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# **Village of Sleepy Hollow Police Reform and Reinvention Collaborative Plan and Recommendations**



Date of approved plan March 30, 2021

This plan has been developed in accordance with Governor's Executive Order 203

**Village of Sleepy Hollow  
Police Reform and Reinvention  
Collaborative Plan**

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Village of Sleepy Hollow  
Police Reform and Reinvention  
Collaborative Plan

Members

- Glen Taylor
- Chris Borsari
- Sister Susan Gardella
- Diana Loja
- Lina Tapia
- Edison Hernandez
- Luis Tenezaca
- Cristian Auquilla
- Alberta Jarane
- Anne White
- Bhavya Reddy
- Ethan Christ
- Peter Oppenheimer
- Brian Doyle
- Steven Bencosme
- Jared Kmiotek
- Ken Wray
- Anthony Bueti
- Sandra Spiro

Staff

- Dr. Sophine Charles – Facilitator
- Anthony Giaccio – Village Administrator

Village Board

- Mayor Ken Wray
- Deputy Mayor, Glenn Rosenbloom
- Sandra Spiro
- Denise Scaglione
- Rachelle Gebler
- John Leavy
- Sam Gonzalez

## **EXECUTIVE SUMMARY**

The members of the Sleepy Hollow Police Reform and Reinvention Collaborative were appointed by the Sleepy Hollow Village Board. There were a total of 23 members that came from various sections of the Village, with different backgrounds and interests. The Village informed the Committee about the police reform process and provided the policies and procedures utilized by the Sleepy Hollow Police Department. There were a total of 8 meetings with the full-collaborative including one meeting in which the public had the opportunity to express their views. Additional town hall meetings were held at the School and local churches as part of a community outreach effort. In addition, a survey was prepared and sent out Village-wide, which resulted in responses by approximately 310 respondents. The survey was available in both English and Spanish. The Village Board of Trustees was represented on the collaborative by Mayor Ken Wray and Trustee Sandra Spiro. Dr. Sophine Charles was retained as facilitator and advisor. Village Administrator, Anthony Giaccio set up the meetings, took the minutes and distributed relevant information to the group. Documents that were made available to the group at the outset were Governor Cuomo's Executive Order, the Police Department's General Orders, the Police Reform Handbook and the Accreditation Manual. Due to the restrictions on gatherings that apply due to the COVID-19 pandemic, the meetings all took place via Zoom. The public was invited to attend and were allowed to make comments through the chat room feature. All meetings were properly noticed, recorded and made available on the Village's website. The public and collaborative members, at all times, were able to share comments through an e-mail that was set up for this specific purpose. The meeting schedule was consistent with the goals set forth in Governor Cuomo's Executive Order that established the Police Reform and Reinvention process.

The process began with the members sharing their specific interests and why they joined collaborative. The first task was data collection. Different forms of data were accepted including qualitative, quantitative, statistical and anecdotal data. The goal was to try and collect data from the various communities that make up the Village such as the School, businesses, neighborhoods, ethnic groups and other interest groups. The Police Department also provided data related to arrests, summons and other information requested by the group. After the data was collected, it was analyzed and discussed at the meetings. This information was then used to formulate recommendations designed to meet the overall goals of the reform and reinvention process. A public meeting was then held to get additional input from the community. Over 50 comments were received during this meeting. These comments along with the survey results gave the collaborative a broad understanding of the various concerns that the residents have. There were also many positive comments and responses that also helped guide the collaborative. A list of recommendations was then established and made public. The Village Board reviewed and discussed the recommendations at a work session prior to adopting the plan. Some recommendations were deemed redundant and a final list was prepared for adoption by the Village Board along with the final Reform and Reinvention Collaborative Plan.

## **History of the North Tarrytown/Sleepy Hollow Police Department**

April of 1875, the North Tarrytown Board of Trustees appointed their first village constable, Charles Carle. A few months later, George Sherwood was named his assistant. In the fall, Casper Ernst was appointed a special constable. Later, William Baker was added to the list. In the spring of the following year, five names were submitted for village constables, and all were appointed for one year. Shortly afterward, Constable John Manser was appointed the first Chief of Police. In 1877 John Murray, who was serving as Chief, was removed for improper conduct, and Thomas Cain took his place. In 1879 James Oscar Jones was appointed Chief, Edward Barbalet, and James Van Tassel served in the '80s. The salary for Chief was about \$100.00 a year with \$50 or less for the constables. In 1888 Fred Hackett was appointed and was considered the first Chief of Police.

