the Tarrytown's Police Reform Town Hall Public Hearing #2. After the killing of George Floyd in May of 2020, it became apparent nationally there had to be a reckoning of police interaction and the killing of predominately black me in the United States. Immediately after the killing of George Floyd, Governor Andrew Cuomo signed an executive order #203, called New York State Police Reform and Reinvention Collaborative. Every municipality in the state, in order to continue to receive state support for their police department, was ordered to review employment, strategies, policies, procedures, and practices of their police departments. Every municipality had to convene a committee. Tarrytown formed two committees, a steering committee, which was made up with the Village Administrators, Village Government Officials, Police Chief and the PBA President, two faith based ministers from churches in Tarrytown, whose congregants are predominately black, a member from the NAACP from the Town of Greenburgh and a member from the local DA's office. There was also a stakeholder's committee which was made up of a very diverse group of resident volunteers. We held 6 or 7 meetings through the fourth quarter of 2020. A survey was sent out and the response was quite good. A draft proposal was compiled after the meetings which was sent to the Board of Trustees for review at the end of 2020. Tonight is the second and last public hearing to get input from the public on the draft report. Anything relevant that comes out of this meeting and the first public hearing will be made part of the draft report. The Board of Trustees and the Police Reform Committee will be meeting to review the public comments and make a recommendation to the Board of Trustees on February 17, 2021. Then the Board of Trustees will meet and finalize the report and then the Board of Trustees will certify it either by resolution or law and it will be sent to the state by the deadline of April 1, 2021.

Village Administrator Slingerland – Summary of Committee Recommendations

Administrator Slingerland thanked everybody for being here and for taking the time to attend and share your comments with us. In summary, there's going to be a three minute time limit for each speaker with no second chance to speak. All comments should be addressed to the Board of Trustees. Staff will not be reading comments into the record for people who are unable to attend. You may submit your comments by email to the Village to [administrator@tarrytowngov.com](mailto:administrator@tarrytowngov.com) or send your comments directly to Administrator Rich Slingerland, Assistant Administrator Josh Ringel or Village Clerk Carol Booth. The draft Police Reform Report has been published and available to the public. The publication date of the report we have available right now is dated January 8, 2021 and the preliminary recommendations from the committee, which include 14 general recommendations and 5 targeted recommendations that are also kind of an echo of the list of 14.



The 14 general recommendations that are before the public, the committee and the Board of Trustees for consideration:

1. Review and maintain training to remain current with the times and needs of our community
2. Pursue and finish the accreditation process which is already underway.
3. Complete the installation and implementation of body worn cameras by our police officers. The accreditation process and the body worn cameras have been underway before the committee was created.
4. Expand outreach from a current passive level at retail and restaurant establishments to active meetings with homeowners associations or tenant associations, the Chamber of Commerce and other groups.
5. Actively reach out to young people in the community. Police Chief is already working on a program to take place this March.
6. Request County and State action to create and restore funding for mental health support in substance abuse, domestic violence, identify persons with histories of mental health issues and other similar situations.
7. Review and examine the department's dare program, reviewing its effectiveness and consideration of possible alternative uses.
8. Review department policies and methods for subduing violent offenders to ensure the safest non-lethal means and methods are being utilized. As mentioned, we informed the committee that the Village has not allowed chokehold for 20 years.
9. Advocate for changes in civil service processing requirements related to the hiring and discipline of police officers as police officers. This would allow more flexibility to allow the Village to expand the number of minorities and women and also make it easier to remove or suspend an officer for willful misconduct, which would actually require a change in state law.
10. Advocate at the state level to decriminalize minor vehicle and traffic law violations.
11. Issue an annual or biannual report meaning every two years survey to the community seeking input and feedback on the police department.
12. Stakeholder Committee recommendation to create a long term Police Advisory Committee.
13. Stakeholder Committee recommendation to create a separate Citizens Police Review Board.
14. Build a dashboard presenting such statistics as arrests and ethnicity associated with those arrests for Tarrytown review and post for public view at least on an annual basis.

The Committee sent a communication to the Board for consideration of five targeted recommendations:

1. Establishment of a Citizens Review Advisory or Review Board.
2. New de-escalation, anti-bias, anti-racist training and continuation of education for all police personnel on a regular basis.
3. New programs initiated that would be dedicated to enhancing and maintain officer wellness including mental and behavioral health services.
4. The appointment of a professional community responder who could respond to mental or behavioral health and other calls.
5. The establishment or extension of a policing committee for ongoing discussions and listening sessions with the community.

#### Message from Police Chief Barbelet

Police Chief John Barbelet thanked everyone for taking the time to be a part of this process. We have had numerous meetings, conversations, surveys and discussions related to policing here in Tarrytown. He has listened with an open mind to everyone's thoughts and ideas into consideration. He had the pleasure to meet some great residents in Tarrytown who he did not know before this process. As we move forward, he will continue to listen and offer his own thoughts and opinions on what he believes is good for the community, the residents and the police department. While we may not always agree with an idea, he does and will continue to respect this course that we have all been a part of. Listening and allowing for good open discussion is a healthy practice. A part of what makes Tarrytown so great is not just its diversity, such as culture and ethnicity, but being able to have different ideologies and beliefs. He thanked everyone for their participation in

this process. He announced a youth program called Books & Badges that the Police Department will be hosting on March 6<sup>th</sup> from 10 a.m. – 1 p.m. for children ages 2 – 12. In the police reform process, we talked about engaging the community and the youth. How this came about is a Police Detective in Mount Vernon had a connection with Disney, where Disney donated a massive amount of children's books. An officer in Tarrytown came up with an idea that had stemmed from what Mount Vernon was doing called Books & Badges. So we wanted to figure out how we can incorporate the books and getting some families and young people in the community to come to the Police Department. On March 6<sup>th</sup>, we are inviting families to come to the Police Department with their children in cars, they will stay in their cars, wearing masks and it will be very safe. We will provide the children with books that were donated by Disney, we have coloring books geared towards young children, they will also get a bag that has the Tarrytown Police on it and we will have special treats and surprises for the kids. This is a way, during COVID times, for families to come to the Police Department and meet police officers, on and off duty to greet the families and children. This is just one of many ideas that we thought would help bring the police and the community together in a safe manner. We made banners to go out into the community and he asked everyone to get the word out.

Assistant Administrator Ringel noted that tonight we are seeking comments on the draft plan and recommendation. Interested speakers will have three minutes and speakers must raise their hands by pressing the raise their hand icon or by pressing star nine if calling in by phone. Now is the time to start getting into the queue. The meeting is being translated into Spanish in real time.

Kimberly Marcus, Barnes Road, thanked everyone on the committee and all the Trustees for their hard work. She supports all of the recommendations, especially, the CCRB and mental health for police officers, and having someone on staff, like a social worker, who can work with people with mental health issues. She also supports the police dashboard and thinks that it should also include hate crimes.

Jonathan Gleit, Barnes Road, thanked everyone for all their hard work. He doesn't believe he saw in the report a policy for duty to intercede, meaning if an officer observes another officer acting in a way that is violent or discourteous, that the officer who observes should have to have the duty to affirmatively act to intercede with the officer who's doing the misdeed. He supports the CCRB. Will it be based on some type of state standard? Will it be modeled after New York City CCRB?

Assistant Administrator Ringel noted that the Village does have a duty to intervene policy.

Laurie Feinstein, Edgemont, Town of Greenburgh, noted that she is aware of the wonderful work your police reform committee is doing because she serves on the Greenburgh Human Rights Committee. She noted on a new issue that happened with a nine year old African American child who was held and restrained who is having some form of a family crisis where the family called the police to help them and then that child was handcuffed and tackled and it was very disturbing to people, in particular the African American community in Greenburgh. What happens nationally affects the psychology of us locally. She asked if Tarrytown has thought how to respond differently to children in crisis and what kind of training goes on with that.

Reverend Judith R. Williams, Pastor, noted that her question and concern was covered by the previous speaker regarding the nine year old. She also wanted to know if the treatment of little children when it comes to police matters is being included in police training. She asked if should could get flyers for the books and badges so she can get the word out to everyone.

Lynn Goodman, N. Washington Street, Chair of the Greenburgh Human Rights Advisory Committee, noted that if you read the police reform reports of other towns throughout the state, you'll see the same suggestions: Include mental health experts on the Crisis Response Team, create an independent civilian complaint review board, don't use weapons, force or restraints except when needed to protect the lives of the public or the officer, don't use intimidation except when absolutely needed, imbed anti-racism and procedural justice training into everyday practices, hire and retain only empathetic

community minded police officers. The call for reform is not an indictment of a particular department, it's a recognition that certain policing methods used for decades have caused more harm than good and it needs to be changed. The following are her suggestions: More diversity on the force of the 34 sworn officers, only three are women. You need more women and more diversity. Diversity strengthens the department. Add a mental health expert to the team. When responding to a mental health emergency, include a mental health expert as often as possible. Create a community review and advisory committee. Complaints should not be sent to the police department as is the practice now, they should be sent to and reviewed by an independent civilian entity. More must be done to support the mental health of police officers to create safe spaces where they can talk to peers and regular mental health check-ins should be mandatory. Interactions with the police can be stressful and traumatizing, black people especially have suffered trauma and loss from generations of overly aggressive policing. Maybe this didn't happen a lot in Tarrytown, but Tarrytown does not live in a bubble. Everybody must be trained to understand the perspectives of black and brown and non-mainstream people. We have to rethink how we deal with quality of life crimes and misdemeanors.

