

**VILLAGE OF TARRYTOWN  
BOARD OF TRUSTEES  
WORK SESSION 6:00 P.M.  
WEDNESDAY, JANUARY 13, 2021**

Location: Zoom Video Conference – For Information on How to Join

Visit <https://www.tarrytowngov.com/home/events/32906>

Any questions prior to the meeting may be emailed to [administrator@tarrytowngov.com](mailto:administrator@tarrytowngov.com).

**Board of Trustee Concerns**

**Open Session**

1. Viewshed Code/SAO
2. Human Rights and/or Community Diversity and Inclusion Committee
3. Sidewalk Café Permits and Fees 2021
4. Local Law - Protests, Demonstrations, and Rallies
5. LeGrande Avenue - No Parking Monday and Wednesday 7 a.m. to 10 a.m.
6. Village Code Change – Parking North Broadway
7. Recommendation from Planning Board – Zoning Text Changes to Amend A/D Floating/Overlay Zone and Site Plan for 85 Units of Assisted Living and Memory Care Housing at 90 White Plains Road
8. Police Reform and Reinvention Committee

**Executive Session**

- A. Tax Certioraris
- B. Advice of Counsel
- C. Board and Committee Appointments



# Village of Tarrytown



Police Reform and Reinvention

Collaborative Plan and Recommendations

Draft

v. January 8, 2021

Draft 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

## 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. Since the Board of Trustees has considered and discussed these recommendations, the Board is in favor of and supports recommendations \_\_\_\_\_, and by resolution will adopt them 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.

**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.

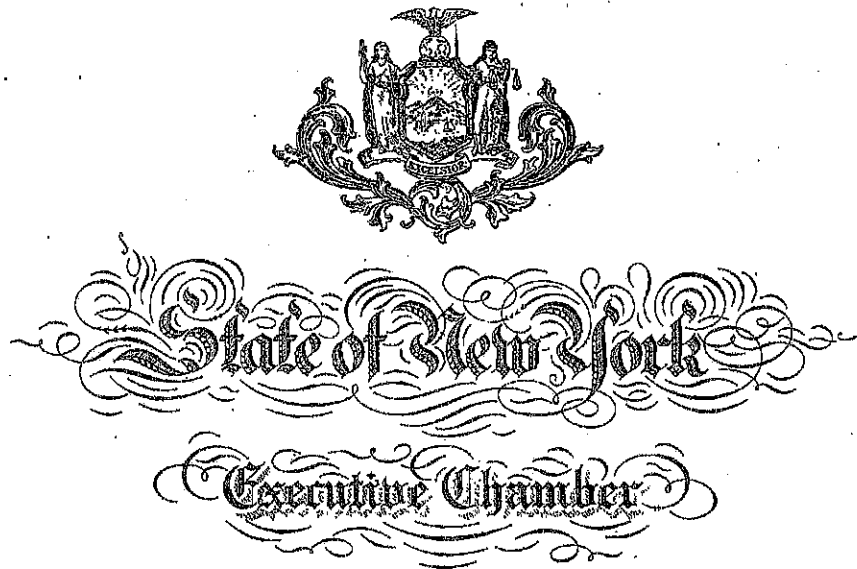
Thank you!

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





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.

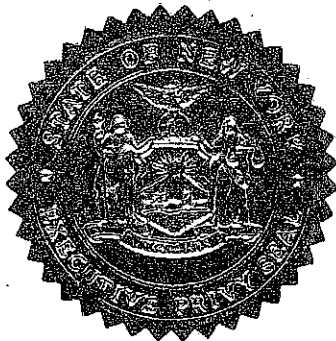
The political subdivision, in coordination with its police agency, must consult with stakeholders, including but not limited to membership and leadership of the local police force; members of the community, with emphasis in areas with high numbers of police and community interactions; interested non-profit 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.



GIVEN 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

  
Secretary to the Governor



## 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 Zolant; 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 Zolantis; 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.

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**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

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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 Zolantis; 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 Zolantis; 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

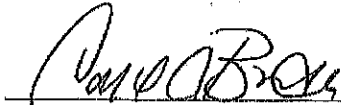
BE IT RESOLVED that the Board of Trustees of the Village of Tarrytown does hereby appoint the following as Stakeholder members of the Ad Hoc Committee for Police Reform and Reinvention:

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 Zolantis; 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

## APPENDIX 5 - POLICE TRAINING PRESENTATION


# 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 and 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
- 

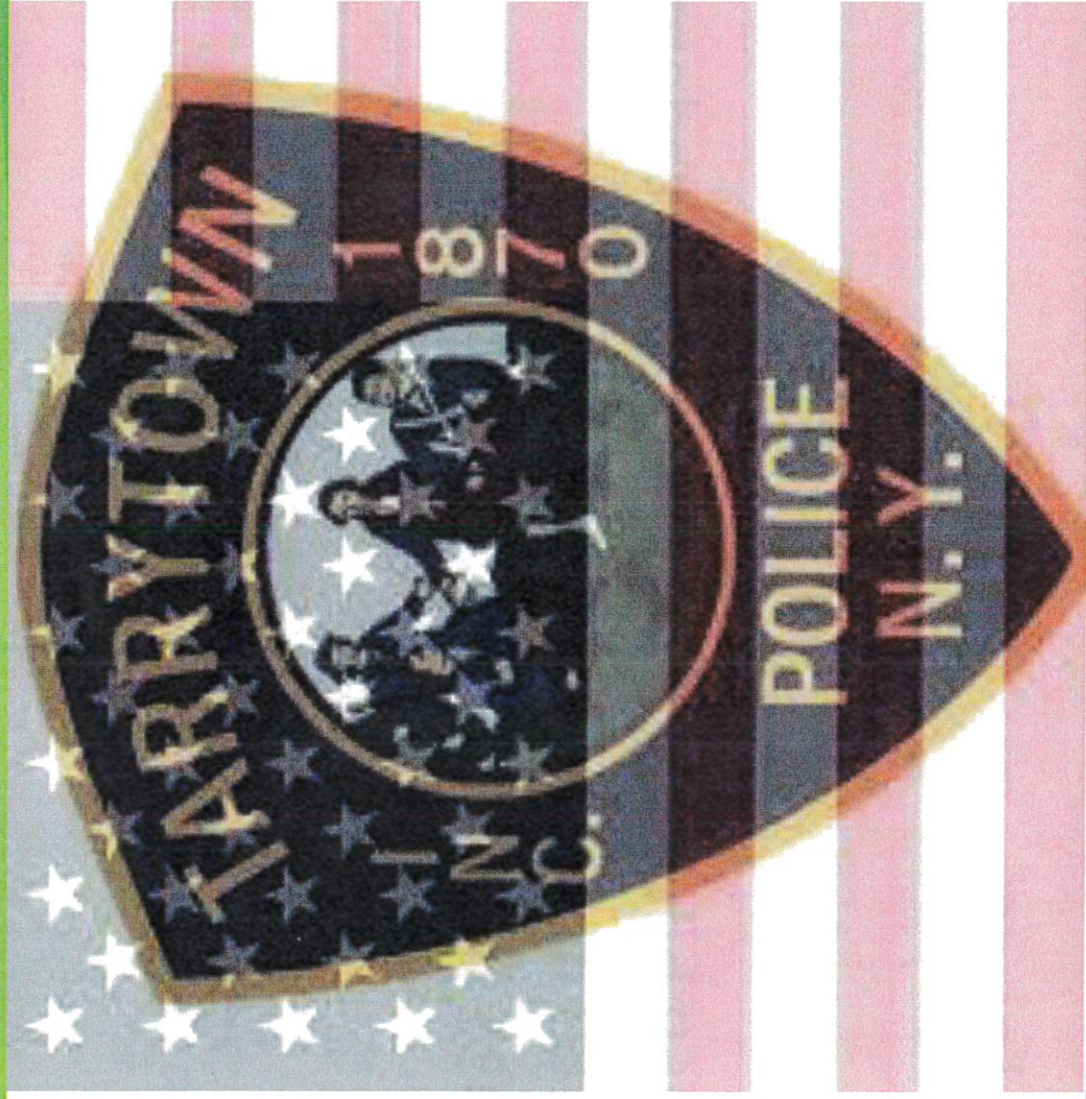


## Training Hours

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?

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 Youth programs provided Will

Don't know police officers include think trust training laws sure keeping

issues deal know see called public need much youth

type community None police local

programs something officers Anything schools 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 riding great students S

many give using going presence engagement 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 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

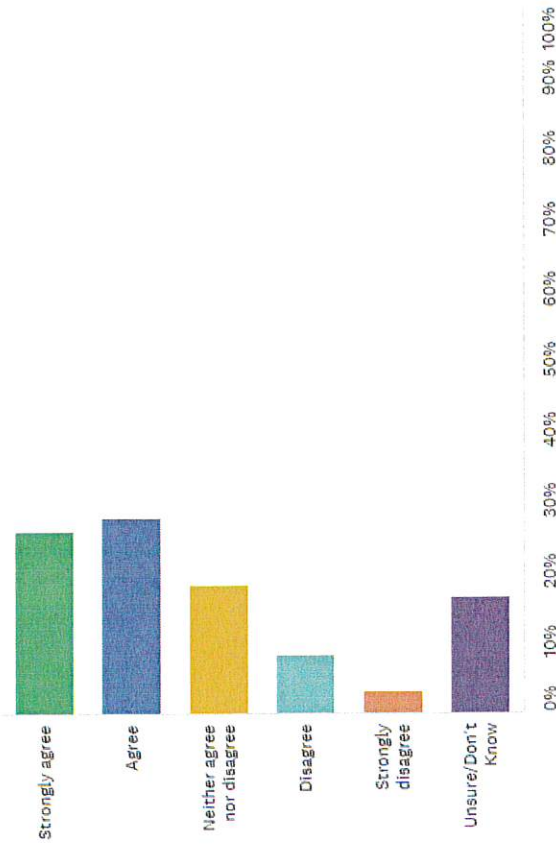
public feel current believe back Tarrytown police called try minority seem problem  
love walk good job friendly car might training concerned

## 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).

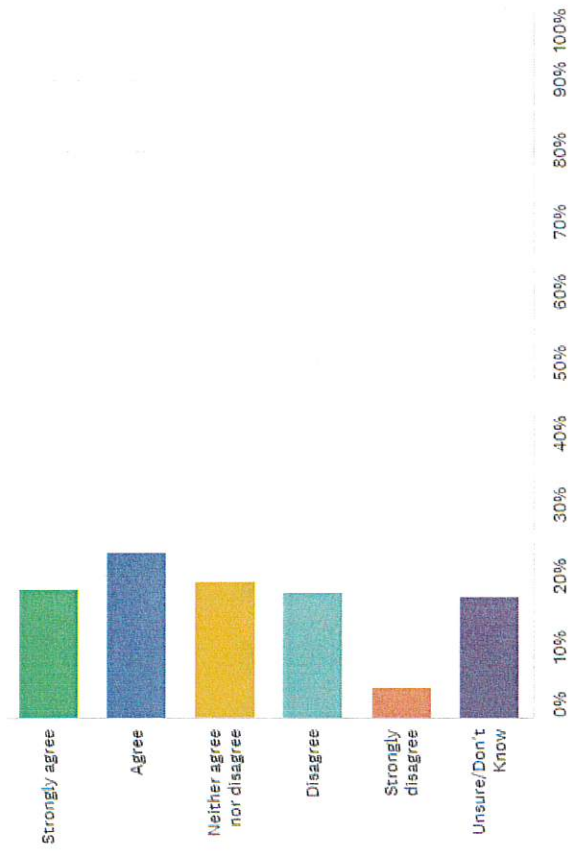
Answered: 762 Skipped: 0



ANSWER CHOICES	RESPONSES
Strongly agree	197
Agree	212
Neither agree nor disagree	139
Disagree	64
Strongly disagree	24
Unsure/Don't Know	126
TOTAL	762