It was under Chief Hackett that the police department was put on a sound footing with uniformed patrolmen replacing the constables. Milton Minnerly succeeded Hackett as chief in the late '90s, and it was during his tenure that rooms were leased for a police headquarters at the southeast corner of College Avenue and Cortlandt Street. The first Sergeant, John Rice, served under Minnerly in 1898, with William Kilday and George Remsen as patrolmen. The salary was set at \$600.00 a year for the chief and sergeant and slightly less for the patrolmen. In 1891 a new lockup in the rear of Union Hose had been secured by Chief Hackett; six years later, he asked for steel cages. The cages were purchased under Chief Minnerly for \$250.

Daniel Murphy became Chief of police in 1919 at a salary of just \$40 per week. Chief Murphy served until 1953, when he was succeeded by Anthony Speno. Francis Hogan became chief following Speno's resignation in 1955. John Jandrucko was appointed in 1966 and served till 1979 when Richard Spota was appointed. Spota served until 1991 when Chief James Brophy was appointed and served into 1997. Chief Jimmy Warren was appointed and served until late 2009. Retired Greenburgh Chief John Kapica was hired on February 1, 2010, and served for one year. Chief Gregory Camp was appointed on February 1, 2011, serving until retirement on April 12, 2016. The current Police Chief, Anthony Bueti was appointed to Chief of Police on April 13, 2016. Under Chief Bueti's leadership, the department is focused on community policing and outreach with hiring practices designed to create a more diverse police department that is representative of the community.

Patrolmen who earned only \$25 a week in 1919 were expected to be always on duty subject to the chief's call or the officer in charge. In those days, they were required to be village residents; this regulation has since been dropped. One of the patrolmen who became a landmark on Beekman Avenue was Joseph Lynch, who was one of the first motorcycle cops. In September of 1917, the village provided the police with their first motorcycle; it cost \$310. Eventually, police cars supplemented the motorcycles. In 1934 a "roadster" was purchased for \$679; "a fully-equipped car" followed a few years later. The installation of a radio system in 1941 modernized police communications and made the work of the department more efficient. Computers were added in the early 1990's.

## **CURRENT POLICE FORCE**

The Sleepy Hollow Police Department is comprised of twenty-seven sworn police officers. The staffing is as follows:

- 1 Chief of Police
- 2 Lieutenants
- 1 Detective Sergeants
- 4 Patrol Sergeants
- 1 Detective
- 1 School Resource Officer
- 17 Patrol Officers

### **Officer Demographics**

- 55% (15) of the officers identify as white
- 11% (3) Identify as African American
- 33% (9) Identify as Hispanic
- Four of the officers a female
- 68% (19) Officers live or have lived in the village for over a year

## **CURRENT POLICIES AND PROCEDURES**

The current policies and procedures or “General Orders” of the Sleepy Hollow Police department consists of 25 sections. The sections include an introduction, a summary of the organization structure, duties and responsibilities, uniform and equipment, regulations, use of force/weapons, human resources, discipline, training, patrol operations, complaints, summonses, arrests, prisoners, property, court, aided cases, automobile accidents, special department units/vehicles, unusual occurrences, criminal investigations, department property, records management, public relations and internal affairs. These general orders were shared with the group and posted on the Village’s website. These policies were analyzed to determine if any of them are potentially bias.

## **HIRING**

### **Police Officer**

In order to become a police officer for the Village of Sleepy Hollow, an individual must pass a Civil Service examination and be reachable under Civil Service’s “Rule of Three” or a transfer from another municipality. All officers are hired by the Sleepy Hollow Village Board. Special requirements needed to be a police officer include, possession of a high school or general equivalency, 20 years of age, have a valid New York State Driver's License and a United States Citizen. They also must pass medical, psychological and physical fitness screening examinations before qualifying for appointment. Candidates are subject to a pre-employment background investigation must successfully complete of the Municipal Police Training Council's Police Officer Basic Training Course.

The Police Officer position involves responsibility for the protection of lives and property and the enforcement of all laws and ordinances in the village. While the work consists primarily of routine patrol tasks and is performed under supervision of a higher ranking officer, Police Officers are required to exercise sound, independent judgment by applying relevant laws, rules and regulations in the performance of their duties and in emergency situations. Police officers undergo rigorous classroom and on-the-job training to acquire the knowledge, skills and abilities necessary to satisfactorily carry out their assignments. Officers must be able to and must maintain the ability to carry a firearm.