Rebecca Rothe, Beekman Avenue, noted that she supported the five recommendations made by the committee. She emphasized the importance of meeting the needs of individuals in a mental health crisis and that they should be met by someone who is thoroughly trained and qualified to de-escalate the situation, so that the individuals get the help that they need.

Lauren Cannata, Benedict Avenue, noted full disclosure, her husband is Rob Cannata who is a member of the police reform committee. She thanked everyone for putting the time to do such important work. She believes that all of the recommendations are worthy, she wanted to name a few that stand out as a resident of Tarrytown. Prioritize de-escalation and anti-bias and anti-racist training. Make sure the police officers get the support that they need so they can continue to support and take care of our community. To establish the CCRB. We have seen this as a model that has worked not only in New York City, but in numerous cities, towns and communities around the nation. She thinks it's proven to be extremely beneficial. She thinks that Tarrytown should lead the way with this and establish it. She thinks the Tarrytown Police Department are great and supporting them is important, but there's always room for growth. She asked how the plan for the recommendations will be communicated to the community.

Elyssa Rothe, Van Wart Avenue, thanked everybody on the call today, she is really grateful and proud to be part of a town that has so much community engagement on this important topic. She supported the five recommendations by the committee, especially number 3, dedicated to mental health services for the officers who are on duty as well as the rest of the five that are more dedicated to de-escalation and addressing mental health issues and ensuring we have trained and qualified staff to address people who are in a mental health crisis.

Matt, Van Wart Avenue, noted that he also supports all five recommendations, with emphasis on number 4, the appointment of a professional community responder who could respond to mental health or behavioral calls. He believes that residents should be able to request that this responder be sent to an incident in place of an officer. There should be guidelines on whether the department sends the community responder in place of a conventional officer.

Jeanie Kogan, Washington Street, noted that she is a local activist and a social worker. When she has black friends visit her house, they feel like they are being looked at as criminals. So anti-racism work is for everyone. Police brutality isn't everybody's problem. When people are upset about police, it's not attacking police's humanity, it's that people are tired of black people getting killed. How are you going to make sure that the police force will be accountable to the CCRB and that they are not going to be stopped by police unions. Tarrytown is mostly white, how are you going to make it desirable and safe for black indigenous people and people of color to participate in this process. She loves the idea of police needing mental health support. Police officers have to deal with trauma, rates of suicide, divorce and substance abuse in police are very high. We need to change

the police culture. If you combine guns, fear in very dangerous situations and racism, it makes sense that black people get killed, it takes a lot of unlearning work to do.

Sara Simonetti, Hamilton Place, thanked everyone on the committee and all of the members of the Board for their time and effort. She has had some encounters with the Tarrytown Police Department and they were respectful and courteous. She never had an issue. However, they are always uniformed and armed. She feels that if they were not always uniformed and armed it would change her mindset. She feels that they would be more approachable to her if they were not uniformed or armed. It is the ideology that a police officer in uniform is present because of some crime or some potential crime. Regarding mental health and training and de-escalation training comes mindfulness training and meditation practices have shown to be successful. She thinks that regular reviews and more regular communication could be very helpful to make progress within the police department.

Ed Kharem, noted that he is in support of the recommendations. His only question is why not? Why not, because it can only have a positive outcome. All of this can be a benefit for police and the community. What is there to lose? What tends to happen is when something happens, then reform takes place. Why not do it in the opposite order, where we can essentially avoid the incident. Let's do it before someone gets hurt and there is a negative interaction. It's easy to say that those things only happen in the city, but it could happen anywhere because these issues can manifest themselves anywhere.

Katie Scully, School District, read a letter from the school district and noted that she thinks that the school district is such a wonderful bridge between Sleepy Hollow and Tarrytown. The letter is from Natalie Szerberger who couldn't be here tonight. "After reading through the report, she wanted to share a few thoughts from the perspective of an educator, advocate and attorney who runs a national racial justice center. She currently partners with the Tarrytown Sleepy Hollow school district to support their equity inclusion and racial justice efforts. Some specificity is warranted around de-escalation, anti-bias, anti-racist and continuing education for all police personnel on an annual or bi-annual basis. The department could invest in training one or two staff members to then lead the training to others in the department 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. There must be opportunity 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 and that there should be a reduction in the racial and other disproportionality in this data. With body cameras, there needs to be parameters and expectations set for activation and usage. Data should also be tracked to see if there are changes in behavior and interactions with the community over time as a result of wearing these body cameras. Overall, the most important piece that these mandated changes are results in specific, measurable and adaptive changes that act in furtherance of advancing racial justice and community reactions. In review of this report, the final five recommendations for a Citizen's Review Board, the anti-bias, anti-racist training, mental health focus for officers, the opportunity for community responder to support needs of citizens, these and the criminalization of mental health issues and the establishment of policing committee feels the most connected to a more equitable and racially justice form of policing. She highly recommends these five recommendations to better serve the community and meet the goals of the governor's expressed commitments."

Francis Giampiccolo, Hamilton Place, member of the police reform committee, thanked everyone involved in the process, it was very worthwhile and something that was needed. He was a police officer in Tarrytown for 36 years and retired this past June. He noted that he agrees with a lot that has been said, but he takes a different view on the CCRB. He doesn't believe it is necessary here in Tarrytown. When there was misconduct by a police officer, the Police Chief, the Administrator and the Board of Trustees were always involved in any kind of disciplinary action. So there is already something in place to handle discipline. What type of training would the people have who would be members of the CCRB? What type of training are they going to have? That's important and he doesn't believe that it is needed today in the Village of Tarrytown. But what he does think is important is to partner with the Town of Greenburgh to have fly cars with paramedics to

respond to all of the Villages with either a health care professional and/or mental health or even with social workers that will respond and take care of whatever the mental health problem or domestic dispute that may occur. He thinks having a Human Rights Commission would be very important and benefit the Village of Tarrytown. He believes that de-escalation training should be continued. We live in a dangerous world and he believes that all police officers should be uniformed and armed.

Robin Warner, Mechanics Avenue, member of the police reform committee, noted that she wanted it to be clear that there's quite a few black people on the police reform committee. It is not just white people on the committee. She believes that the police officers should be uniformed and armed, they are out in the streets. She thinks that is part of their uniform. She thinks the Tarrytown Police Department does a great job.

Alberta Williams Jarane, owner of two businesses on Main Street, noted that she supports the five recommendations. Let's never lose sight as to why we are here in the first place, people like George Floyd and many others who were murdered by police. It's no mistake that social media with video in particular gives our nation a lens into the injustices that otherwise would have remained unseen and silent. If you let certain voices in our police department and on our Boards and beyond who would have you believe that Tarrytown doesn't have these problems, means we are not listening. If we are to be the forward thinking innovative, creative and simply the place we advertise we are, then let's do this work each and every day. When we hear voices in our community that believe that our police force is a paramilitary force and we all see the back the blue flags around the town, that reminds us that our work is not done. These displays and voices make her afraid in her own home, but she will never be afraid to speak to you because she chooses to do the work. You too must make that same commitment. Just because it hasn't happened here in Tarrytown doesn't mean it can't or that it won't.

Phoebe Nielsen, Wood Court, Senior at Sleepy Hollow High School, noted that she supports the work that the police reform committees has done already. The committee's recommendation of revising and revisiting the DARE program is especially important to her. In her experience in the program in fifth grade, it was largely fear based and she was given a lot of misleading information about drugs and alcohol and combined with police presence in the classroom, it was a very intimidating atmosphere for a fifth grader. What concerned her is that she was led to believe that drug users were somehow less than other people or less deserving of safety and security and if you decide to do drugs, it means you are a terrible person. It discouraged empathy towards drug users. She emphasized the importance of the committee revisiting this program as part of the reform initiative and promoting a more restorative approach to drug education and a less punitive one that leads to less criminalization.

Loretta London, Wilson Park, member of the police reform committee, noted that she is very grateful for everybody involved in this process. She reminded everyone that this is a process of improvement. This is just the beginning. We had many meetings and many great comments were made. She can't wait to revisit all the things that we are planning to do and set some timelines. But to assure everyone that this is a process of improvement. Not everything is black and white, this is very gray. We are on the right track. She appreciates all the work from everyone.