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

Answered: 762 Skipped: 0



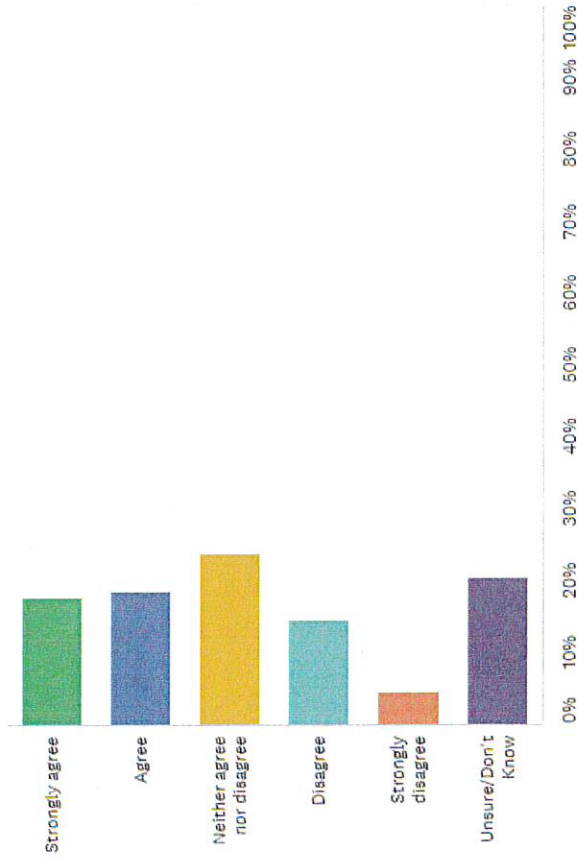
ANSWER CHOICES	RESPONSES
Strongly agree	138
Agree	179
Neither agree nor disagree	146
Disagree	135
Strongly disagree	33
Unsure/Don't Know	131
TOTAL	762



### Q3

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

Answered: 762 Skipped: 0



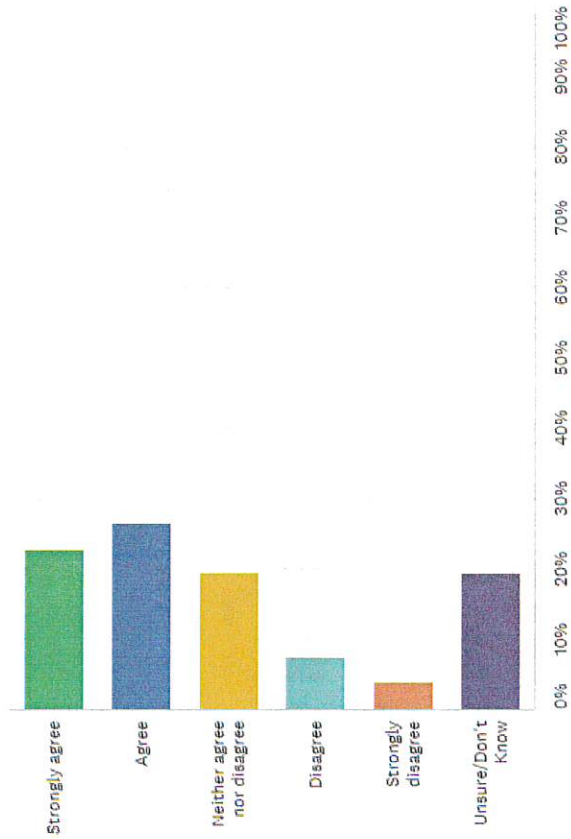
ANSWER CHOICES	RESPONSES
Strongly agree	135
Agree	142
Neither agree nor disagree	181
Disagree	112
Strongly disagree	35
Unsure/Don't Know	157
TOTAL	762



Q4

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

Answered: 762 Skipped: 0

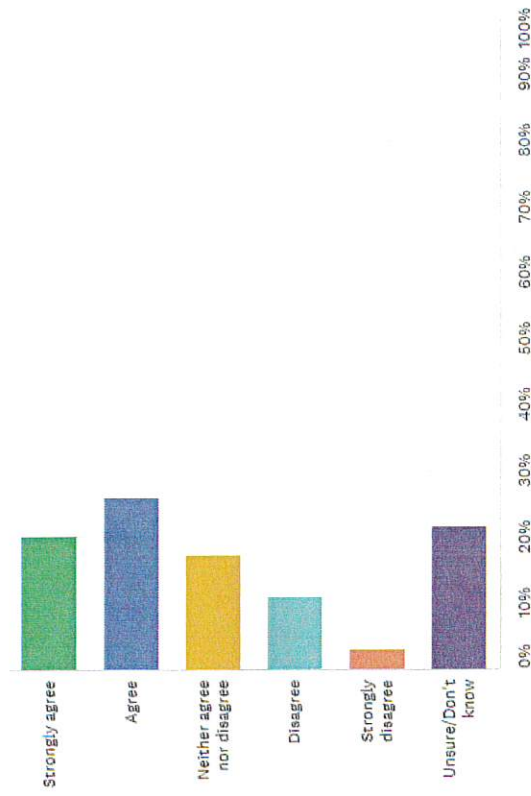


ANSWER CHOICES	RESPONSES
Strongly agree	174
Agree	203
Neither agree nor disagree	149
Disagree	58
Strongly disagree	30
Unsure/Don't Know	148
TOTAL	762

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: 762 Skipped: 0



ANSWER CHOICES	RESPONSES
Strongly agree	155
Agree	199
Neither agree nor disagree	133
Disagree	85
Strongly disagree	24
Unsure/Don't know	166
TOTAL	762

# Q6 (All Ages)

ANSWER CHOICES	RESPONSES
▼ Traffic Issues/Residential Speeding	50.32% 388
▼ Burglaries/Thefts (residential/commercial)	24.02% 183
▼ Illegal Parking	19.03% 145
▼ Bicycling/Skateboarding Issues	13.11% 133
▼ 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
Total Respondents: 762	

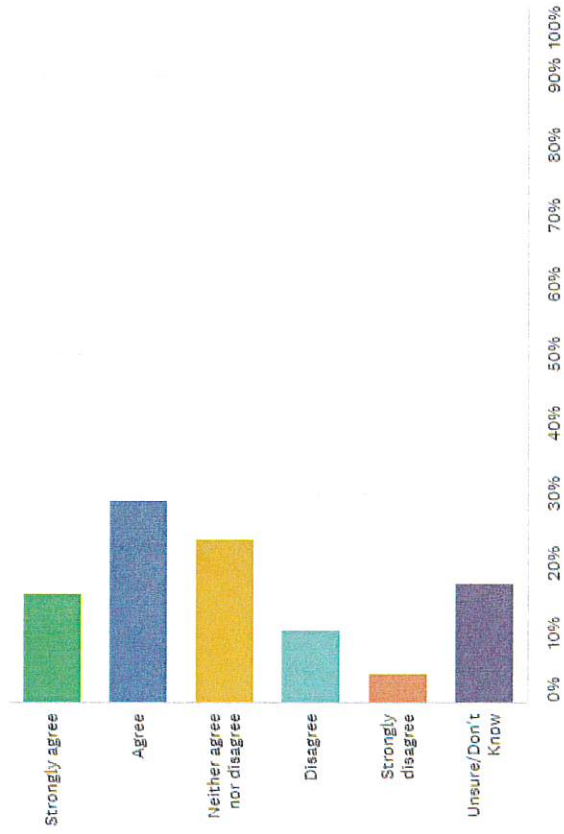
Q6  
(>24)

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
Total Respondents: 116	

Q7

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

Answered: 762 Skipped: 0

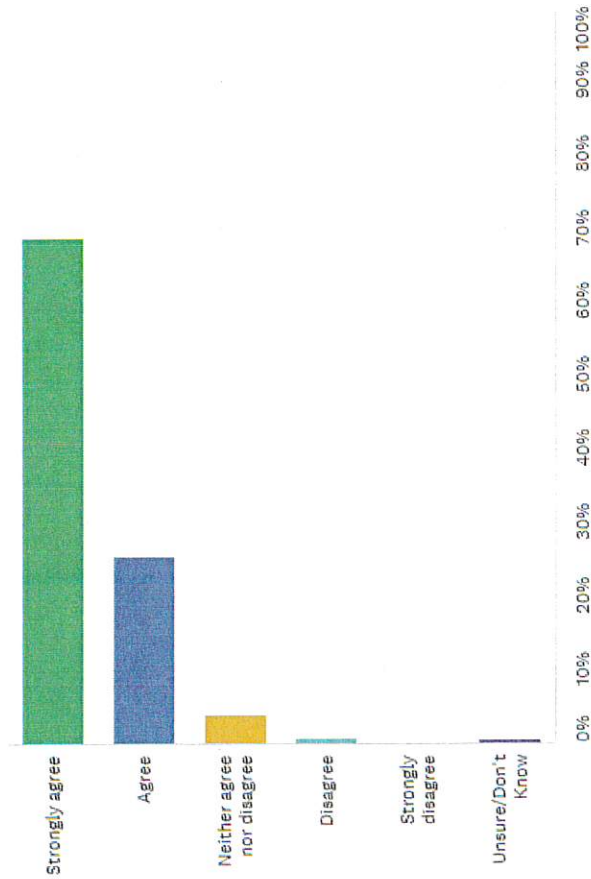


ANSWER CHOICES	RESPONSES
Strongly agree	119
Agree	222
Neither agree nor disagree	179
Disagree	80
Strongly disagree	32
Unsure/Don't Know	130
TOTAL	762

Q8

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

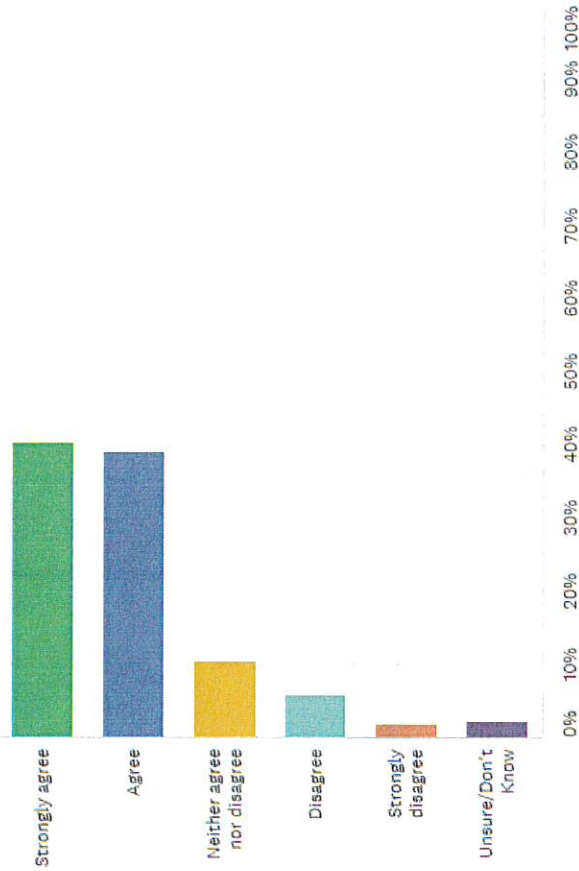
Answered: 762 Skipped: 0



ANSWER CHOICES	RESPONSES
Strongly agree	525
Agree	194
Neither agree nor disagree	30
Disagree	6
Strongly disagree	2
Unsure/Don't Know	5
TOTAL	762

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

Answered: 762 Skipped: 0



#### ANSWER CHOICES

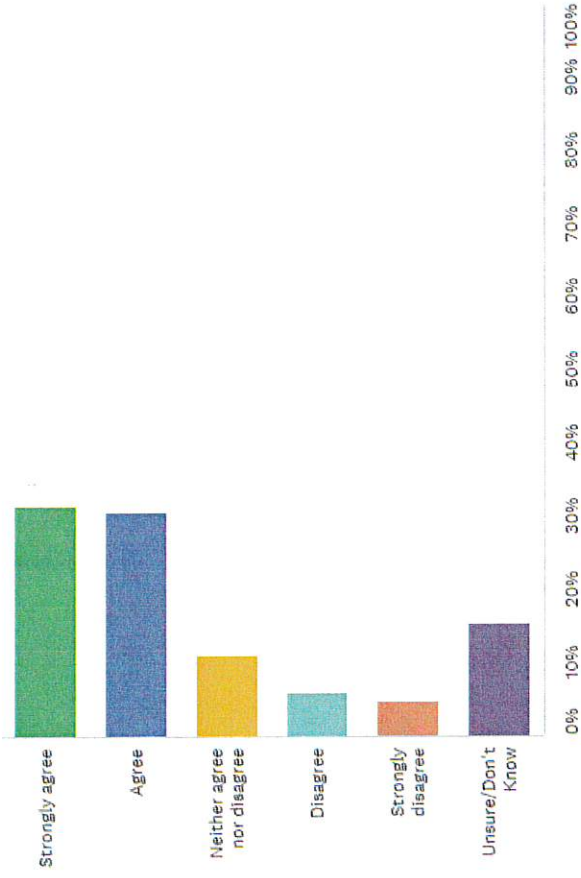
ANSWER CHOICES	RESPONSES
Strongly agree	308
Agree	298
Neither agree nor disagree	80
Disagree	44
Strongly disagree	15
Unsure/Don't Know	17
TOTAL	762



Q10

Officers in Tarrytown treat people fairly.