Police Officers must demonstrate the ability to read and understand the provisions of the New York State Penal Law, Code of Criminal Procedure, Vehicle and Traffic Law and local laws and ordinances; ability to understand and carry out complex oral and written instructions; ability to express oneself clearly and concisely in writing and conversation; ability to drive an automobile on patrol and in high speed pursuit situations; ability to pursue on foot (i.e. chase) and restrain individuals; ability to effect a full physical custody arrest; good powers of observation and memory; ability to qualify in the handling of firearms and to exercise good judgement and restraint in the use of such weapons and other types of physical force; ability to effectively relate to and work cooperatively with others; ability to deal with the public effectively and efficiently while maintaining a professional atmosphere in order to assist people in all type of situations with intelligence and courtesy; ability to tolerate long and stressful tours of duty which may include rotating shifts, encountering hostility and resentment from others and/or adverse weather conditions; ability to remain calm and to think and act appropriately under pressure; ability to handle emergencies quickly and appropriately including the ability to make split second decisions when necessary; ability to read, write, speak, understand, and communicate in English sufficiently to perform the essential duties of the position; ability to effectively use computer applications such as spreadsheets, word processing, calendar, e-mail and database software; excellent moral character and habits; honesty and integrity; good judgement; even temperament; emotional maturity; high degree of courage; no conviction of a felony; freedom from any innate or acquired nervousness; tact; dependability; physical condition commensurate with the position.

## **PROMOTIONS**

### Sergeants, Lieutenants and Chief

In order to be promoted to a higher rank than police officer for the Village of Sleepy Hollow, an individual must qualify to take and pass a Civil Service examination and to be reachable under Civil Service's "Rule of Three". Per Civil Service rules, if there are eligible candidates, promotions must be made from within the Sleepy Hollow Police Department. All promotions are approved by the Sleepy Hollow Village Board.

Sergeants are under the supervision of the lieutenants and have direct supervision over the activities of police officers on an assigned shift. They are responsible for coordinating and supervising police officers to ensure that they are properly executing their individual and collective assignments and duties in a diligent, responsible manner and in accordance with applicable laws and procedures. Supervision is exercised over the police officers through inspection and the assignment of duties in accordance with general instructions received from officers of higher rank. They too must be able to and must maintain the ability to carry a firearm. Sergeants must possess a good knowledge of modern principles and practices of police work; a good knowledge of controlling laws and ordinances; the ability to deal courteously, but firmly with the general public; an ability to work under condition of high stress and pressure; the ability to handle emergencies quickly and appropriately; the ability to understand and carry out complex oral and written instructions; the ability to read, write, speak, understand, and communicate in English sufficiently to perform the essential duties of the position; the ability to use computer applications such as spreadsheets, word processing, e-mail and database software; good powers of observation; conscientiousness and good judgment; physical condition commensurate with the duties of the position.

Lieutenants are under the general supervision of the Police Chief. They assume command and directs the operations of the Police Department during an assigned shift, and supervise its operation according to established procedures and policies. They must be able to and must maintain the ability to carry a firearm. Supervision is exercised over a substantial number of subordinate level police officers and lieutenants may assume the duties of Police Chief in his/her absence. Lieutenants must possess a knowledge of modern principles and practices of police work; a thorough knowledge of controlling laws and ordinances; the ability to instruct and direct subordinate officers; the ability to effectively use computer applications such as spreadsheets, word processing, calendar, e-mail and database software; the ability to read, write, understand and communicate in English sufficiently to perform the essential duties of the position; a familiarity with the operation of radio; the ability to deal courteously but firmly with the general public; good judgment; good powers of observation; tact; physical condition commensurate with the demands of the position.

The Police Chief is the commanding officer of the Police Force and administers the activities of the Sleepy Hollow Police Department. The Police Chief is responsible to the Sleepy Hollow Village Board for the execution of all laws, rules, and regulations of the department, which includes the apprehension of violators, the protection of the citizens and the maintenance of high standards of efficiency within the department. He must be able to and must maintain the ability to carry a firearm. Supervision is exercised over subordinate police officers in the department. The Police Chief has the authority to temporarily assign officers to tasks forces, special units and the detectives unit. The Police Chief must possess a thorough knowledge of police administration and methods; a thorough knowledge of scientific methods of crime detection and criminal identification; a thorough knowledge of controlling laws and ordinances; the ability to plan and direct the activities of police officers; an ability to read, write, speak, understand, and communicate in English sufficiently to perform the essential duties of the position; ability to

effectively use computer applications such as spreadsheets, word processing, calendar, e-mail and database software; resourcefulness; sound judgment; initiative; good powers of observation; tact; physical condition commensurate with the duties of the position.