Sayako Aizeki-Nevins, Hanford Place, Senior at Sleepy Hollow School, thanked everyone for doing all this great work. She emphasized the continuation of this work, through independent advisory board for policing and through the creation of a committee just to further these discussion. As a student, she would like to see more efforts to involve young people in this work by creating a dedicated space for young people to discuss what community safety could look like for them as well as trying to involve young people in the committee like this one.

Dylan Besescu, grew up in Sleepy Hollow, noted that he was in high school when police officers were introduced on a regular duty to the high school, it had a chilling effect on the learning environment there. He among others, spoke to the Board of Education then and said that not only statistically, this was not likely to mitigate the harms that would be done by putting a police officer in school, but it presented a wide range of statistics showing that

this was bad racially, it was bad educationally, it was bad socially and it was bad criminal logically. Police officers in the schools created an even worse environment educationally for the school district and for students. At the very least, he asked that they limit the role of those officers in the school and that they reduce the number of officers. He hopes someday that we learn the lessons that others schools have learned that police officers shouldn't be in schools at all.

Bhavya Reddy, Sleepy Hollow resident, thanked all the committee members who put a lot of time and effort into this entire process, especially the black and other residents of color who shared their personal experiences in this public forum, even when it wasn't always the most comfortable or compassionate place to do that. She supports the final recommendations in the report to continue the process of examining the role of policing within our community. Her question is how this process will make us safe. She was glad to hear that we will include a professional community responder position on the county level, to focus on appropriate responses to crisis. However, she would like to learn how Tarrytown will expand that approach to other safety issues and focus on actual concerns expressed by residents. For example, one of the most striking results from the police survey was the fact that traffic and speeding was a concern of half of all the Tarrytown respondents. What are the root causes of traffic and speeding in our communities? How can we prevent them? These questions are well within the scope of the process the governor laid out. She hopes that any future assessments around this question of safety take an even more holistic view of what safety and security mean, including things like extreme weather events, food insecurity and white supremacy. She asked that they avoid criminalizing individuals for systemic issues. For instance, instead of asking about homelessness, or transit related problems, like panhandling, let's instead reframe that into something like a lack of affordable housing. She hopes our community includes Sleepy Hollow and other neighbors who can work together on these issues. With regards to the 5 recommendations, seeing more police officers on the streets does not make everyone in the community feel safe. She asked that you listen to the BIPOC youth about what would actually make them feel safe, as opposed to assuming that even more contact with police is what they need.

Trustee Zollo noted that the next meeting will be held on February 17<sup>th</sup> with the Board of Trustees and the Police Reform Committees. The public is invited to and welcome to listen in, but the public will not be invited to speak during that meeting. After that meeting, the report will go to the Board of Trustees for a final certification through either resolution or law and then the report will be sent to the state. He thanked everybody, we had a lot of great comments tonight.

Police Chief Barbelet, commented on a few things, one being duty to intervene. The duty to intervene used to be two sentences, we have now created a whole general order to just duty to intervene, which means that if an officer is observing another officer breaking rules that we have in place, he/she is obligated to report it and to step in and call a supervisor. He/she would be protected under what we call a whistleblowers clause in the department. We have sent officers to be professionally trained in duty to intervene and de-escalation. They have submitted reports on how the training went and then they will train the entire department on those two very important topics, which also includes implicit bias, anti-bias and policing and body worn cameras. We have already started the training process and it's not going to be one and done. We have reallocated and dedicated resources for training, this is a priority and will continue to be a priority. The police department with the Board of Trustee's approval have already taken some very progressive steps. We started doing this well before the governor even put out his executive order. The police department undergoes very good training regarding mental health for law enforcement. It may be difficult to budget for a mental health worker 24/7, however, the fly car from the Town of Greenburg is definitely an option and we also spoke about mobile crisis team, where we can pull our resources together with neighboring Villages to have an expert in mental health to serve the Villages whether it comes from the town or the county.

Jill Sternberg, Altamont Avenue, thanked the Board of Trustees and the police for engaging authentically in this process. She believes it's important to add specificity into the recommendations, because that's how we hold one another accountable. She would like to encourage the police to have a website with all policy and procedures including their

handbook, statistics and police training and for that information be publically available. She personally does a lot of anti-bias, anti-racism, restorative justice and conflict resolution training and she is at the point now where she doesn't want to do training anymore unless she knows how it's going to be implemented. She encourages the police department to build into whatever training plans you make, as to how you're going to follow that training and how you are going to use it. We have a Village with people of different perspectives. We don't want everyone to have the same perspective. She thinks it's important that the police also respect all perspectives. She thinks it would be beneficial to try to develop some dialogue, not just police and community, but bringing people with different perspectives together so that we can build a respectful relationship where everyone feels that their humanity is valued in the town.

Mayor Butler thanked everyone who called in today, the conversations were quite enlightening. As the month of February is Black History Month, he recommended a good book to read called "Caste, the Origin of our Descent," by Isabel Wilkerson. It's a must read and will bring a lot of what we are talking about into focus. One of the words he heard tonight is the word "process." This is definitely a process. He is certain that with all of this input, we will find common ground. One of the things that we will ask the committee is to look into funding resources. He asked that along with the recommendations that people provide some kind of funding resources, which could come from the county or the state.

Trustee Zollo noted that due to limited resources, we have reached out to the county about reinstating the assistance with mental health issues.

Administrator Slingerland noted that is correct. There used to be a group out of Westchester Medical Center, called the Mobile Crisis Team and County Executive Latimer has spoken about restoring it in some fashion through the creation of a taskforce of mental health professionals and counselors who would be available to the various municipalities. He thinks that the Town of Greenburgh has also talked about having that kind of resource available. He will be happy to see how this can be best implemented in cooperation with the various municipalities, including the Village of Tarrytown.

Trustee Zollo asked Trustee Hoyt to explain the fly car from the Town of Greenburgh regarding the advanced life support. This would also help with mental health issues, they can assist by providing a mental health worker, with a fly car that will respond as quickly as possible.

Trustee Hoyt explained that with every EMS call in the Village, we dispatch a fly car from the Town of Greenburgh who comes to the call with a paramedic. Although they are very reliable, there is an occasion that their paramedic is not available.

Trustee Rinaldi thanked, in particular, the young people who called in tonight to get their perspective and they were incredibly articulate. It was great to have them engaged in this process.

#### ADJOURNMENT

On the motion of Trustee Zollo, seconded by Trustee Rinaldi meeting was adjourned at approximately 8:25 p.m. by vote of seven in favor, none opposed.

Carol A. Booth  
Village Clerk





Board of Trustees  
 Village of Tarrytown  
 Special Meeting No. 9  
 Police Reform & Reinvention  
 Committee  
 Via Zoom Video Conference  
 February 17, 2021 6:00 p.m.

PRESENT via Zoom Video Conference: Mayor Butler presiding; Trustees: Brown, Hoyt, Kim, McGovern, Rinaldi and Zollo; Village Administrator Slingerland; Assistant Village Administrator Ringel; Police Chief John Barbelet; Village Attorney Kathy Zalantis and Village Clerk Booth

Members of the Public interested in viewing the meeting should visit <https://www.tarrytowngov.com/home/events/33966> for instructions on how to join & participate.

Police Reform and Reinvention Committee Chairman Trustee Doug Zollo noted that tonight the Board of Trustees is going to finalize the Draft Police Reform and Reinvention Collaborative Plan and Recommendations along with input from the Committee members. The Board of Trustees will approve and confirm the final report and then the report will be sent to the Governor’s Office in Albany by the due date of April 1, 2021. If a member doesn’t get to speak tonight, please send emails to the Village with any questions or comments to [administrator@tarrytowngov.com](mailto:administrator@tarrytowngov.com). Or you can send emails to the members of the Board of Trustees, which is the first initial and last name @tarrytowngov.com. For example, his would be dzollo@tarrytowngov.com .

Village Administrator Slingerland noted that the meeting tonight will be approached like a public hearing. The Board of Trustees will have a discussion with each item. When the Board is finished with their discussion, we will open it up to the Committee members to make comments. He circulated to the Board and the members of the Police Reform Committee a table which includes a summary of all the recommendations and we will have a discussion with the Board of Trustees one by one. We took all the recommendations and put them into one list; this is one report. The recommendations were one effort by the Board of Trustees, the Police Reform Committee and the Village Staff. After the discussions on the report tonight, the Board of Trustees will adopt the report. The following is the recommendations from A thru P.