Answered: 762 Skipped: 0

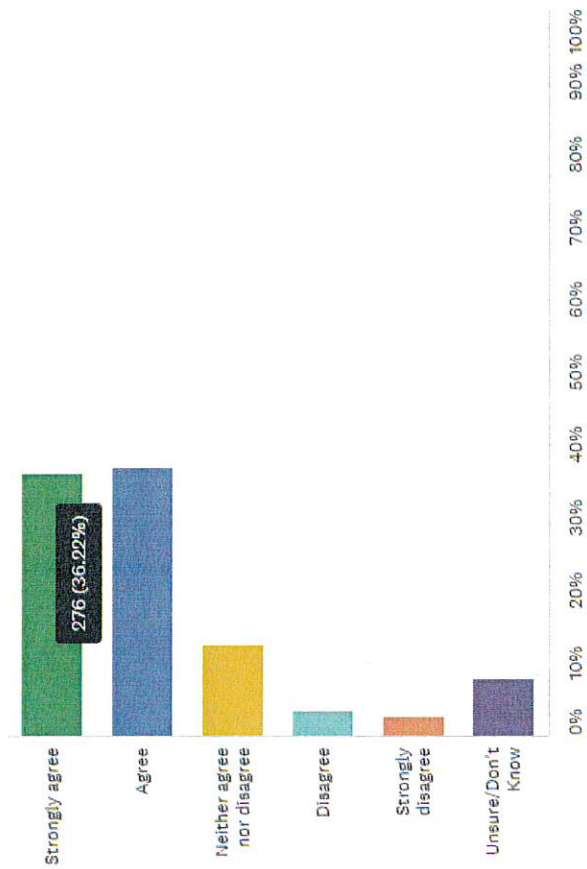


ANSWER CHOICES	RESPONSES
Strongly agree	24031.50%
Agree	23530.84%
Neither agree nor disagree	8511.15%
Disagree	476.17%
Strongly disagree	374.86%
Unsure/Don't know	11815.49%
TOTAL	762



Officers in the Tarrytown Police Department are respectful.

Answered: 762 Skipped: 0

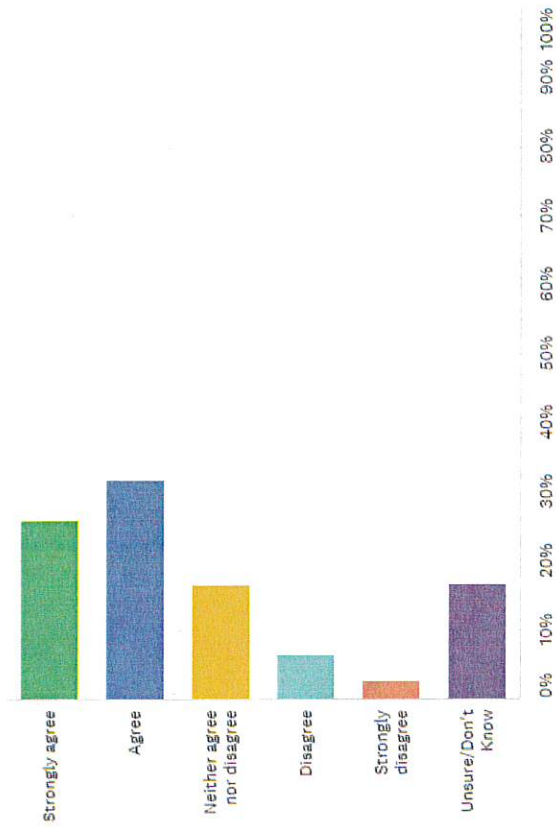


ANSWER CHOICES	RESPONSES
Strongly agree	276
Agree	282
Neither agree nor disagree	96
Disagree	27
Strongly disagree	20
Unsure/Don't Know	61
TOTAL	762

Q12

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

Answered: 762 Skipped: 0

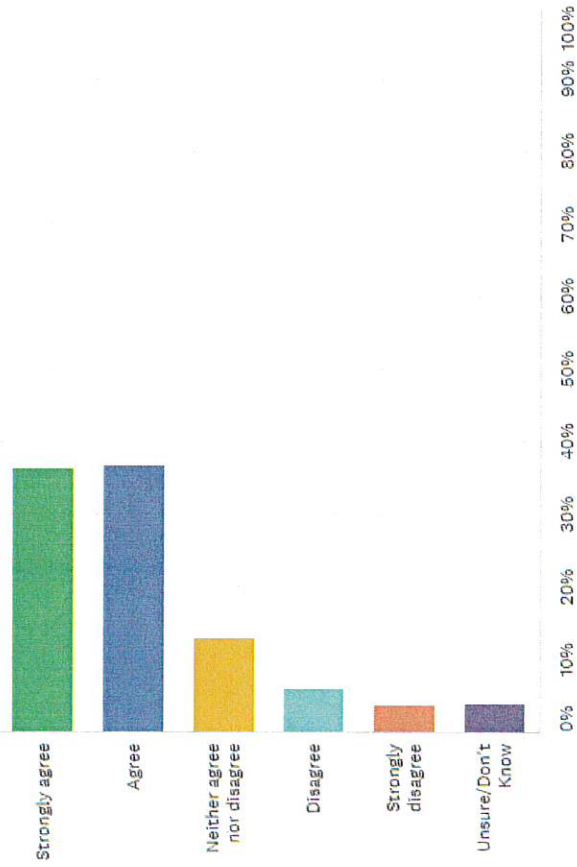


ANSWER CHOICES	RESPONSES
Strongly agree	197
Agree	242
Neither agree nor disagree	126
Disagree	50
Strongly disagree	20
Unsure/Don't Know	127
TOTAL	762

Q13

I trust the Tarrytown Police Department.

Answered: 762 Skipped: 0

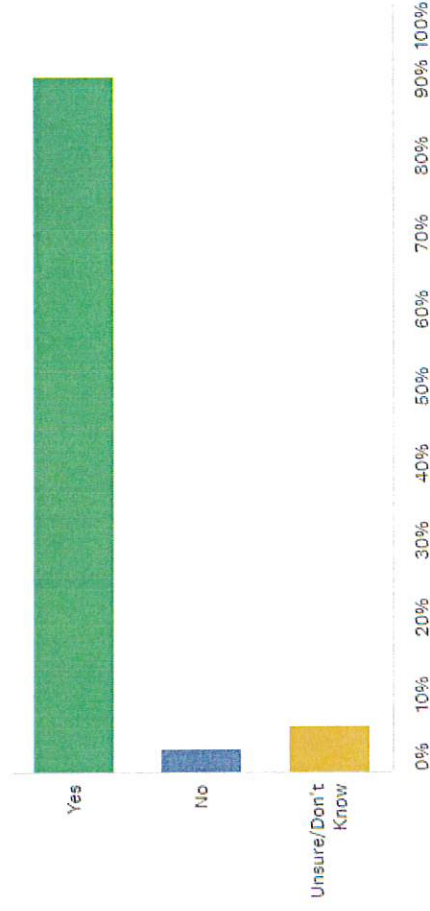


ANSWER CHOICES	RESPONSES
Strongly agree	277
Agree	280
Neither agree nor disagree	99
Disagree	47
Strongly disagree	28
Unsure/Don't Know	31
TOTAL	762

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

Yes

No

Unsure/Don't Know

TOTAL

RESPONSES

691

24

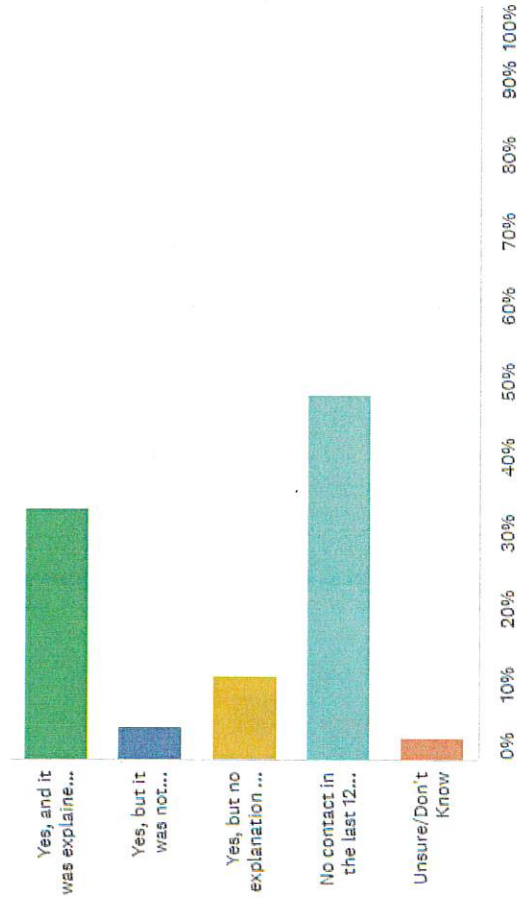
47

762

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

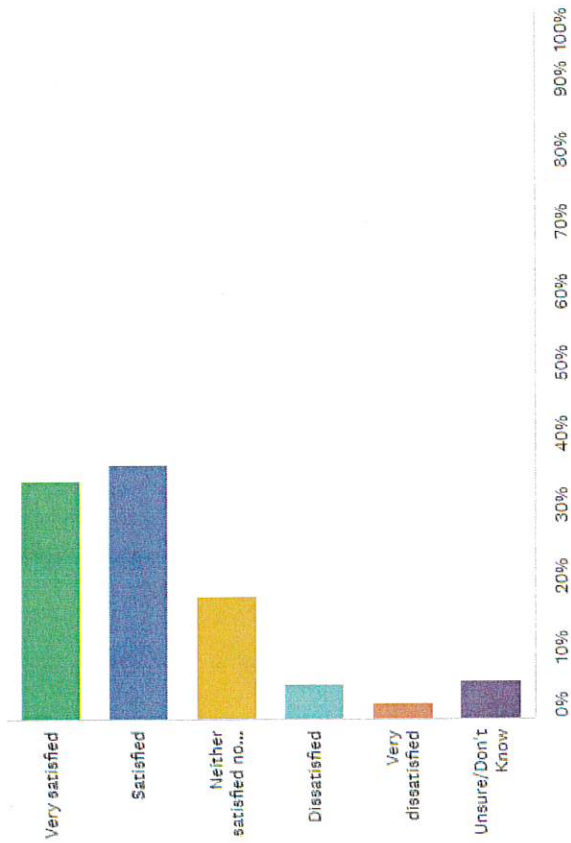


ANSWER CHOICES

ANSWER CHOICES	RESPONSES
Yes, and it was explained sufficiently.	253
Yes, but it was not explained.	33
Yes, but no explanation was necessary for the particular interaction.	85
No contact in the last 12 months.	368
Unsure/Don't Know	23
TOTAL	762

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

Answered: 762 Skipped: 0



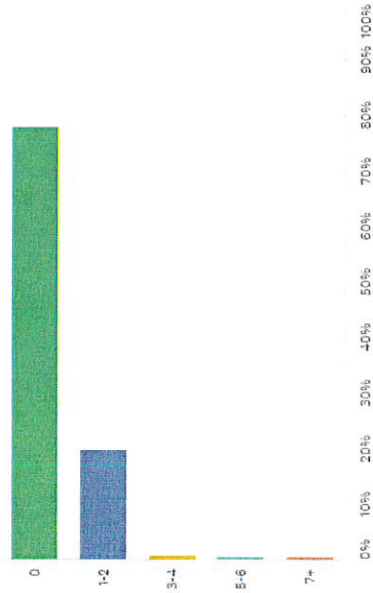
ANSWER CHOICES	RESPONSES
Very satisfied	256
Satisfied	274
Neither satisfied nor dissatisfied	133
Dissatisfied	39
Very dissatisfied	18
Unsure/Don't Know	42
TOTAL	762



## 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)?

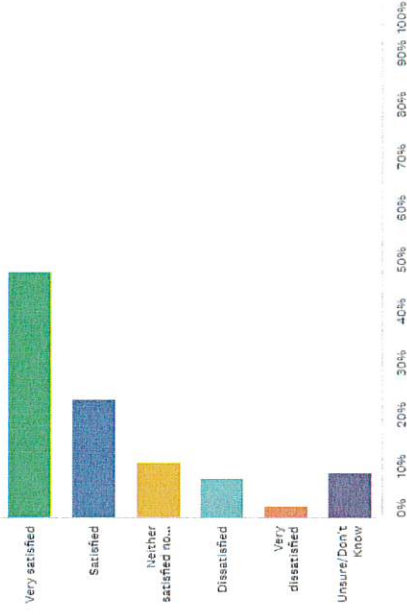
Answered: 762 Skipped: 0



ANSWER CHOICES	RESPONSES
0	594
1-2	152
3-4	7
5-6	5
7+	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