## **TRAINING**

Members of the Police Department participate in training in such areas as Sexual Harassment /Workplace Violence, CPR/First Aid, Suicide Screening & Prevention, Law Updates, Mass Casualty Incident training, Raise the Age training, Breathe Analysis Operator, Standardized Field Sobriety Training, Law Enforcement Active Shooter Emer. Resp. (LASER), Police Supervision, Elder abuse, Child Seat Installation, Patrol Rifle/ Pistol/ Shotgun, Law Enforcement Bicycle Patrol Course, MPTC Use of Force Online Training, Search Warrant Training Course, Radar/Lidar Operator Course, Opioid Overdose and Intranasal Naloxone Training for Law Enforcement Course, Instructor Development Course - General Topics, Officer Survival-Preparing for Armed Encounters, Drugs That Impair Driving Course, Commercial Vehicle Weight & Permits Seminar, Cellular Phone Investigations Course, Aerosol Subject Restraint Instructor Course, Basic Criminal Investigations Course, Street Encounters Course, Interview and Interrogation, Property/Evidence Room Management Course, Mental Health Instructor, Police Juvenile Officers Basic Course & the Internet Crimes against Children Course

The training strategy within the Sleepy Hollow Police Department includes

- To build trust and legitimacy by continuing to change the police culture to one of transparency and accountability. Increased accountability should be conducted at the county level and be consistent for all agencies.
- Expand/Mandate training in key areas, including but not limited to: implicit bias; cultural diversity; de-escalation; crisis intervention; racial profiling; verbal judo, etc. (These topics are taught in the Basic Recruit School and in the County's Unified In-Service Training Program). Would recommend County PD provide the Academy curricula with explanations for each training module. We need to show that so much of this work is already being done even prior to new officers starting work in the field.
- As the scope of law enforcement's responsibilities has expanded, the need for expanded and more effective training has become more critical. This includes providing leadership training for all officers throughout their careers. Partnerships between the federal/state/local governments with universities and police academies should develop and promote high quality training and establish training innovation hubs. A national postgraduate institute of policing for senior executives should be created to prepare participants to lead agencies in the 21<sup>st</sup> century.
- Expand Supervisory training to at least annually
- Supervisors must continue to be trained on early intervention and risk indicators

- Train officers on community specific cultural literacy, the history of policing and procedural justice.
- Encourage higher education of police officers by providing stipends for college degrees and advanced degrees.
- Have officers from multiple agencies train together for uniformity and sharing of costs.

## **POLICE DEPARTMENT DATA POINTS**

Five years of arrest data was collected by the Police Department to determine if there were any trends or potential bias. The data was distributed to the Collaborative for analysis. Although some of the information provided was useful, there was a concern that the data collected was not thorough enough to reach any conclusions. An IT professional was brought in to recommend software that is designed to improve data collection and reporting.

## **COMMUNITY DATA POINTS**

The Collaborative was asked to collect data from various communities within the Village in order to get good representation from various neighborhoods, ethnic groups, students, ages, merchants etc. The goal was to get a broad understanding of how the Sleepy Hollow Police Department is viewed by the public and where improvements need to be made. The members shared their findings with the group. Additional community data points were collected at smaller meetings held at St. Teresa's Church and at the School. A survey was sent to the residents to retrieve additional comments. Many of the comments related to a request for better communication and outreach with the Hispanic community.

## **PUBLIC MEETING SUMMARY**

On March 18, 2021, a public meeting was held to solicit comments from the general public on police reform. The purpose of the meeting was to give residents the opportunity to share their views, questions and concerns. Over 50 comments were received. The comments included ones that were both positive and critical of the Police Department. They ranged from traffic concerns to potential bias. The Collaborative was in attendance, but did not participate in the discussion. The comments received were used by the Collaborative to help make recommendations.

## **RECOMMENDATIONS**

The Village of Sleepy Hollow Police Reform and Re-imagination Collaborative is a work in progress. These recommendations are an early, interim step in that process; additional recommendations will be made as the Collaborative continues its work. We expect that those additional recommendations will be implemented by the Village, reviewed by the Collaborative to see if they are working, and revised as needed.