Item	Status and/or Current Actions	Plan and Policy Considerations	Board Action
A. Review and maintain training to remain current with the times and the needs of our community.	<p>The Department has already completed or nearly completed training the entire Department in the following topics:</p> <ul style="list-style-type: none"> <li>• Implicit Bias</li> <li>• Anti-Bias in Policing</li> <li>• De-Escalation</li> <li>• Duty to Intervene</li> <li>• Proper use of Body Worn Cameras</li> <li>• Procedural Justice.</li> </ul> <p>This is in addition to numerous other standard training topics that are both required and essential to law enforcement, such as first aid, firearms, law review and a list of others.</p>	<p>To continue to train and evaluate these topics on an annual basis in addition to past topics. Having a Lieutenant trained as trainer in Procedural Justice allowing for the Department to address changing trends in this area of policing. Combination of both internal and external training. The Village and Police Department will also explore anti-racist training programs.</p>	Agreed.
B. New de-escalation, anti-bias and antiracist	See Item A above.	Board and/or Staff to work together to implement the training, on at least	Agreed.

Item	Status and/or Current Actions	Plan and Policy Considerations	Board Action
training and continuing education for all police personnel - on at least an annual basis		an annual basis. Need to review policies to confirm that the training is reinforced through the policies. Annual training plan. The Police Department will also explore anti-racist training programs.	
C. Pursue and finish up the Tarrytown Police Department accreditation process.	The Village of Tarrytown Police Department applied to NYS to begin the accreditation process approximately 18 months ago, participated in training related to managing the program, and has attempted to adhere to all current NYS accreditation guidelines when creating new General Orders	Assign the Staff Services Lieutenant as our designated NYS Accreditation Manager to allow us to achieve this goal and stay in compliance for years to come with the standards as they are updated and established by NY State.	Agreed.
D. Complete installation and implementation of body-worn cameras by Police Officers	The Village purchased Axon 3 Body Cameras for every member of the Department. As of this date we have trained and deployed a camera for use by every officer in the Department.	To maintain the program, continue training and to post the policy of the Department regarding body worn cameras on the Village website. The Village will continue to support this.	Agreed.
E. Expand outreach from current “passive” level at retail/restaurant establishments to “active” meetings with HOAs or tenant associations, the Chamber of Commerce, and other groups	Currently there are no specific or re occurring procedures to accomplish this. However, the Department and the Village will work together to explore alternatives on how this might be achievable, and will be flexible and open to consider new approaches.	The Department is open to new forms of community outreach. Officers have been encouraged to enhance their involvement with the community during routine activities. The Department will investigate the feasibility (monetary, manpower) on instituting such policies as foot patrol and assigning on duty officers to attend community meetings. Chief will also reach out to existing HOAs and neighborhood associations.	Agreed.
F. Actively reach out to young people in the community to encourage their participation in youth education efforts and encourage them to pursue law enforcement careers. A key goal is to get more women and minorities to pursue a career in law enforcement.	The Tarrytown PD is currently partnering with the Sleepy Hollow PD, the UFSD of the Tarrytowns, Elmsford, and WestCOP, as well as the Robert Martin organization, to create a youth interaction group entitled Bridge Builders to engender better relationships between youth and the local police. The Department has scheduled additional meetings for this over the next month.	To continue to expand on this program so it becomes an ongoing approach. To work with the schools, post COVID and allow different officers to attend meetings with the involved youth. The Department will continue to explore and listen to ideas outside of the box that will allow us to accomplish this goal. One such example is our event, “Books and Badges” allowing young people to have a positive interaction with law enforcement.	Agreed.
G. Either appoint an in-house staff person or request County and State action to create/restore funding for mental health support in substance	This is focused on addressing and filling the void created by the abolishment of the mental health-focused Mobile Crisis Team that formerly operated out of the Westchester Medical Center. Currently the Village does not	Work with Town, County and State government to find an economically feasible way of incorporating mental health professionals into calls for service where their expertise will be utilized to assist law enforcement. Specific suggestions 1. Restore the	Agreed.

Item	Status and/or Current Actions	Plan and Policy Considerations	Board Action
abuse, domestic violence, identified persons with histories of mental health issues. (The recommendation is to focus on working to establish this support through the Town.)	employ a community first responder who responds in real time to assist officers on calls related to mental or behavioral issues. While our officers do deal with these calls they are not as frequent compared to Departments and municipalities of a larger size.	County's mobile crisis mental health response team through County Government or 2. Partner with the Town of Greenburgh and its incorporated Villages to explore the possibility of a "fly car" system with a qualified professional in the Town to assist those in need of mental health support services.	
H. Review and examine the department's DARE program, with the focus on its effectiveness and consideration of any possible alternative uses to address underage drinking and illegal drug use by youth in the community.	Currently we have (2) certified DARE officers who are also certified School Resource officers. Pre-COVID they were teaching DARE one day a week at Washington Irving School. One of the officers is bi-lingual and taught to a group in Spanish. Research on the effectiveness of the DARE program is argued in both support of its success as well as the notion the program's outcomes do not meet its goals.	The Village is open to coordinate with the school district on continuing the program, researching an alternative or removing these officers totally from the schools. We are there because we support officers interacting with students in a non-confrontational setting and the District asked us to continue the program. We can meet with students, parents and the District over the months and years ahead.	Agreed.
I. Review departmental policies and methods of subduing violent offenders to ensure the safest non-lethal means and methods are being utilized locally. (Note: This is also part of the accreditation process.)	Our current policies are in accordance with accepted use of force criteria spelled out for an accredited agency. Tarrytown has banned chokeholds since 2001 in this Department. We also operate within a defined force continuum emphasizing the tactic of using the minimal amount of force necessary. We also have a use of force policy that requires documentation of all use of force, including the gender/gender identification and ethnicity of the person the force was used on.	In the future we plan to stay up to NYS DCJS accreditation standards in this area and review all use of force forms for any irregularities or patterns. We can also post this general order and other similar orders related to our force continuum on our departmental website/public information portal. Institute yearly internal review of any uses of force from the prior year with the Village Administrator's office.	Agreed.
J. Advocate for changes in the Civil Service process, related to the hiring and discipline of persons as police officers. Encourage changes to civil service to expand educational requirements for new hires, allow flexibility in the use of lists to promote diversity, make it easier to discipline or remove an officer for willful misconduct, and amend the "rule of three" to allow more	<p>The village operates under and follows the current Civil Service rules and regulations. The Police Chief and the Administrator will advocate through the appropriate channels to amend the rules for these stated purposes.</p> <ul style="list-style-type: none"> <li>• Encourage increased education for the initial hiring of officers</li> <li>• Allow municipalities to have the ability to switch between local, county and Spanish-speaking lists</li> <li>• Make it easier to remove or suspend an officer for willful misconduct (requires a change in State law)</li> <li>• Increase "rule of three" – allow for additional candidates to be considered</li> </ul>	Police agencies and municipalities across Westchester County who operate under the jurisdiction of the Westchester County Civil Service should elevate these concerns for consideration by our County and State officials. (Note: The issues mentioned are already included under the County police reform report.) The intent is to allow flexibility in the process with the goal of increasing diversity in hiring and employment of police officers, such as encouraging the hiring of women and minorities.	Agreed.

Item	Status and/or Current Actions	Plan and Policy Considerations	Board Action
candidates to be considered.			
K. Advocate at the NYS level to de-criminalize minor Vehicle and Traffic Law (VTL 511) violations. Note: This is a recommendation from the representative of the District Attorney's Office.	The Department must adhere to all NYS laws and their current guidelines. One action taken by this Department was NOT to process those accused of Aggravated Unlicensed Operation 3 <sup>rd</sup> Degree (NYS VTL 511) and Suspended Registration (NYS VTL 512) by transporting the accused to police headquarters. Barring any exigent circumstances the accused is now issued all summonses on the street with a return date to answer the charges in criminal court.	This issue can only be changed or modified on the State level. The Village officials and police department officials will coordinate with other governments to advocate for this change with our state officials, including through the New York Conference Of Mayors (NYCOM).	Agreed.
L. Issue an annual survey to the community seeking input and feedback on the Police Department and if possible other Village departments	The Village conducted our first community survey about the Police Department as a part of the police reform and reinvention process and received over 1,000 responses.	The concept of performing regular surveys holds value in obtaining information from the community. This is a venture that warrants further discussion, survey refinement and goal setting. Perhaps future surveys might include other Village departments.	Agreed.
M. Create a long-term Police Advisory Committee, or a Policing Committee for ongoing discussions and listening sessions with the community.	Currently there is not a Police Advisory Committee in the Village of Tarrytown.	The establishment of a police advisory committee or group is one the Village is discussing. A thought would be to create an advisory committee that would assist residents in different areas of concern not just focused on the police department. A group of appointed citizens could help those in need navigate housing issues, educational concerns or law enforcement concerns, among other concerns.	Agreed, in some form. Requires additional work.
N. Create a separate Citizens' Police Review Board, or C.C.R.B.	Currently there is not a Citizen's Police Review Board in the Village of Tarrytown. Under the Unconsolidated Laws of the State of New York, the Westchester Police Act Chapter 5711q designates the duly elected Board of Trustees is the board of police commissioners. The Village Police Department's Command Staff (Chief and Lieutenants) handle minor disciplinary incidents both administrative and those reported by citizens. If an incident were to require the filing of formal charges or go beyond the scope of the Department as spelled out in the Rules and Regulations, the matter would be put forth for consideration before the Board of Trustees. Any incident that has the	The establishment of a dedicated citizens' advisory or review board (CCRB) within the village to provide independent civilian oversight, would transfer authority currently held by the elected officials – the Mayor and Board of Trustees, to an independent group of citizens.	The Board of Trustees does not agree with this item.