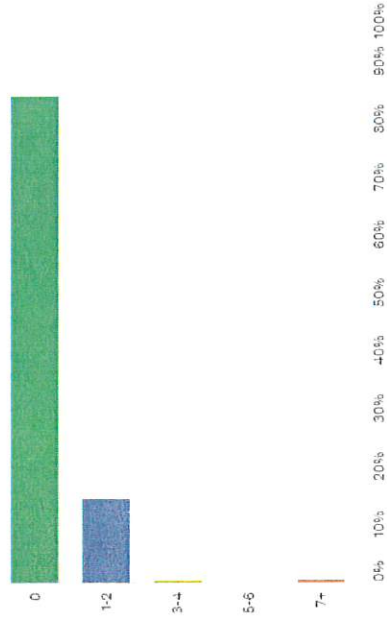
ANSWER CHOICES	RESPONSES
Very satisfied	81
Satisfied	39
Neither satisfied nor dissatisfied	18
Dissatisfied	13
Very dissatisfied	4
Unsure/Don't know	15
<b>TOTAL</b>	<b>170</b>



## 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

- ▼ 0
- ▼ 1-2
- ▼ 3-4
- ▼ 5-6
- ▼ 7+
- TOTAL

### RESPONSES

642  
111  
3  
1  
5  
762

### ANSWER CHOICES

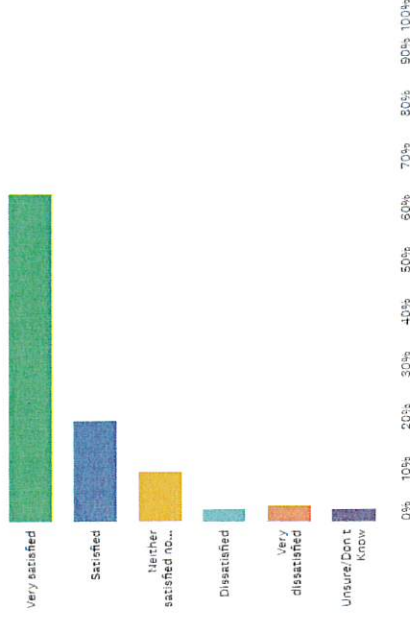
- ▼ Very satisfied
- ▼ Satisfied
- ▼ Neither satisfied nor dissatisfied
- ▼ Dissatisfied
- ▼ Very dissatisfied
- ▼ Unsure/Don't know
- TOTAL

### RESPONSES

62.90%  
19.35%  
9.68%  
2.42%  
3.23%  
2.46%  
124

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

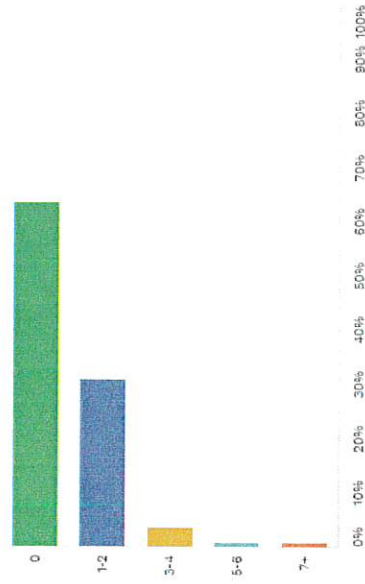
Answered: 124 Skipped: 636



## 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

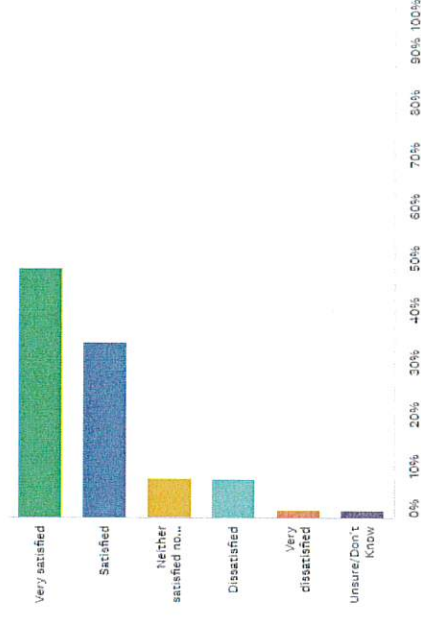
0	485
1-2	236
3-4	27
5-6	7
7+	7
<b>TOTAL</b>	<b>762</b>

### RESPONSES

0	63.65%
1-2	30.97%
3-4	3.54%
5-6	0.92%
7+	0.92%

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

Answered: 278 Skipped: 484



### ANSWER CHOICES

Very satisfied	134
Satisfied	94
Neither satisfied nor dissatisfied	21
Dissatisfied	21
Very dissatisfied	4
Unsure/Don't Know	4
<b>TOTAL</b>	<b>278</b>

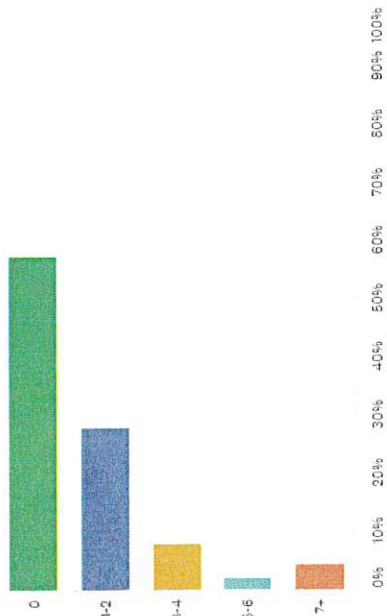
### RESPONSES

Very satisfied	48.20%
Satisfied	33.81%
Neither satisfied nor dissatisfied	7.55%
Dissatisfied	7.55%
Very dissatisfied	1.44%
Unsure/Don't Know	1.44%

## 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

- 0
- 1-2
- 3-4
- 5-6
- 7+
- TOTAL

### RESPONSES

- 57.61%
- 27.95%
- 8.01%
- 2.10%
- 4.33%

- 439
- 213
- 61
- 16
- 33
- 762

### ANSWER CHOICES

- Very satisfied
- Satisfied
- Neither satisfied nor dissatisfied
- Dissatisfied
- Very dissatisfied
- Unsure/Don't Know
- TOTAL

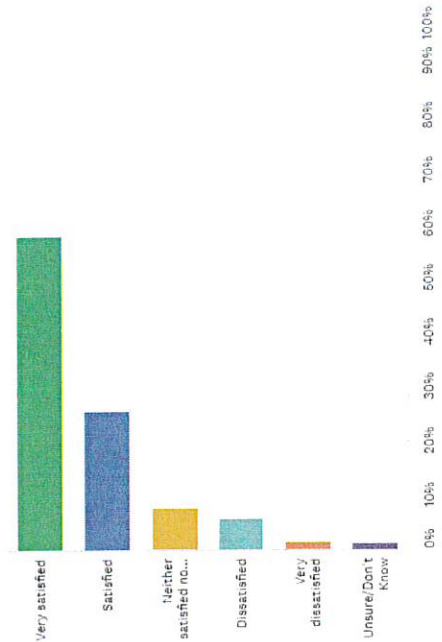
### RESPONSES

- 57.69%
- 25.70%
- 7.74%
- 5.88%
- 1.55%
- 1.24%

- 187
- 83
- 23
- 19
- 3
- 4
- 323

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

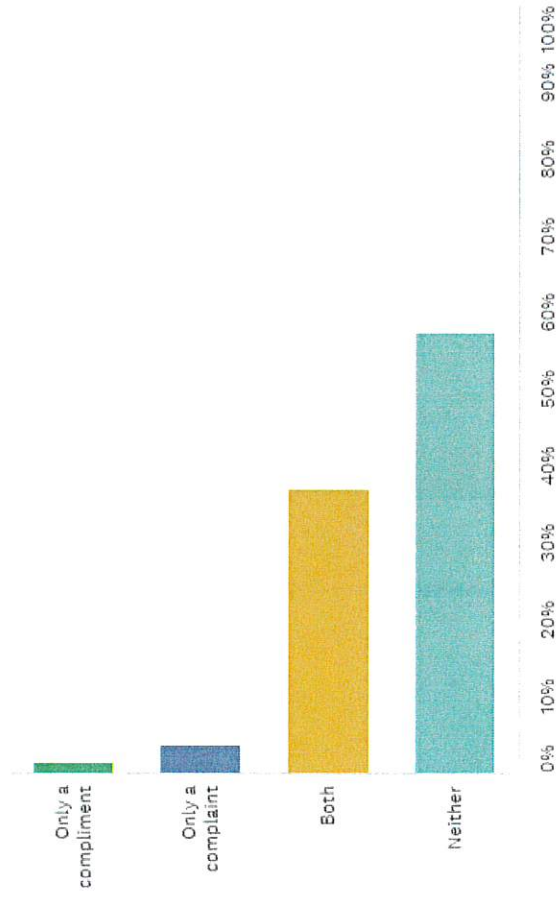
Answered: 323 Skipped: 439



## Q25

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

Answered: 388 Skipped: 374



### ANSWER CHOICES

- Only a compliment
- Only a complaint
- Both
- Neither

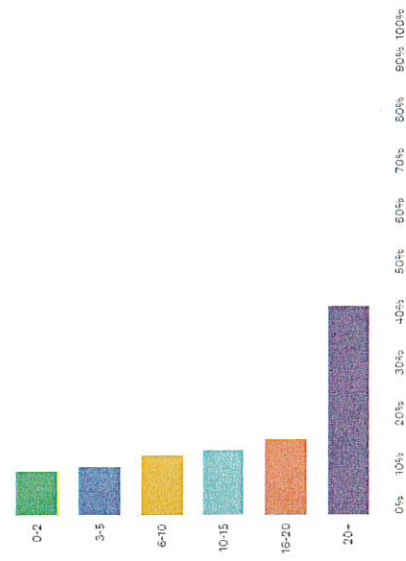
### RESPONSES

Only a compliment	6
Only a complaint	15
Both	144
Neither	223
TOTAL	388

## Q29-30

How many years have you lived/worked in Tarrytown?

Answered: 754 Skipped: 8



### ANSWER CHOICES

- 0-2
- 3-5
- 6-10
- 10-15
- 16-20
- 20+
- TOTAL

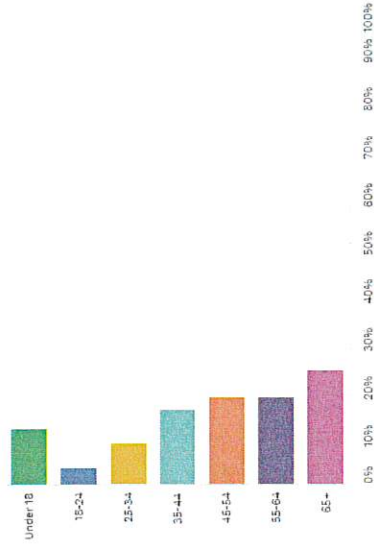
### RESPONSES

- 8.89%
- 9.55%
- 11.94%
- 13.00%
- 15.12%
- 41.51%

87  
72  
90  
98  
114  
313  
754

What is your age?

Answered: 754 Skipped: 8



### ANSWER CHOICES

- Under 18
- 18-24
- 25-34
- 35-44
- 45-54
- 55-64
- 65+
- TOTAL

### RESPONSES

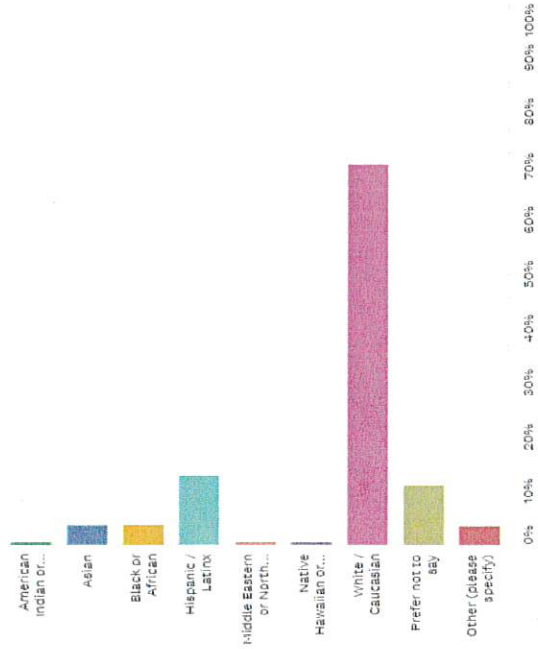
- 11.20%
- 3.58%
- 8.49%
- 15.78%
- 18.30%
- 18.17%
- 23.87%

89  
27  
64  
119  
138  
137  
180  
754

# Q31 +33

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

Answered: 754 Skipped: 8



## ANSWER CHOICES

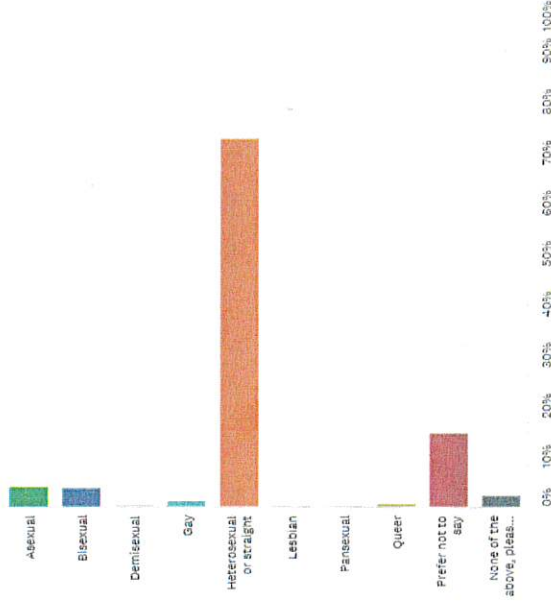
American Indian or Alaskan Native	4
Asian	28
Black or African	28
Hispanic / Latinx	88
Middle Eastern or North African	5
Native Hawaiian or Other Pacific Islander	4
White / Caucasian	531
Prefer not to say	83
Other (please specify)	27

Total Respondents: 754

Responses

What is your sexual orientation?