As we are working against a New York State deadline that requires a submission of a report by Village of Sleepy Hollow on April 1<sup>st</sup>, the Collaborative is making the following initial recommendations to the VSH Board of Trustees:

- 1) Continue the work of the Collaborative through the end of 2021. Specifically, the Collaborative will continue to review and analyze the policies and the work practices of the Sleepy Hollow Police Department to ensure that communities of color in Sleepy Hollow are both treated and supported equally, and that policies or practices that are biased or could be biased are identified, addressed and ended.
- 2) Provide real time Spanish – English translation (and other translation services as they are identified) at all Village meetings. Strengthen existing and develop/implement new communication channels with Spanish-speaking residents and with all communities of color with Sleepy Hollow to ensure consistent information exchange, support and transparency.
- 3) Increase Training (Implicit Bias, De-Escalation, Domestic Violence, Leadership)
- 4) Crisis Intervention coordinated with other communities.
- 5) Increase Community Policing

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- 2) Provide real time Spanish – English translation (and other translation services as they are identified) at all Village meetings. Strengthen existing and develop/implement new communication channels with Spanish-speaking residents and with all communities of color with Sleepy Hollow to ensure consistent information exchange, support and transparency.
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- 4) Crisis Intervention coordinated with other communities.
- 5) Increase Community Policing

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# APPENDIX

## A



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

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

Secretary to the Governor

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

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# APPENDIX

## B

## APPENDIX B

### NEW YORK STATE POLICE REFORM AND REINVENTION COLLABORATIVE PLAN CERTIFICATION FORM

**Instructions: The Chief Executive of each local government must complete and submit this certification and a copy of their Plan to the Director of the New York State Division of the Budget on or before April 1, 2021 at [EO203Certification@budget.ny.gov](mailto:EO203Certification@budget.ny.gov).**

I, KEN WRAY, as the Chief Executive of SLEEPY HOLLOW  
(the "Local Government"), hereby certify the following pursuant to Executive  
Order No. 203 issued by Governor Andrew M. Cuomo on June 12, 2020:

- The Local Government has performed a comprehensive review of current police force deployments, strategies, policies, procedures, and practices;
- The Local Government has developed a plan, attached hereto, to improve such deployments, strategies, policies, procedures, and practices (the "Plan");
- The Local Government has consulted 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) regarding the Plan;
- The Local Government has offered the Plan in draft form for public comment to all citizens in the locality and, prior to adoption of the Plan by the local legislative body, has considered the comments submitted; and
- The legislative body of the Local Government has ratified or adopted the Plan by local law or resolution.

KEN WRAY  
**Name**

Ken Wray  
**Signature**

Mayor  
**Title**

3/31/21  
**Date**

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# APPENDIX

## C

**Meeting Date:** 03/30/2021  
**Resolution #:** 03/30/2021

**RESOLUTION OF THE  
BOARD OF TRUSTEES OF THE VILLAGE OF SLEEPY HOLLOW  
APPROVING THE POLICE REFORM AND REINVENTION COLLABORATIVE  
PLANS AND RECOMMENDATIONS**

**WHEREAS**, on June 12, 2020, Governor Andrew Cuomo signed Executive Order 203, requiring local municipalities with police departments to develop a reform plan based on community input; and

**WHEREAS**, the Village appointed volunteers to serve as a collaborative for the purposes of developing the aforementioned plan; and

**WHEREAS**, on March 18, 2021, the Collaborative held a public meeting to hear public comments on the Police Reform Task Force Plan and received over 50 comments; and

**WHEREAS**, the Collaborative held several other small meetings and conducted a survey on the community's interactions with the police department; and

**WHEREAS**, the draft police reform plan that was developed has taken into account all of the above feedback; and

**NOW THEREFORE, BE IT**

**RESOLVED:** that the Village Board of Trustees hereby adopts the Village of Sleepy Hollow Police Reform and Reinvention Collaborative Plan and Recommendations in the form attached, subject to non-material changes; and be it further

**RESOLVED:** that certification of such plan shall be transmitted to the NYS Budget Director as required by Executive Order 203.

**Moved:** Trustee Spiro      **Seconded:** Deputy Mayor Rosenbloom      **Vote:** 6-0

Absent: Trustee Gonzalez

Meeting Date: 02/23/2021  
Resolution #: 02/21/2021

**Resolution of the Mayor and the Board of Trustees of the  
Village of Sleepy Hollow to Approve Consultant Agreement  
for the Police Reform Collaborative Project.**

**WHEREAS,** The Village Board is desirous of hiring a consultant to assist the Village with the Police Reform Collaborative Project, and

**WHEREAS,** Dr. Sophine Charles has submitted the attached proposed engagement agreement to provide this service, and

**WHEREAS,** The Police Chief and Village Administrator have recommended approving this engagement agreement;

**NOW BE IT RESOLVED** that the Board of Trustees hereby approves the attached engagement agreement between the Village of Sleepy Hollow and Dr. Sophine Charles to assist the Village with the Police Reform Collaborative Project.