Item	Status and/or Current Actions	Plan and Policy Considerations	Board Action
	possibility of being criminal in nature is referred to the Westchester County District Attorney's Office of Public Integrity.		
O. Build a Dashboard presenting such statistics as arrests and ethnicity associated with those arrests, for Tarrytown to review and post for public view at least on an annual basis.	As part of the reform and reinvention process the Department posted statistics pertaining to arrests, gender, ethnicity, race and age on its Village webpage. It has been requested that the Village continue to post statistics about the activities of the department.	The Department will continue to update these statistics on an annual basis and post them for public view on its webpage. We will add additional information to this page, for example use of force policy, body camera policy, how to submit a compliment/complaint, etc.	Agreed.
P. Initiate new programs to enhance and maintain officer wellness (including mental and behavioral health services). Request assistance from NY State.	Currently the Department participates in a plan known as EAP, which stands for Employee Assistance Program. This is a County run program that offers assistance to officers based on a variety of issues including but not limited to mental health.	The Department has begun to searching for new initiatives to address these issues. One such program we will be starting soon deals with "First Responder Wellness and Suicide Awareness". We have also begun to a discussion with NYS Office of Mental Health for an in service program to work with individuals in distress and increase officer wellness.	Agreed.

Board of Trustees Discussion on recommendations A thru P:

Item A

A. Review and maintain training to remain current with the times and the needs of our community.

Mayor Butler noted that he understands that the police department will use the internal train the trainer method, for example the Police Chief will have a Lieutenant trained and then he would train the rest of the department.

Administrator Slingerland noted that it will be both external training and train the trainer to save time and money.

Police Chief Barbelet noted that the training will be a combination of external and internal training.

Trustee Rinaldi noted that the purpose of this meeting tonight is to approve the report that is a mandate by New York State on a broader scope and suggests that we can prioritize and get more detailed with individual action items at a later time.

Trustee Brown noted that she feels that the training recommendation can be broad for the purpose of the report and she wants to help the police department get all the training they need do a better job.

The Board of Trustees agreed to the following Board Action for Item A:

To continue to train and evaluate these topics on an annual basis in addition to past topics. Having a Lieutenant trained as trainer in Procedural Justice allowing for the Department to address changing trends in this area of policing. Combination of both internal and external training. The Village and Police Department will also explore anti-racist training programs.

Item B

B. New de-escalation, anti-bias and antiracist training and continuing education for all police personnel - on at least an annual basis

Police Chief noted that a lot of these topics have become very important in 2021 so his goal for the police department is to do them on an annual basis. By having train the train internally, we will be able to accomplish that.

Trustee Rinaldi noted that he would like to see the police department use evidenced based training and practices, which are backed up by research and evidence.

Police Chief Barbelet noted that evidence based training is fine, but that would be based on whether the course they are taking is deemed to be successful. He would like to have the police trained in all the areas that were recommended by the police reform committee, even though certain training has not been evident in Tarrytown. For example, duty to intervene. We have not had a problem with duty to intervene in Tarrytown, however, this is what the community wants their police department to be trained in. He would like to have the officers trained so that we can prevent the problem from happening here. Therefore, there will be evidenced based training and there will be training that comes out of society. The majority of training that the police department does is sanctioned by the New York State DCJS and other state agencies like NYMIR and NYCOM.

Mayor Butler noted from his military background, there has always been a training officer and he understands that there is a training officer in the police department. That training officer usually publishes an annual training guideline or training plan. Will the police department publish a training plan, which can be reviewed as Trustee Rinaldi was speaking about?

Police Chief Barbelet noted that under his direction, Lt. Budnar will be the training officer and he will schedule training for the whole year for all the members of the department. A daily record of the training and of the officers will be kept.

The Board of Trustees agreed to the following Board Action for Item B:

Board and/or Staff to work together to implement the training, on at least an annual basis. Need to review policies to confirm that the training is reinforced through the policies. Annual training plan. The Police Department will also explore anti-racist training programs.

Item C.

C. Pursue and finish up the Tarrytown Police Department accreditation process.

Police Chief Barbelet noted that approximately 18 months, Lt. Cole was tasked to start the accreditation process before the Police Reform was a big issue, so we have a head start on most other agencies that are trying to do this in New York State. One of Lt. Cole's assignments is to become the accreditation manager which means that he will see this process through. We are about 3 months out before we can call for the accreditation process to begin. Once we became part of the accreditation process, we receive emails letting us know when a standard has changed or has been added. It will probably be a 3 year process and fortunately we had a head start.

Trustee Brown asked the Police Chief if some of the things that you are going to do to become accredited are some of the same things that are in our list of recommendations.

Lt. Cole noted that is accurate. When you look at training, there are certain specific criteria that is required through New York State accreditation standards. So there's many different areas where there are critical standards that we have to meet in order to be accredited and they go above and beyond any other standard that the Police Chief, the Board or the Department utilizes.

Trustee Brown asked Lt. Cole to let the Board know when we go through the recommendation items if that particular item is part of the accreditation process.

Police Chief Barbelet noted that every officer in the department goes through three days of service training through the county police which is based upon standards by New York State to be accredited. We meet the minimum standard for the training topics, but in Tarrytown, we do more training above the standard accreditation. The benefit of being accredited is to stay current on training and other important issues. Accreditation can save you money, but it's also a peace of mind to know that your department is meeting standards set up by the state government.



The Board of Trustees agreed to the following Board Action for Item C:

Assign the Staff Services Lieutenant as our designated NYS Accreditation Manager to allow us to achieve this goal and stay in compliance for years to come with the standards as they are updated and established by NY State.

Item D

D. Complete installation and implementation of body-worn cameras by Police Officers

Trustee Rinaldi noted that the Village purchased body cameras for every member of the Department. To date, we have trained and deployed a camera for use by every officer in the Department.

The Board of Trustees agreed to the following Board Action for Item D:

To maintain the program, continue training and to post the policy of the Department regarding body worn cameras on the Village website. The Village will continue to support this.

Item E

E. Expand outreach from current “passive” level at retail/restaurant establishments to “active” meetings with HOAs or tenant associations, the Chamber of Commerce, and other groups.

Police Chief Barbelet noted that we have had community police programs in the past including cops on bicycles, it becomes a manpower constraint. We have to have three officers in the Village available to answer calls. We can try to have officers have a more public presence and get out of their vehicles, but not too far away from their vehicles in case they get a police call. If the Board wants to consider having cops on bicycles or consider having an officer on foot, it is a Board decision to set the policy and give us direction.

Trustee McGovern noted that she feels this is important for the police to be seen in the community.

Trustee Zollo asked the Police Chief if the police officers can walk in the central business district in the late afternoon, like 500 ft. away from their car. And also if police officers can drive down to Pierson Park and walk around, again a short distance from their vehicle to have more contact with the public.

Police Chief noted that they can absolutely do that. They call that PWT, Park, Walk and Talk.

Mayor Butler asked in the evenings, if police officers still get out of their vehicles and check local establishments to make sure that their doors are locked.

Police Chief Barbelet noted that they do still check the establishments in the central business district in the evenings and they also do what is called vertical patrol, where we go to the two high rise story buildings in Tarrytown on a random basis and check inside the building from the top floor to the bottom, checking hallways and stairwells. This is to prohibit people mingling in the hallways and stairwells and it's also nice for the residents to see them in the building checking to make sure they are safe.

The Board of Trustees agreed to the following Board Action for Item E:

The Department is open to new forms of community outreach. Officers have been encouraged to enhance their involvement with the community during routine activities. The Department will investigate the feasibility (monetary, manpower) on instituting such policies as foot patrol and assigning on duty officers to attend community meetings. Chief will also reach out to existing HOAs and neighborhood associations.

Item F.



- F. Actively reach out to young people in the community to encourage their participation in youth education efforts and encourage them to pursue law enforcement careers. A key goal is to get more women and minorities to pursue a career in law enforcement.

Police Chief announced the next police officer test is going to be May 15 and May 16. They are holding it over a weekend. He made a promise to a police reform committee member to announce when the next test will take place. I enlisted her to help get that information out to some of the local people in the community. He already spoke to Reverend Williams about posting it at the church. Lt. Cole is currently working on a police tutorial service. The Tarrytown Police Department is going to sponsor a cram session on taking the entrance exam for anyone from Tarrytown that registers to take the test and it is free of charge. We plan to partner with the Village of Sleepy Hollow. They have been partnering with the Sleepy Hollow Police Department, the Schools of the Tarrytowns and West Cop. We are also working cooperatively through the Bridge Builders Program. These are two big initiatives that are brand new and we are moving forward on.