Answered: 749 Skipped: 13



## ANSWER CHOICES

Asexual	30
Bisexual	28
Demisexual	1
Gay	10
Heterosexual or straight	546
Lesbian	1
Pansexual	1
Queer	5
Prefer not to say	108
None of the above, please specify	18

TOTAL

Responses

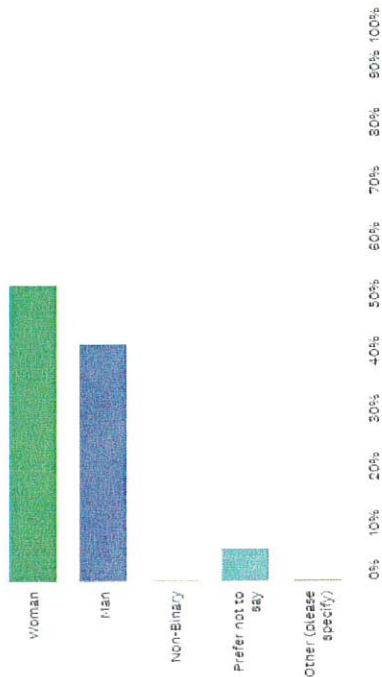
749



## Q32+34

What is your gender?

Answered: 754 Skipped: 3



### ANSWER CHOICES

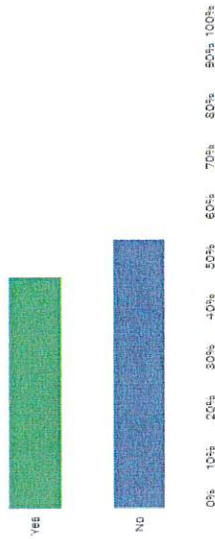
- Woman
- Man
- Non-Binary
- Prefer not to say
- Other (please specify)
- TOTAL**

### RESPONSES

51.86%  
41.64%  
0.27%  
5.84%  
0.40%

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: 3



### ANSWER CHOICES

- Yes
- No
- TOTAL**

### RESPONSES

46.15%  
53.85%



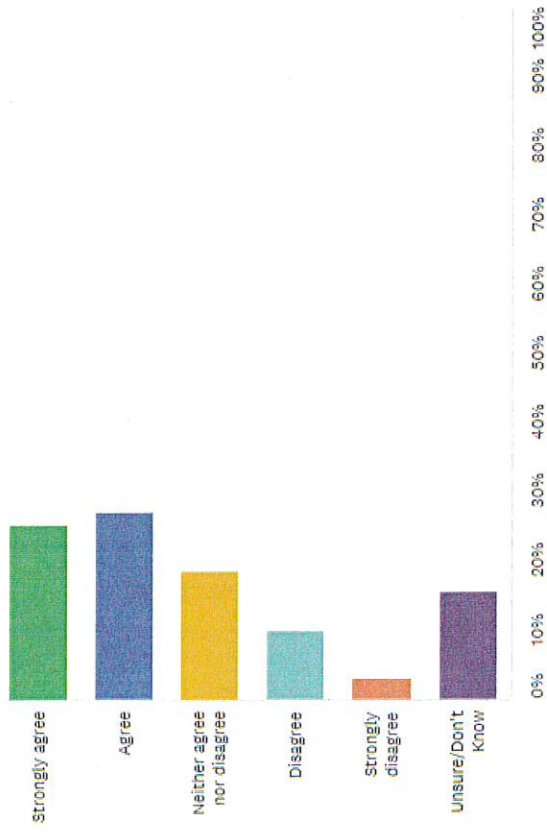
APPENDIX 7 - POLICE COMMUNITY SURVEY RESULTS -  
ALL RESPONSES

# Police Community Results

All responses  
(Tarrytown & Non-Tarrytown)

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

Answered: 1,013    Skipped: 0

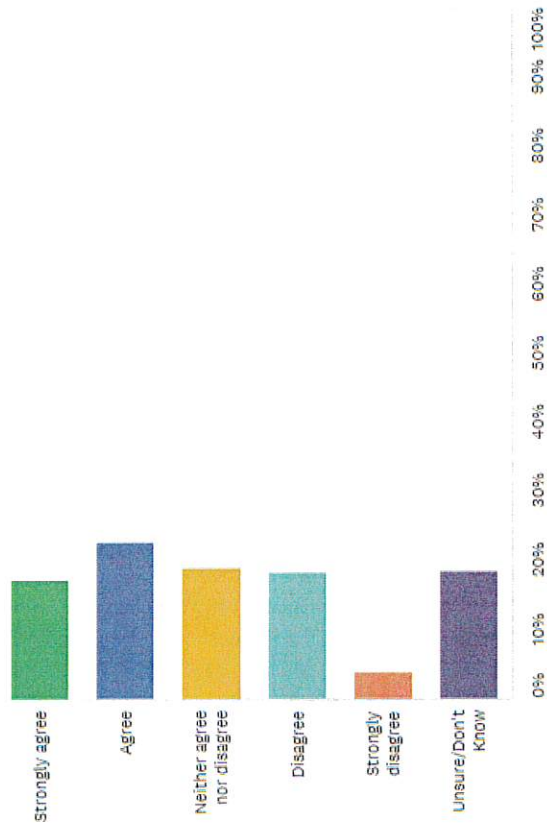


ANSWER CHOICES	RESPONSES
Strongly agree	257
Agree	275
Neither agree nor disagree	189
Disagree	101
Strongly disagree	32
Unsure/Don't Know	159
TOTAL	1,013

Q2

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

Answered: 1,013 Skipped: 0

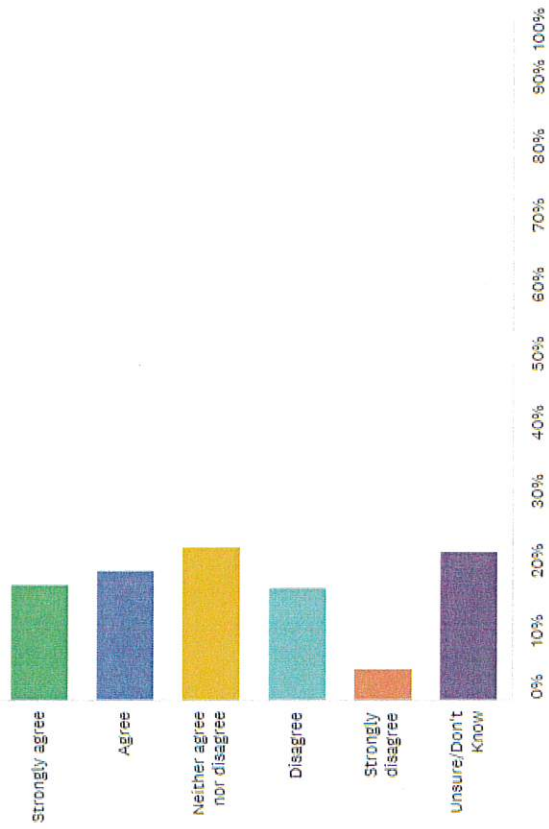


ANSWER CHOICES	RESPONSES
Strongly agree	175
Agree	230
Neither agree nor disagree	192
Disagree	187
Strongly disagree	41
Unsure/Don't Know	188
TOTAL	1,013

Q3

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

Answered: 1,013 Skipped: 0

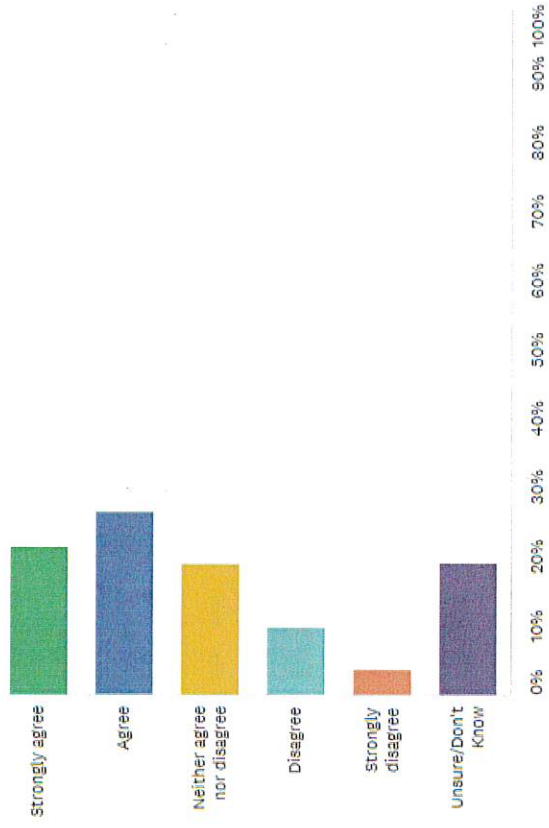


ANSWER CHOICES	RESPONSES
Strongly agree	169
Agree	190
Neither agree nor disagree	225
Disagree	165
Strongly disagree	46
Unsure/Don't Know	218
TOTAL	1,013

Q4

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

Answered: 1,013 Skipped: 0

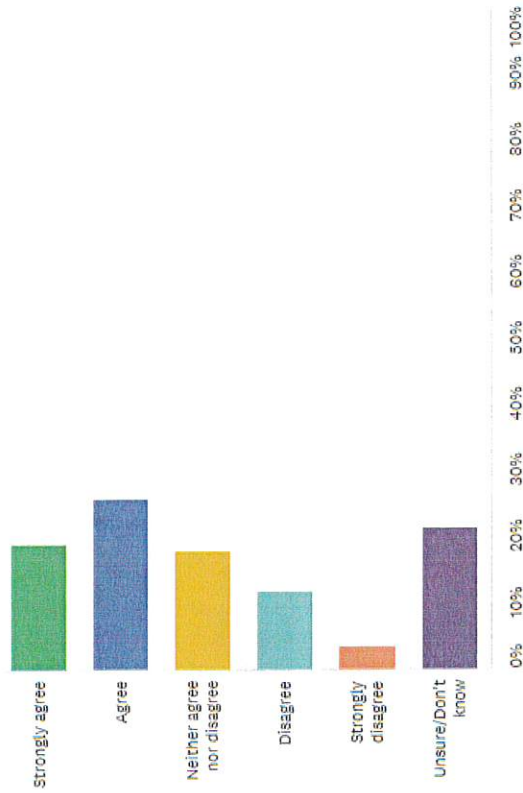


ANSWER CHOICES	RESPONSES
Strongly agree	218
Agree	270
Neither agree nor disagree	192
Disagree	99
Strongly disagree	39
Unsure/Don't Know	195
TOTAL	1,013

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



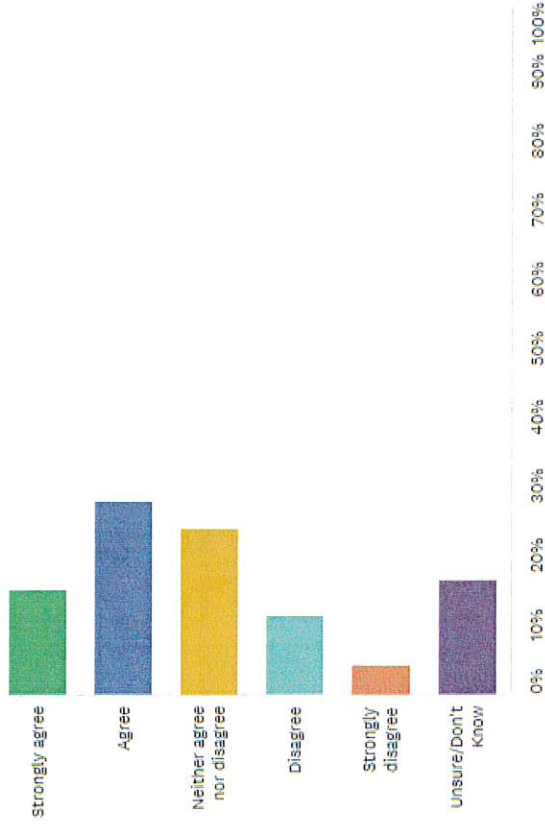
ANSWER CHOICES	RESPONSES
Strongly agree	193
Agree	263
Neither agree nor disagree	183
Disagree	121
Strongly disagree	35
Unsure/Don't know	218
TOTAL	1,013