**Moved:** Trustee Gonzalez      **Seconded:** Deputy Mayor Rosenbloom      **Vote:** 4-0

Absent: Trustees Scaglione, Gebler, Spiro

**Minutes of the Board of Trustees  
Village of Sleepy Hollow**

A work session of the Board of Trustees of the Village of Sleepy Hollow was held on Tuesday, January 19, 2021 at 7:00 P.M. The meeting was broadcasted live. Residents could not attend in person due to the Covid-19 pandemic. The Village Board participated by video.

Present: Mayor Kenneth G. Wray (By Video)  
Deputy Mayor Glenn Rosenbloom (By Video)  
Denise Scaglione (By Video)  
Rachelle Gebler (By Video)  
Sandra Spiro (By Video)  
Sam Gonzalez (By Video)  
John Leavy (By Video) Trustees

Also Present: Anthony Giaccio, Village Administrator (By Video)  
Anthony Bueti, Police Chief (By Video)

Mayor Wray called the work session to order at 7:00 p.m. and read the following statement:

*“Tonight's work session is being convened in accordance with the Governor's Executive Order Number 202.1, dated March 13, 2020, which suspends certain provisions of the New York State Open Meetings Law to allow a municipal board to convene a meeting via videoconferencing. In accordance with the Executive Order, the public has been provided with the ability to view tonight's work session and public hearing, and a transcript will be provided at a later date. I have also confirmed with our Village clerk that this meeting has been duly noticed by posting a notice on the Village's bulletin boards, posting a copy on the Village's website, and listing it on the Village's Facebook page”*

Roll call was taken and the following Village Board members responded “present”:

Deputy Mayor Glenn Rosenbloom	John Leavy	Sandra Spiro
Denise Scaglione	Sam Gonzalez	Rachelle Gebler

**LOWER BEEKMAN TRAFFIC STUDY:** Chief Bueti was asked to comment on a recent in-house traffic study that was conducted on lower Beekman Avenue. Chief Bueti provided statistics from the study and said that traffic calming devices should be installed. The matter was also reviewed by members of the Village Board and Planning Board. The consensus is to install two raised crosswalks, one at the corner of Hudson Street and one at the corner of Clinton Street. The Board was in favor of either hiring an engineer or using the Village Architect to complete construction drawings for this project. The work would be done in the spring. In the meantime, a cone will be placed in the center of the street as a temporary traffic calming measure.

**NEW BROADWAY TRAFFIC STUDY:** Chief Bueti was asked to comment on a recent in-house traffic study that was conducted on New Broadway. Chief Bueti said that the conclusion of the study was that people tend to speed up to catch the light. Chief Bueti recommended making the traffic island at the south end of New Broadway larger. Cones will be placed at that location to see if making the traffic island larger will help slow down traffic.

**POLICE REFORM COLLABORATIVE:** Mayor Wray gave an overview of the Police Reform Collaborative process. Mayor Wray requested a special session later in the meeting to appoint individuals to the Police Reform Collaborative.

**BID WATER LINE REPAIR PROJECT:** Mr. Giaccio informed the Board that the Village Engineer has completed plans to repair a Village owned water line that runs through the Rockefeller Preserve. Funds for this project were allocated in the 2020/2021 capital budget. Mayor Wray requested that this item be on the next Board meeting agenda.

**BID RESERVOIR REPAIR PROJECT:** Mr. Giaccio informed the Board that the Village Engineer has completed plans to repair the Village's reservoir located on the Rockefeller Preserve property. Funds for this project were allocated in the 2020/2021 capital budget. Mayor Wray requested that this item be on the next Board meeting agenda.

**APPROVE TREE INVENTORY:** The Board reviewed a proposal submitted by Arbor Pro to conduct a tree survey for the Village. Funds for this project were allocated in the 2020/2021 capital budget. Mayor Wray requested that this item be on the next Board meeting agenda.

### **SPECIAL SESSION**

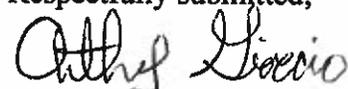
On a motion made by Deputy Mayor Glenn Rosenbloom and seconded by Trustee Leavy, the Board moved to special session. