

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

Table of Contents

- 1) Membership of Tarrytown’s Police Reform and Reinvention Committee
- 2) Executive Summary of timeline and recommendations
- 3) Introduction and Background of Policing
- 4) Governor Cuomo’s Executive Order 203 signed June 12, 2020
- 5) Adoption of Tarrytown’s resolutions
- 6) Discussion of the current police force, including the initial review of the Tarrytown Police Department, dated June, 2020
- 7) Review of current police force procedures and practices
- 8) Review of Community-wide survey seeking input
- 9) Review of schedule, plan and timeline for public review and discussion allowing opportunities for input from the public.
- 10) Appendices
 - Appendix 1 - Cuomo Executive Order 203
 - Appendix 2 - Minutes & Resolution from 6.15.2020 Meeting - Statement on PD and Setting of Town Hall
 - Appendix 3 - Preliminary Report on Tarrytown PD Presented on 6.24.2020
 - Appendix 4 - Resolutions Establishing PD Reform & Reinvention Committee
 - Appendix 5 - Police Training Powerpoint Presentation
 - Appendix 6 - Police Community Survey Results - Tarrytown Only
 - Appendix 7 - Police Community Survey Results - All Results
 - Appendix 8 - Notes of Meeting of Tarrytown Police Forum on 6.24.2020
 - Appendix 9 - Notes for 10.5.2020 Police Reform Meeting
 - Appendix 10 - Notes for 10.19.2020 Police Reform Meeting
 - Appendix 11 - Notes for 11.2.2020 Police Reform Meeting
 - Appendix 12 - Notes for 11.17.2020 Police Reform Meeting
 - Appendix 13 - Notes for 11.30.2020 Police Reform Meeting
 - Appendix 14 - Notes for 12.21.2020 - Police Reform Meeting
 - Appendix 15 – Minutes of PD Town Hall 01.26.2021
 - Appendix 16 – Minutes of PD Town Hall 2.09.2021
 - Appendix 17 – Minutes of Joint BOT & PD Reform Committee 02.17.2021
 - Appendix 18 – Public Written Comments Received re: Police Reform Jan / Feb 2021
 - Appendix 19 – Certified Resolution Adopting the Plan

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"> • Implicit Bias • Anti-Bias in Policing • De-Escalation • Duty to Intervene • Proper use of Body Worn Cameras • Procedural Justice. <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"> • Encourage increased education for the initial hiring of officers • Allow municipalities to have the ability to switch between local, county and Spanish-speaking lists • Make it easier to remove or suspend an officer for willful misconduct (requires a change in State law) • Increase “rule of three” – allow for additional candidates to be considered 	<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 3rd 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 30th, 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