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)		16.83% 171
▼ Bicycling/Skateboarding Issues		16.63% 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)	Responses	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)		9.03% 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
Total Respondents: 1,013		



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

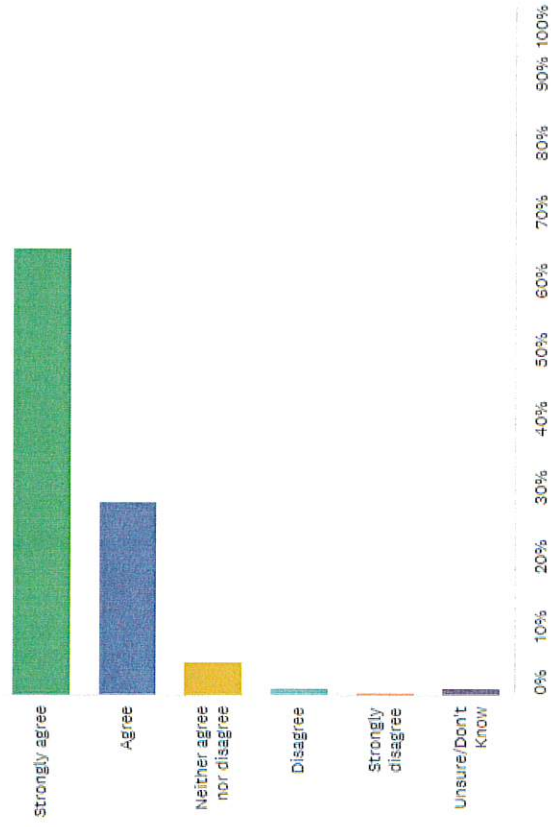
Answered: 1,013 Skipped: 0



ANSWER CHOICES	RESPONSES
Strongly agree	155
Agree	285
Neither agree nor disagree	243
Disagree	117
Strongly disagree	44
Unsure/Don't Know	169
TOTAL	1,013

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

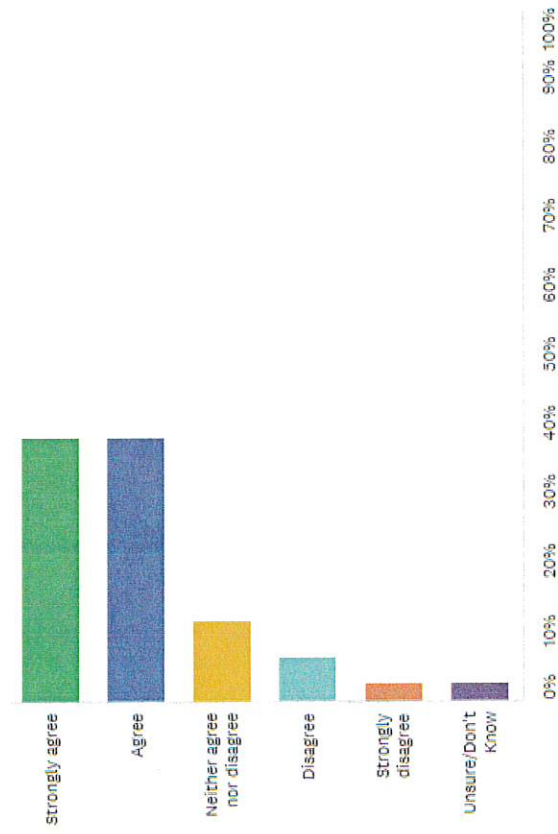
Answered: 1,013 Skipped: 0



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
TOTAL	1,013

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

Answered: 1,013 Skipped: 0

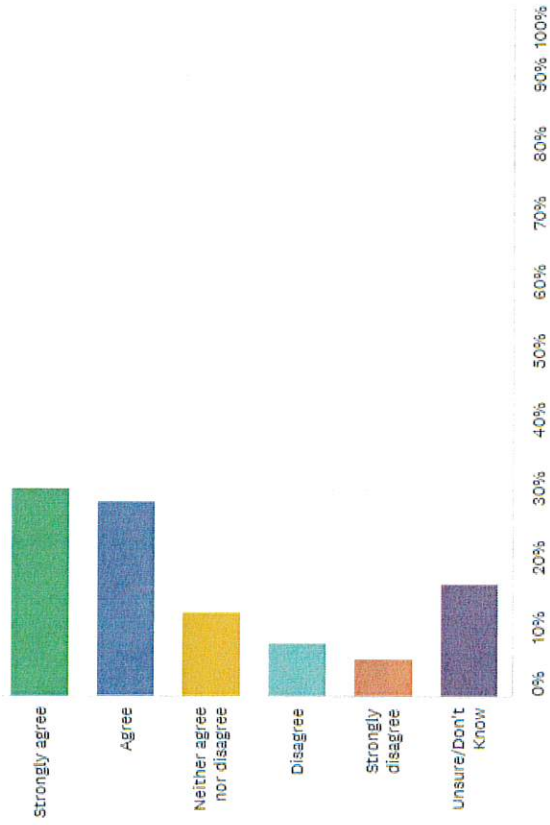


ANSWER CHOICES		RESPONSES	
Strongly agree		38.30%	388
Agree		38.30%	388
Neither agree nor disagree		11.65%	118
Disagree		6.42%	65
Strongly disagree		2.67%	27
Unsure/Don't Know		2.67%	27
TOTAL			1,013

Q10

Officers in Tarrytown treat people fairly.

Answered: 1,013   Skipped: 0

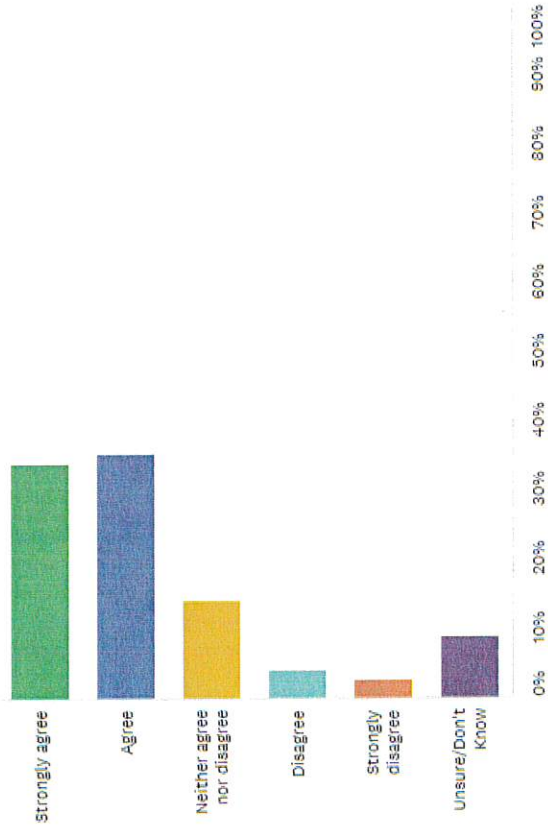


ANSWER CHOICES	RESPONSES
Strongly agree	305
Agree	286
Neither agree nor disagree	123
Disagree	79
Strongly disagree	55
Unsure/Don't Know	165
TOTAL	1,013

Q11

Officers in the Tarrytown Police Department are respectful.

Answered: 1,013 Skipped: 0

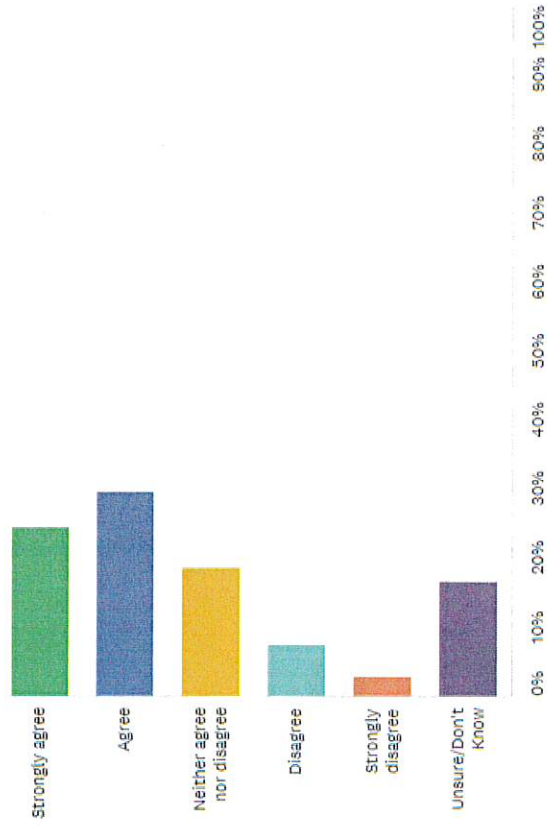


ANSWER CHOICES	RESPONSES
Strongly agree	346
Agree	361
Neither agree nor disagree	145
Disagree	43
Strongly disagree	27
Unsure/Don't Know	91
TOTAL	1,013

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

Answered: 1,013 Skipped: 0

Q12

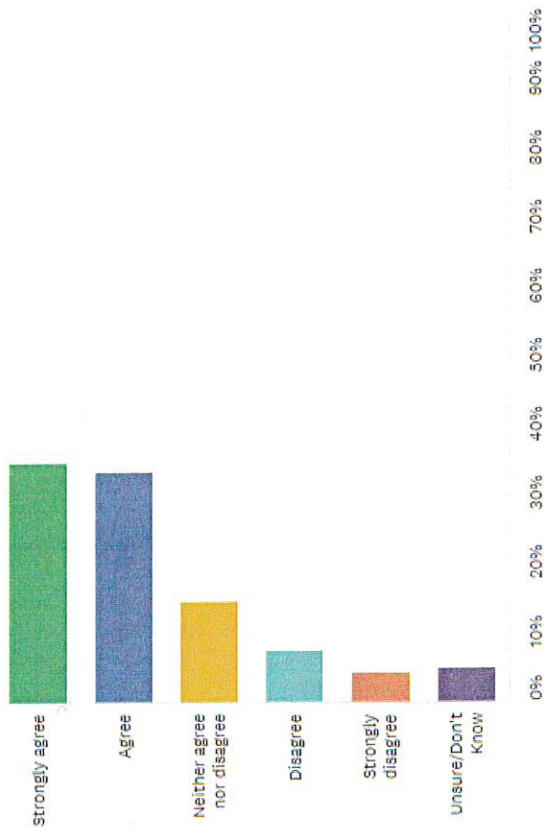


ANSWER CHOICES	RESPONSES
Strongly agree	248
Agree	300
Neither agree nor disagree	189
Disagree	77
Strongly disagree	29
Unsure/Don't Know	170
TOTAL	1,013

Q13

I trust the Tarrytown Police Department.