Trustee Brown noted that during the public hearings, we heard that people are hoping to see more police women on the police force. She asked if the police department can make a special focus on trying to get women interested in law enforcement, so we can have more women on the force.

Mayor Butler noted that like the County has a Spanish Speaking Police Officer list, maybe they can come up with a County List of Women Police Officers.

Trustee Rinaldi asked if the Bridge Builders Program was only local and how many local residents participate.

Police Chief said that it includes Tarrytown, Sleepy Hollow, Elmsford and the Town of Greenburgh and they have only had an organization meeting so far and there was roughly six local students on the call. When it opens up, they expect to meet with a larger group at the schools.

The Board of Trustees agreed to the following Board Action for Item F:

To continue to expand on this program so it becomes an ongoing approach. To work with the schools, post COVID and allow different officers to attend meetings with the involved youth. The Department will continue to explore and listen to ideas outside of the box that will allow us to accomplish this goal. One such example is our event, "Books and Badges" allowing young people to have a positive interaction with law enforcement. A key goal is to get more women and minorities to pursue a career in law enforcement.

Item G.

- G. Either appoint an in-house staff person or request County and State action to create/restore funding for mental health support in substance abuse, domestic violence, identified persons with histories of mental health issues. (The recommendation is to focus on working to establish this support through the Town.)

Administrator Slingerland noted that this is focused on addressing and filling the void created by the abolishment of the mental health mobile crisis team that used to operate in the Westchester County Medical Center. Currently the Village does not employ a community first responder who responds in real time to assist officers to deal with these calls. They are not frequent here in Tarrytown compared to departments and municipalities of a much larger size city or town. We recommend or plan to consider a policy to work with the town, county and state to find an economically feasible way of incorporating these mental health professionals. The County Executive mentioned that they're working on establishing a task force with these kinds of staff people and make them available to local law enforcement so they will be available for calls with their expertise to assist law enforcement efforts. The specific suggestions are 1) restore the County's mobile crisis team or 2) partner with the Town of Greenburgh and explore the possibility of establishing a fly car system.

Police Chief Barbelet noted that he supports this 100% and we welcome the help. He believes the most successful plan here is to work with the Town of Greenburgh. The residents of Tarrytown already contribute a tax to the Town budget which goes to the paramedic system. We already have

in place a paramedic service, he suggests to expand on that successful model and look to create that for mental health. He would like nothing more for a mental health professional to respond and assist his officers.

Trustee Rinaldi agreed with the Police Chief that the County's Mobile Crisis team was never adequate. In order to make this successful, we need to make it more local.

Lt. Cole noted that there is a reference to this in the accreditation standards. We have a policy and procedure currently and it is accreditation standard proof that deals with mental health and the medical health of persons in custody, which is required through New York State.

Trustee Rinaldi noted that he understands that is a standard when people are in custody and that's where the mental health training of how you as an officer deals with that person in custody and that's great. But, he thinks the issue is more about that there's some people who don't have to be in custody by the police. He doesn't think the police officer should be the primary intervention facilitator when you come across someone who has psychiatric symptoms.

Lt. Cole agreed and said the police officer would facilitate getting them the help they need.

Trustee Hoyt asked why the County Mobile Crisis Team was cut or stopped.

Trustee Rinaldi noted that it wasn't stopped, it was cut and now they even cover a larger area. So the closest one is now in St. Vincent's in Harrison. It is budgetary.

The Board of Trustees agreed to the following Board Action for Item G:

Work with Town, County and State government to find an economically feasible way of incorporating mental health professionals into calls for service where their expertise will be utilized to assist law enforcement. Specific suggestions 1. Restore the County's mobile crisis mental health response team through County Government or 2. Partner with the Town of Greenburgh and its incorporated Villages to explore the possibility of a "fly car" system with a qualified professional in the Town to assist those in need of mental health support services.

Item H.

- H. Review and examine the department's DARE program, with the focus on its effectiveness and consideration of any possible alternative uses to address underage drinking and illegal drug use by youth in the community.

Police Chief noted pre-COVID, we taught DARE every Tuesday at the Middle School. We also do random walkthroughs of John Paulding just for ten minutes so that the police officer is familiar with the school and the kids and they can see them just walking through to say hello. We are teaching DARE in the schools because we were asked to by the school district. If somebody presents a different program, of course we would look into it. He 100% supports police officers in schools. When he drops off his teenage daughter at Middle School, he loves when he sees the police officer outside her school. When the officers are in the school teaching DARE, the students get to see the officers in a non-confrontational manner. Research studies have shown that the DARE program does not meet its goals. Others say it does. But the one good thing is that it allows police officers to interact with students in a non-confrontational manner.

Trustee Zollo noted that in the police survey, it showed that 50% of the youngsters that participated in the survey were concerned with drugs and alcohol in their life and in schools.

Trustee Rinaldi noted that there are other evidence based programs like DARE and his recommendation is that we commit to comparing different programs and to have the best program that's the most effective for the kids.

Police Chief Barbelet noted that basically, it is the school district's decision. If they don't want us there, we will not be there and if they want us there, we will work with them to get it done.

Trustee Brown asked if there are competing programs like the DARE program.

Trustee Rinaldi noted that it was adopted through Congress and it was disseminated with the best intentions and then over time, there have been alternative evidenced based programs. He has already started the research to find the best program, but he thinks right now, we should dedicate and continue the program.

The Board of Trustees agreed to the following Board Action for Item H:

The Village is open to coordinate with the school district on continuing the program, researching an alternative or removing these officers totally from the schools. We are there because we support officers interacting with students in a non-confrontational setting and the District asked us to continue the program. We can meet with students, parents and the District over the months and years ahead.

Item I

- I. Review departmental policies and methods of subduing violent offenders to ensure the safest non-lethal means and methods are being utilized locally. (Note: This is also part of the accreditation process.)

Lt. Cole noted that this is another critical standard that we have in place already and we meet them procedurally now. The written directive is consistent with training, using only the amount of force that subjectively is reasonable, under the circumstances, for the office involved to effect an arrest, prevent escape, defend themselves or others, also for documenting, reviewing, investigating and reporting use of force.

Trustee Zollo asked if the Village has a force continuum. Can you explain force continuum.

Lt. Cole noted that Tarrytown does have force continuum in our policy. Force continuum starts with the least intrusive level of force up to deadly physical force. It gives an officer kind of a paradigm of use of force model, where the officer has to select from the appropriate use of force for the particular circumstance the officer is encountering. It may go from zero to 100 in two seconds, or it may provide more tools, in the less than lethal situation. It goes from speaking and verbal to using your hands to a less than lethal tool such as pepper spray or taser then it gets a little more involved to an impact weapon, or if needed, a firearm.

Police Chief Barbelet noted that it is important to note that this and other procedures will be available on the Police Department website under the heading "Policy Procedures" for everyone to see. If it doesn't jeopardize the officer's safety, we are willing to post procedures publically.

Mayor Butler asked for explanation regarding New York State accreditation standards in this area and that we use the forms for any irregularities or patterns.

Police Chief Barbelet noted that DCJS has created a policy where every month, we have to submit to them any kind of use of force made by an officer. It has to fit the criteria, but the use of force, includes the use of hands as a weapon, grabbing an arm if they are resisting. On the form that gets filled out, it includes the name of the officers, age, race and ethnicity and it also asked for the person that the force was used against. So it allows for monitoring by him and by the state if we see a pattern where an officer is using force multiple times against, for example, women.

The Board of Trustees agreed to the following Board Action for Item I:

In the future we plan to stay up to NYS DCJS accreditation standards in this area and review all use of force forms for any irregularities or patterns. We can also post this general order and other similar orders related to our force continuum on our departmental website/public information portal. Institute yearly internal review of any uses of force from the prior year with the Village Administrator's office.

Item J

- J. Advocate for changes in the Civil Service process, related to the hiring and discipline of persons as police officers. Encourage changes to civil service to expand educational requirements for new hires, allow flexibility in the use of lists to promote diversity, make it easier to discipline or

remove an officer for willful misconduct, and amend the “rule of three” to allow more candidates to be considered.

Police Chief Barbelet noted that if you read the County’s Police Reform package, there’s a whole section on this. The issues we have mentioned are all discussed and supported under the County reform. He is one of six Police Chief’s in Westchester County on the Civil Service Committee. We will have a voice with them explaining our recommendations and why we support them.

Mayor Butler noted that he understands that municipalities can work off of a local, county and/or Spanish speaking lists. But, he doesn’t see how this helps females or people of color. He would like to see this added as a way to allow more diversity in terms of females and people of color.