Answered: 1,013 Skipped: 0



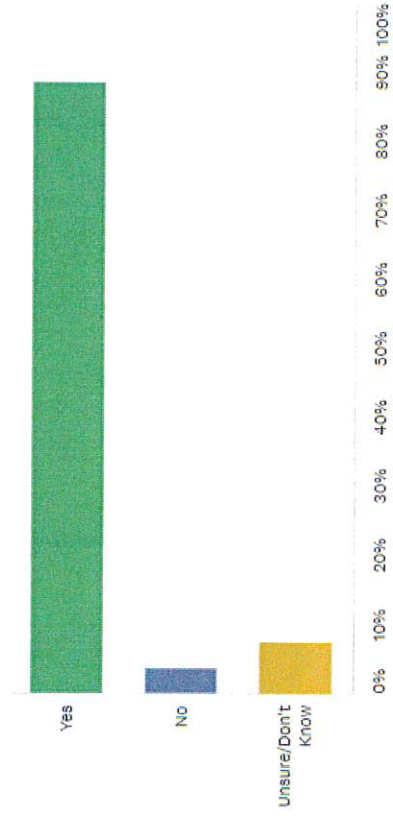
ANSWER CHOICES	RESPONSES
Strongly agree	352
Agree	339
Neither agree nor disagree	149
Disagree	77
Strongly disagree	45
Unsure/Don't Know	51
TOTAL	1,013



Q14

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

Answered: 1,013 Skipped: 0

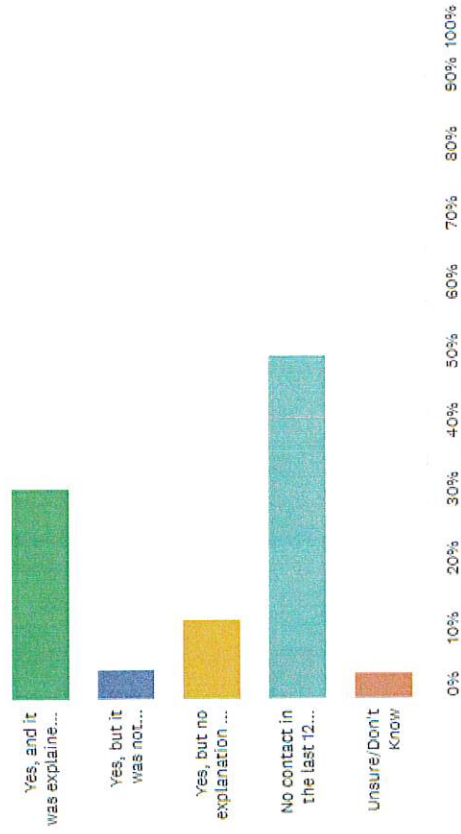


ANSWER CHOICES	RESPONSES
Yes	898
No	38
Unsure/Don't Know	77
TOTAL	1,013

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

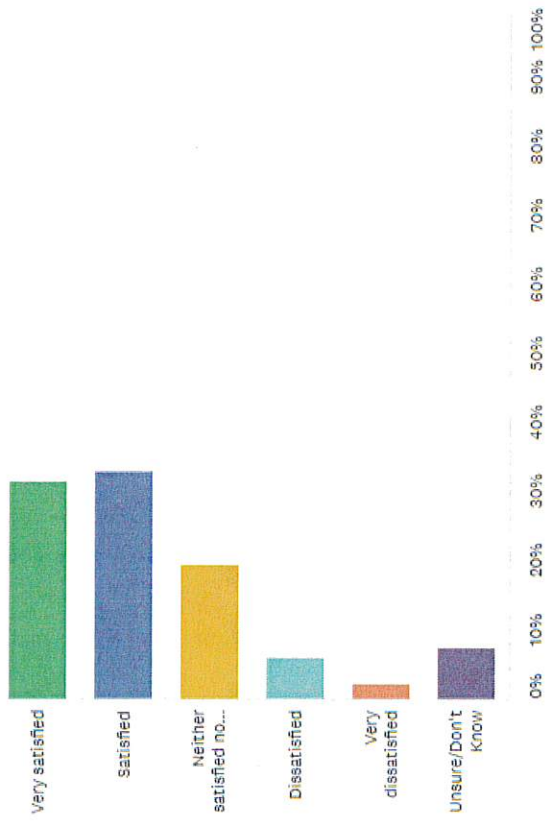


ANSWER CHOICES	RESPONSES
Yes, and it was explained sufficiently.	309
Yes, but it was not explained.	45
Yes, but no explanation was necessary for the particular interaction.	116
No contact in the last 12 months.	505
Unsure/Don't Know	38
TOTAL	1,013

Q16

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

Answered: 1,001 Skipped: 12

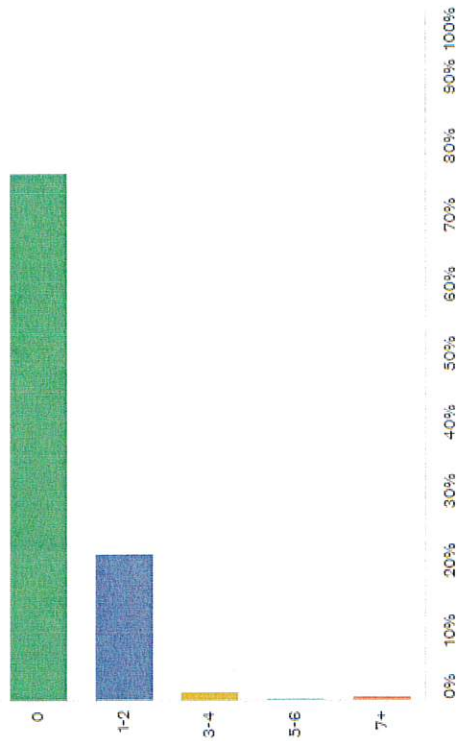


ANSWER CHOICES	RESPONSES
Very satisfied	316
Satisfied	330
Neither satisfied nor dissatisfied	195
Dissatisfied	60
Very dissatisfied	24
Unsure/Don't Know	76
TOTAL	1,001

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

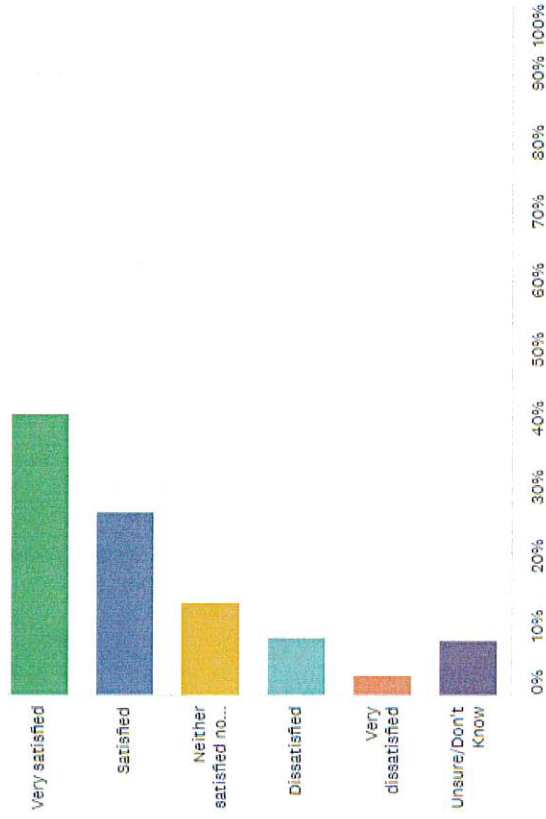


ANSWER CHOICES	RESPONSES
▼ 0	76.32% 764
▼ 1-2	21.28% 213
▼ 3-4	1.30% 13
▼ 5-6	0.50% 5
▼ 7+	0.60% 6
TOTAL	1,001

Q18

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

Answered: 238 Skipped: 775

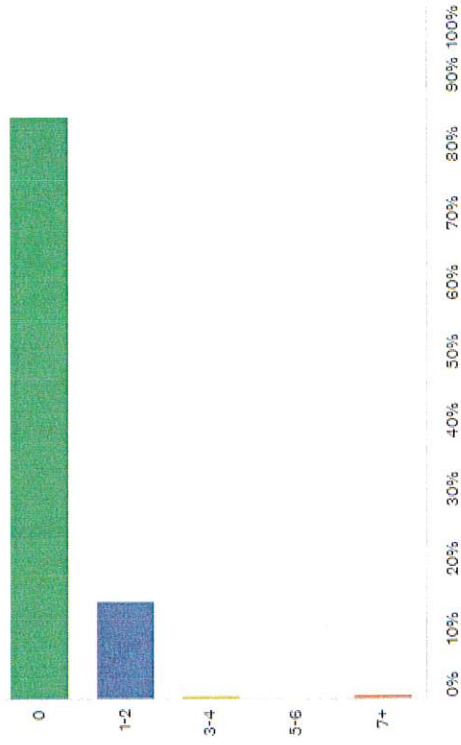


ANSWER CHOICES	RESPONSES
Very satisfied	97
Satisfied	63
Neither satisfied nor dissatisfied	32
Dissatisfied	20
Very dissatisfied	7
Unsure/Don't Know	19
TOTAL	238

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

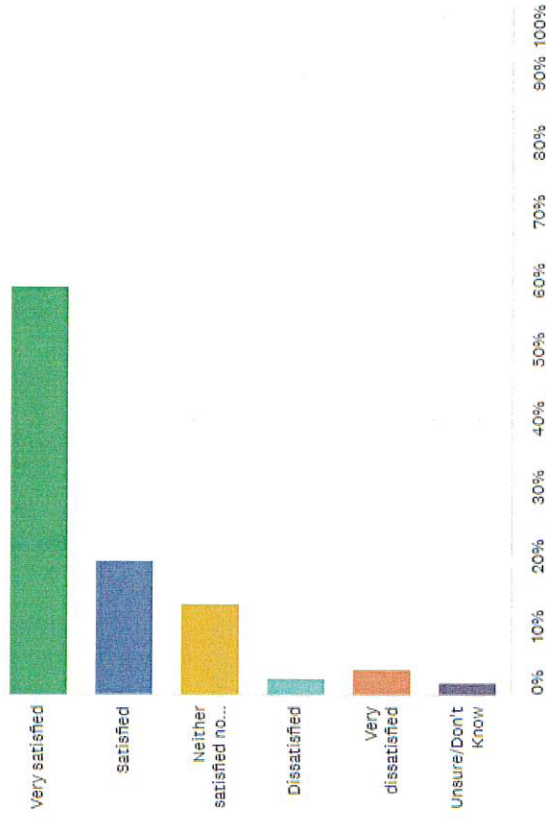


ANSWER CHOICES	RESPONSES
▼ 0	841 84.35%
▼ 1-2	142 14.24%
▼ 3-4	5 0.50%
▼ 5-6	2 0.20%
▼ 7+	7 0.70%
TOTAL	997



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

Answered: 159 Skipped: 854

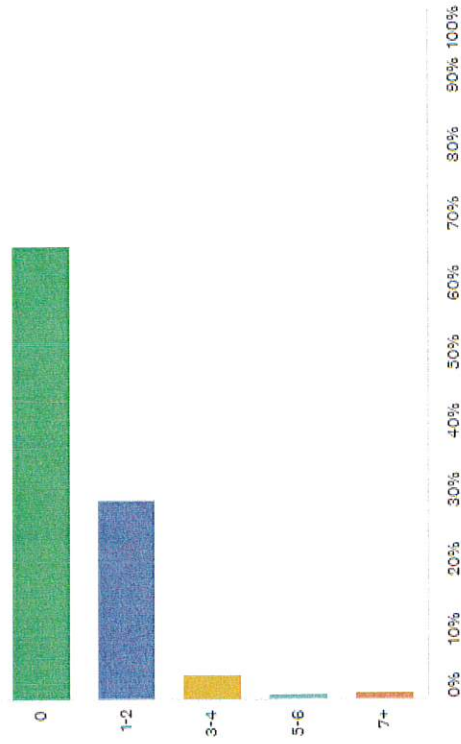


ANSWER CHOICES	RESPONSES
Very satisfied	94
Satisfied	31
Neither satisfied nor dissatisfied	21
Dissatisfied	4
Very dissatisfied	6
Unsure/Don't Know	3
TOTAL	159

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

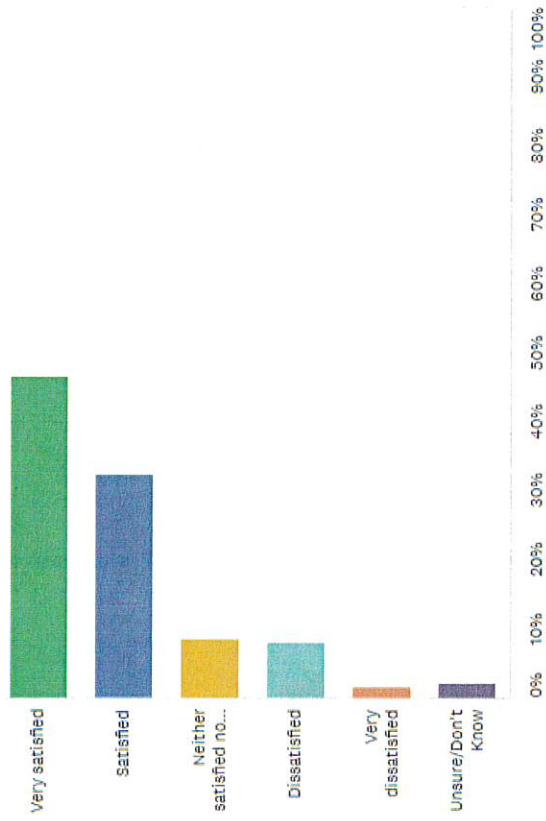


ANSWER CHOICES	RESPONSES
0	651
1-2	286
3-4	35
5-6	9
7+	10
TOTAL	991

Q22

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

Answered: 339 Skipped: 674

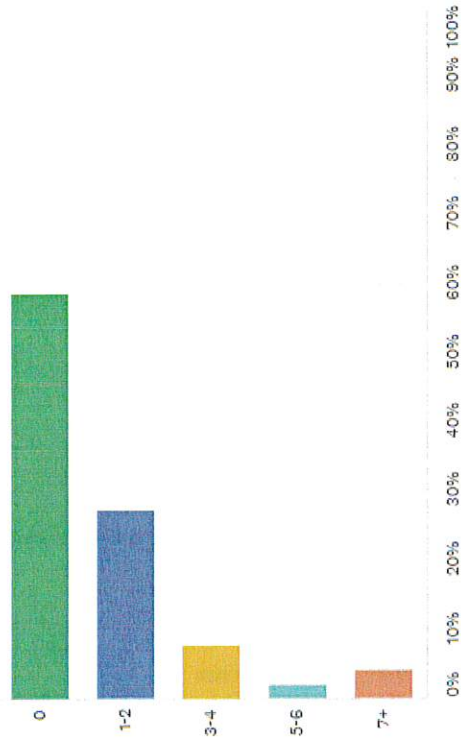


ANSWER CHOICES	RESPONSES
Very satisfied	158
Satisfied	110
Neither satisfied nor dissatisfied	29
Dissatisfied	28
Very dissatisfied	6
Unsure/Don't Know	8
TOTAL	339