Trustee Brown noted that she is a little surprised that everyone would agree the requirement that a police officer should have a college degree. Would that put up barriers to some of the people who we are trying to reach? Some of the police candidates do have a college degree, but there’s life experience and there’s military experience that could also apply.

Police Chief Barbelet noted that in New York City, they have a 60 college credit requirement. This topic was discussed with the County Civil Service that this could be a block or a hindrance to people in the community that didn’t have the opportunity to go to college. He supports not to require a 4-year college degree, but some form of higher education credits.

Trustee Zollo noted that we should look at the educational requirement at a later time. We also give police officers the opportunity to go to college when they join the force, we pay for them to go to college. Maybe we should include that we encourage increased education.

The Board of Trustees agreed to the following Board Action for Item J:

Police agencies and municipalities across Westchester County who operate under the jurisdiction of the Westchester County Civil Service should elevate these concerns for consideration by our County and State officials. (Note: The issues mentioned are already included under the County police reform report.) The intent is to allow flexibility in the process with the goal of increasing diversity in hiring and employment of police officers, such as encouraging the hiring of women and minorities.

Item K

- K. Advocate at the NYS level to de-criminalize minor Vehicle and Traffic Law (VTL 511) violations. Note: This is a recommendation from the representative of the District Attorney’s Office.

Administrator Slingerland noted that this issue can only be changed or modified at the state level. Village officials and police department officials will coordinate with other governments to advocate for this change with our state elected officials, including through NYCOM, New York Conference of Mayors.

Police Chief Barbelet noted that these minor violations can include suspended vehicle registration, insurance lapse. They are unclassified misdemeanors and they are arrestable offenses. We decided about a year ago, that instead of bringing that person in handcuffs into the police department and put them in a booking cell, we would issue them a summons, and it is considered an arrest. They can get a ride home and then are expected to come back to court two weeks later. This is a less traumatizing experience then putting them into a police car and coming to headquarters. That is something we can change as an internal procedure internally, but these are laws in New York State, classified as an unclassified misdemeanor. And the only way to address this is through NYCOM and/or with other government agencies. But we have taken our own progressive steps to make this not as intrusive.

The Board of Trustees agreed to the following Board Action for Item K:

This issue can only be changed or modified on the State level. The Village officials and police department officials will coordinate with other governments to advocate for this change with our state officials, including through the New York Conference of Mayors (NYCOM).

Item L

- L. Issue an annual survey to the community seeking input and feedback on the Police Department and if possible other Village departments.

Police Chief Barbelet noted that we discussed possibly sending out surveys for not only the Police, but about other Village Departments, like Recreation or Sanitation. This could be a good feedback about all Village services. Maybe the next survey should be a more general survey, about 4 or 5 questions about other Village departments.

Trustee Brown noted that sometimes there's value in sending surveys to everyone and then sometimes sending the survey to small groups also adds values where you can target certain groups from time to time to get different snapshots.

Trustee Kim noted that if you are going to send out surveys every year, he thinks that it has to be the right type of questions and can't be wordy or long. We need to be able to analyze them for something that's productive and constructive for the Village.

Trustee Rinaldi noted that we are now working on the police department and he thinks the way it is written is fine. If the Board decides to send the survey out annually or biannually that will be the Board's decision. He thinks that we need to send out a police survey at least every other year.

The Board of Trustees agreed to the following Board Action for Item L:

The concept of performing regular surveys holds value in obtaining information from the community. This is a venture that warrants further discussion, survey refinement and goal setting. Perhaps future surveys might include other Village departments.

Item M

- M. The establishment of a police advisory committee or group is one the Village is discussing. A thought would be to create an advisory committee that would assist residents in different areas of concern not just focused on the police department. A group of appointed citizens could help those in need navigate housing issues, educational concerns or law enforcement concerns, among other concerns.

Trustee McGovern noted that it is important to have a concerned citizens group who can support and advocate for the Village on all of the recommendations we have made in this police reform report.

Trustee Brown agreed that the Village will need an advocacy group to help with us work with other government agencies.

Trustee Zollo noted that he believes the idea of a Police Advisory Committee is for residents to have a committee to go to if they have a problem with the police department, housing, or immigration etc. He thinks this is a great idea. The Board of Trustees can develop a committee to ensure that all of our residents are treated equally and fairly.

Trustee Rinaldi noted that the police reform meetings was a very positive collaborative process. He thanked Trustee Zollo, Trustee Brown, Rich and Josh and the Police Chief who have all done an incredible amount of work on this. And all of the members of the police reform committee for all their dedicated work and effort in this process. The easy part of this process was to fulfill the governor's mandate; we have gone so far beyond that in this process. We don't have any real problems with our police department, but we want to enhance interactions between the officers and community and enhance how the community feels about the police and their experience with our police. Transparency is vital. He thinks our police department under the leadership and guidance of Police Chief Barbelet, have already engaged in making improvements and enhancements and as the Mayor said, the buck ultimately stops at the Board of Trustees. We are in effect a police commission. He noted that he does not support a CCRB. He doesn't think we need it. He supports an advisory committee that directly advises the Board of Trustees. The advisory committee would be a group for our citizens to go to with concerns or issues, for example, to help file a complaint if they feel threatened or scared.

Trustee Brown agrees with an advisory committee. The Board will have to work on its mission and what they will address. She does not see any justification for a CCRB. It seems reactionary, disciplinary and punitive. Our police department has proved to us so far that they are doing a very good job and we want to help them do an even better job.

Trustee Zollo noted that the Police Department works at the direction of the Police Chief. The Board of Trustees has oversight on the department and works with them on the budget and we negotiate contracts, but on a daily basis, they work for the Police Chief. The Village of Tarrytown is very fortunate to have the kind of police department that we have. It starts with the Chief and goes out to every single one of the police officers.

The Board of Trustees agreed to the following Board Action for Item M:

The establishment of a police advisory committee or group is one the Village is discussing. A thought would be to create an advisory committee that would assist residents in different areas of concern not just focused on the police department. A group of appointed citizens could help those in need navigate housing issues, educational concerns or law enforcement concerns, among other concerns.

#### Item N

- N. Create a separate Citizens' Police Review Board, or C.C.R.B.

The Board of Trustees does not agree with this item.

The establishment of a dedicated citizens' advisory or review board (CCRB) within the village to provide independent civilian oversight, would transfer authority currently held by the elected officials – the Mayor and Board of Trustees, to an independent group of citizens.

#### Item O

- O. Build a Dashboard presenting such statistics as arrests and ethnicity associated with those arrests, for Tarrytown to review and post for public view at least on an annual basis.

Police Chief Barbelet noted that if you go onto our website, we have posted the last three years of statistics, 2017, 2018 and 2019, pertaining to arrests, gender, ethnicity, race and age. We plan to have 2020 statistics available within two weeks. We will continue to do this annually and continue to be more transparent. You will also see a tab on the website called department policies or department procedures, this will include things like our use of force policy and body worn cameras policy. We also established on our website that you can file a civilian complaint against a Tarrytown Police Officer and never step foot in our building. We are making that user friendly. We will continue to remain transparent with our statistics.

The Board of Trustees agreed to the following Board Action for Item O:

The Department will continue to update these statistics on an annual basis and post them for public view on its webpage. We will add additional information to this page, for example use of force policy, body camera policy, how to submit a compliment/complaint, etc.

#### Item P

- P. Initiate new programs to enhance and maintain officer wellness (including mental and behavioral health services). Request assistance from NY State.

Police Chief Barbelet noted that the Employee Assistance Program (EPA) has been around a long time and he has utilized this program for some of his employees. We are active in making sure everyone gets the help they need. We have just begun a new program dealing with first responder wellness and suicide awareness. We have also begun discussion with the New York State Office of Mental Health for an in service program to work with individuals in distress and increase officer wellness. He asked if Lt. Budnar can speak on this new program, officer wellness.

Lt. Budnar noted that the Officer Wellness Program is something that we just started through the New York State Office of Mental Health. It is a free training that they provide. We started out by sending a supervisor and two police officers to participate in this training and they are going to provide us feedback on their training experience. We are going to come up with different ways we can utilize this here within our department. This training is offered through New York State Office of Mental Health and the Division of Forensic Services. The supervisors also participated in a first responder, supervisor suicide awareness training that we put out in the last three weeks and all the supervisors have now been trained in that.

Trustee Rinaldi noted that he recommends that we support ongoing wellness for officers.

Trustee Brown noted that our community has many wellness providers and maybe they can provide workshops for police officers outside of wellness training. She agrees this should be ongoing and should be fostered.

Mayor Butler suggested that you include a request to New York State or the County for resources to help fund some of these mental health programs. Funding is very important.

The Board of Trustees agreed to the following Board Action for Item P:

The Department has begun searching for new initiatives to address these issues. One such program we will be starting soon deals with “First Responder Wellness and Suicide Awareness”. We have also begun to a discussion with NYS Office of Mental Health for an in service program to work with individuals in distress and increase officer wellness.

Loretta London, member of the Police Reform Committee, thanked everyone for a wonderful evening and she is glad to see things are being wrapped up. As far as the mental health issues, she is a board member at Phelps Hospital and they have a mental health department there. She thinks they may be a good resource and that we should ask them if they would be interested in supporting an officer wellness program. Her other comment relates to police education. We talk about evidence based science or in her field it is evidence based medicine. She thinks before we say a police officer shouldn't have an education or whatever words you put in, she thinks it is necessary that we look to see what resources and data we do have to help us support which way you go on that. In her line of work, she always encourages and mentors people to get an education so that they have a better perspective of their life and what's available to them through education.

Joe Cesarano, member of the Police Reform Committee, thanked Chairman Trustee Zollo, Trustees Brown and Rinaldi and the rest of the committee for this opportunity. He thanked Police Chief Barbelet for being so diligent and patient with everyone on the committee. He noted that he and 10 other members of the Police Reform committee sent out a report of recommendations today to the Board of Trustees and he wanted to go through a little bit of those specifics. He noted that they strongly recommend anti-racist training to supplement the anti-bias training, which has been under a lot of criticism nationwide as being somewhat ineffectual. He noted that they recommend the active bystander training as a supplement to the duty to intervene requirements. We would love to see the Tarrytown Police Officers engage in restorative justice practice training, there is a community that is doing that on a nationwide basis for communities across the nation. There seems to be some confusion regarding the community responder proposal. Their recommendation is for a community responder that acts independently of the police department. It is not a co-responder assisting a police officer in responding to a specific call, but an alternative to a police officer responding. In places like Denver, you have 911 operators actually routing calls directly to community responders rather than the police officers. We recommend that the police officers have a backup or a standby role, unless they are needed.

Trustee Brown asked if the mental health responders could be volunteers.

Mr. Cesarano noted that it could absolutely be a volunteer program. It also could be a program funded in other ways through private funding or a shared service with other towns. In regards to subduing violent offenders, we would like to ask the Tarrytown Police Department to document every step in a de-escalation situation as part of that recommendation. Regarding the CCRB, there is an opt-in program that Tarrytown can be part of. He encouraged the Board to look at the report on officer wellness for specifics.

Village Administrator Slingerland noted that we did receive these recommendations back in mid-December and they have been incorporated into the report. As mentioned earlier, we don't want to have two different reports. Tonight we are looking to incorporate these final recommendations into the report of the Village of Tarrytown from the Committee and from the Board of Trustees and that's why we did an item by item review.

Lisette Mendez-Boyer, member of the Police Reform Committee, thanked everyone for this amazing work and she is grateful that Tarrytown was able to do this work. She sees this as a starting point, not an ending point. She feels it is very important to have an advisory committee to continue to listen to the community. She fully supports the idea of the community responder for mental health and substance abuse where it is separate from the police department. She loved the idea of bringing Phelps Hospital as a way to bring wellness to our police officers. She added that it is as important as the wellness for police officers are is the wellness of our community. She thought her DARE experience was awful and that program should be thrown out. Bring in doctors and nurses and let them talk about drug issues. We don't need police officers teaching kids about drugs, we have other professionals who can do that. Let Police Officers do the job they are trained to do.

Kisha Bush, member of the Police Reform Committee, thanked everyone for all their hard work. She thanked the Police Chief for remembering to tell her about the upcoming police exam and she will spread the word to the youth in the community including the young ladies as well. She thinks the DARE program could be beneficial, but she doesn't think that the police should be the ones teaching the kids about drugs. She believes it kind of criminalizes drug abusers in some way makes it feel like those who use drugs are criminals because police are telling you not to use them. She feels that if the DARE program could be reinvented, maybe using health professionals to bring awareness to this type of program. The Police Chief brought up vertical patrol. She is aware of a lawsuit in New York City regarding a clean hall program. She wanted to bring awareness to the police on how the police interact with people when they find them in the halls or stairwells. We don't want to have those issues here, we don't need a lawsuit. She supports the opt-in CCRB, we may not have one for the Village, but to have an opt-in with the County may be something that will help to bring a level of security to people when they find themselves afraid to actually approach the police department regarding an officer within the department.

Trustee Zollo thanked everybody, it's been a great experience. We appreciate everybody's participation, it was very productive. He thinks the committee, the Police Department, the Board of Trustees and Village staff put together a great report considering the size of our Village and the size of our Police Department. Fortunately, we didn't have a lot of difficulty because we do have a terrific department. However, we are human, we have faults and we could always be better. If we can help make a better police department, we are going to do it. This is the beginning of the process, it will continue and we couldn't have done it without all of you. Thanks again.

Administrator Slingerland thanked everybody who has participated in this process. It has been a long road, many hours of meetings and effort putting together draft reports and bringing together a lot of people with varying opinions and perspectives. We serve everybody here and everybody in the community. There was a lot of involvement and concerns across the board and we want to make sure that we represent everybody here in the Village. He thanked everyone for all the hard work, commitment and efforts. He thanked the Police Chief and all the members of the police department, they are among the best he has worked with, but there's always room for improvement. The Chief and the department has had an open mind and have been very cooperative during this process.

#### ADJOURNMENT

On the motion of Trustee Zollo, seconded by Trustee Hoyt, the meeting was adjourned at approximately 8:10 p.m. by vote of seven in favor, none opposed.

Carol A. Booth  
Village Clerk



**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 [REDACTED]  
**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 [REDACTED]  
**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 [REDACTED]  
**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  
[REDACTED]

## Richard Slingerland

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**From:** Natalie McCabe Zwerger she her [REDACTED]  
**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.
- 
- 
- 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 [REDACTED]

TO: Tarrytown Village Trustees  
FROM: Lynn Goodman, [REDACTED] North Washington Street, Tarrytown  
[REDACTED]  
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

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**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 [REDACTED]  
**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 [REDACTED] 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 [REDACTED]

**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 [REDACTED]

**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. Example 1) 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 armed 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 [REDACTED] wrote:

Thanks ,I will go with your given responses.

On Tue, Jan 26, 2021 at 3:55 PM john stiloski [REDACTED] 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 [REDACTED]

**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 questions others integrity

On Tue, Jan 26, 2021 at 1:08 PM john stiloski [REDACTED] 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 MISCONSTUTED

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 [REDACTED]  
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)>; [REDACTED]

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@ [REDACTED]>  
**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, [REDACTED])

**[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  
[REDACTED]  
[REDACTED]

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 [REDACTED])

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

Hello rsingerland,

Jackie Volkell [REDACTED] 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 [REDACTED]  
**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)

● Hudson Place

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

## Richard Slingerland

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**From:** Calvin Chin [REDACTED]  
**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 [REDACTED]  
**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

Board of Trustees  
Village of Tarrytown  
Regular Meeting No. 9  
Via Zoom Video Conference  
March 1, 2021  
7:00 p.m.

PRESENT via Zoom Video Conference: Mayor Butler presiding; Trustees: Brown, Hoyt, Kim, McGovern, Rinaldi and Zollo; Village Administrator Slingerland; Assistant Village Administrator Ringel; Village Attorney Kathy Zalantis; and Village Clerk Booth

\*\*\*\*\*  
ADOPTION OF THE FINALIZED POLICE REFORM AND REINVENTION REPORT


Trustee Zollo moved, seconded by Trustee Rinaldi, and unanimously carried, that the following resolution be approved: Approved: 7-0

BE IT RESOLVED, that pursuant to the Governor's Executive Order #203 of 2020 to review the Village of Tarrytown's Police Department and how it provides public safety and law enforcement services to our community, and upon completion of that process and the production of a report on Police Reform and Reinvention for the Village of Tarrytown, the Board of Trustees of the Village of Tarrytown does hereby adopt the final report and enacts the Board's recommendations as enumerated in the Report under Board Actions, to complete the Police Reform and Reinvention process, and will include public comment from public meetings held on January 26, 2021, February 9, 2021, February 17, 2021, and other written communications received by the Village on this topic in January and February, 2021; and

BE IT FURTHER RESOLVED, that the Police Chief, the Village Clerk and the Village Administrator are hereby directed to take the necessary and appropriate actions to file this report as set forth in the Governor's Executive Order by the deadline of April 1, 2021.

Roll Call - Mayor Butler, Yes, Trustee Brown, Yes, Trustee Hoyt, Yes, Deputy Mayor McGovern, Yes, Trustee Rinaldi, Yes, Trustee Zollo, Yes

\*\*\*\*\*  
I, Carol A. Booth, the undersigned Village Clerk, do hereby certify that the above is a true and correct excerpt of the minutes of the March 1, 2021 Board of Trustees Regular Meeting.

  
\_\_\_\_\_  
Carol A. Booth  
Village Clerk

Dated: March 4, 2021

Official Seal