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

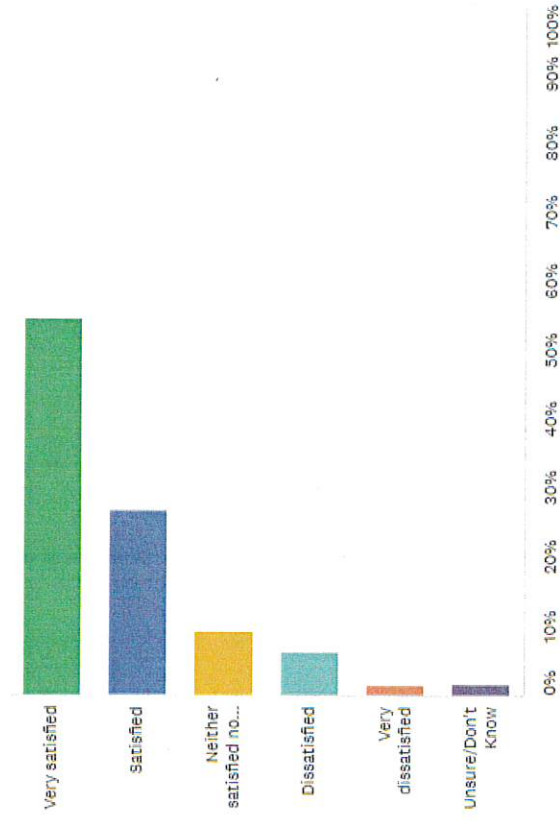


ANSWER CHOICES	RESPONSES
▼ 0	579 58.78%
▼ 1-2	269 27.31%
▼ 3-4	76 7.72%
▼ 5-6	20 2.03%
▼ 7+	41 4.16%
TOTAL	985

Q24

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

Answered: 404 Skipped: 609

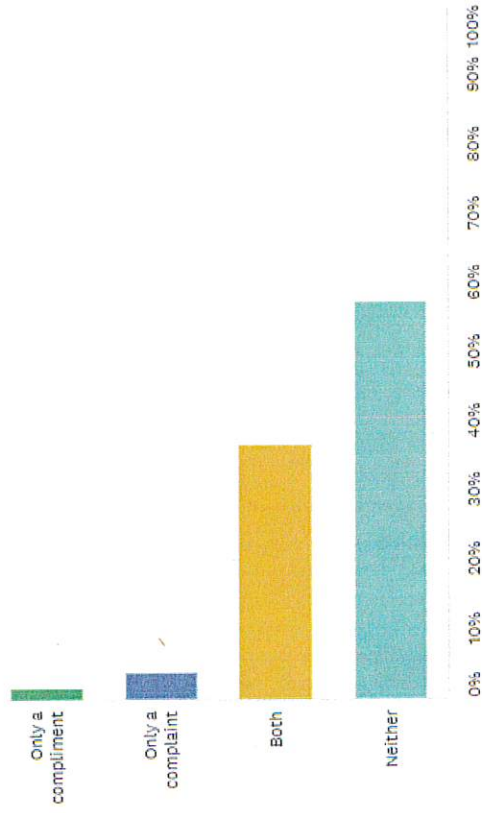


ANSWER CHOICES	RESPONSES
Very satisfied	221
Satisfied	108
Neither satisfied nor dissatisfied	37
Dissatisfied	25
Very dissatisfied	6
Unsure/Don't Know	7
TOTAL	404

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	81.72%
▼ Only a complaint	183.87%
▼ Both	17136.77%
▼ Neither	26857.63%
TOTAL	465



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 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

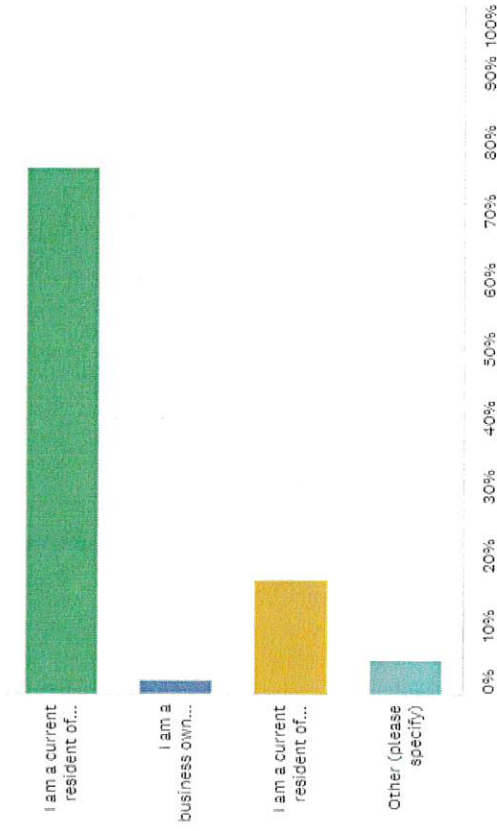
community s police good job officers respect  
people public think even police department try  
department give Tarrytown Love see reform village

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

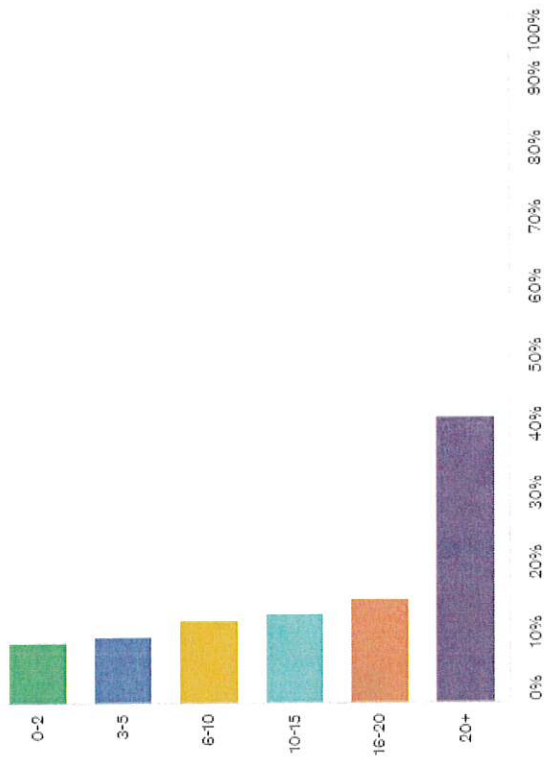


ANSWER CHOICES		RESPONSES
I am a current resident of Tarrytown	741	76.31%
I am a business owner in Tarrytown	21	2.16%
I am a current resident of Sleepy Hollow	160	16.48%
Other (please specify)	49	5.05%
TOTAL	971	

Q29

How many years have you lived/worked in Tarrytown?

Answered: 754 Skipped: 259



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

## Q30 & 31

What is your age?

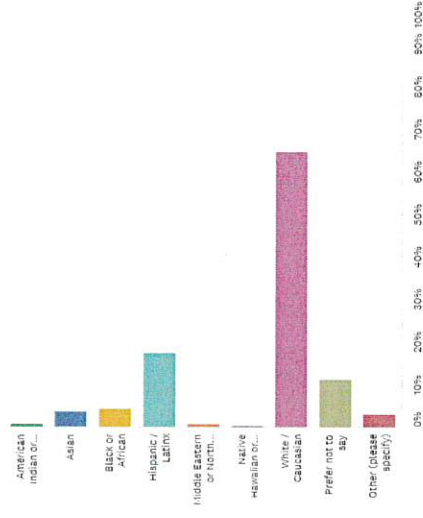
Answered: 962 Skipped: 51



ANSWER CHOICES		RESPONSES	
Under 18		171	17.73%
18-24		51	5.30%
25-34		84	8.73%
35-44		140	14.55%
45-54		165	17.15%
55-64		159	16.42%
65+		193	20.06%
TOTAL		962	

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

Answered: 962 Skipped: 51

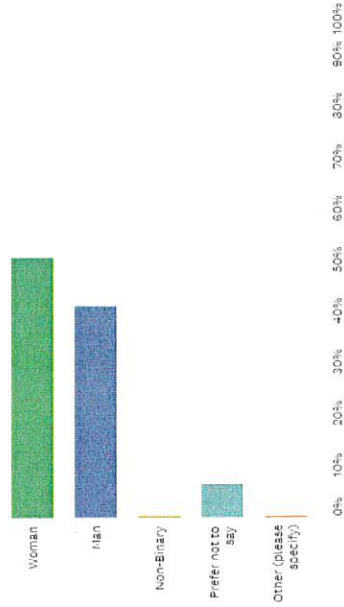


ANSWER CHOICES		RESPONSES	
American Indian or Alaskan Native		6	0.63%
Asian		36	3.74%
Black or African		43	4.47%
Hispanic / Latinx		169	17.57%
Middle Eastern or North African		8	0.63%
Native Hawaiian or Other Pacific Islander		5	0.52%
White / Caucasian		624	64.62%
Prefer not to say		109	11.33%
Other (please specify)		31	3.22%
Total Respondents: 962			

## Q32&33

### What is your gender?

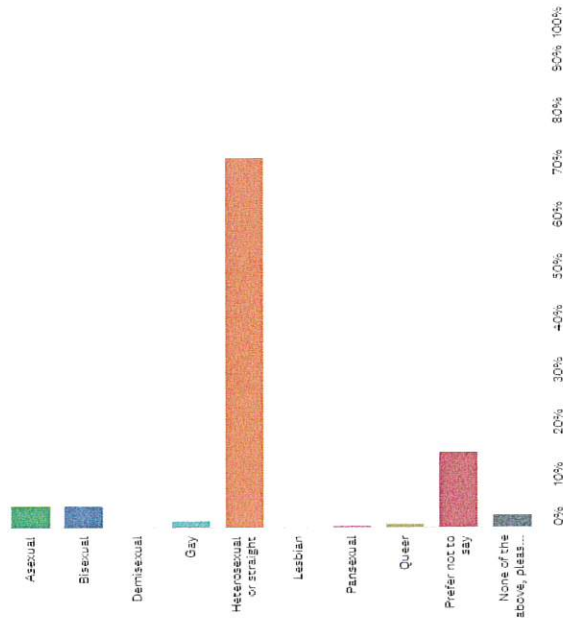
Answered: 962 Skipped: 51



ANSWER CHOICES		RESPONSES
Woman	50.94%	
Man	41.37%	
Non-Binary	0.62%	
Prefer not to say	6.65%	
Other (please specify)	0.62%	
TOTAL		962

### What is your sexual orientation?

Answered: 951 Skipped: 62



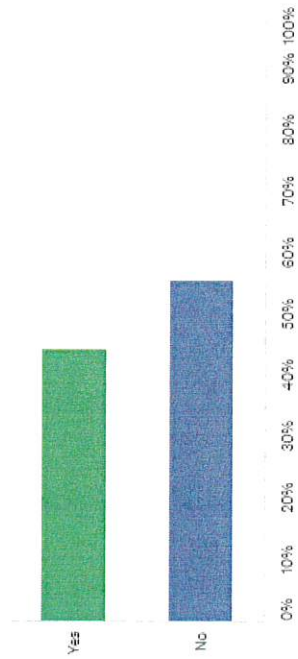
ANSWER CHOICES		RESPONSES
Asexual	4.31%	
Bisexual	4.31%	
Demisexual	0.11%	
Gay	1.47%	
Heterosexual or straight	71.29%	
Lesbian	0.21%	
Pansexual	0.42%	
Queer	0.74%	
Prefer not to say	14.62%	
None of the above, please specify	2.52%	
TOTAL		951



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		428
▼ No		536
TOTAL		962



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 and 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 4th, 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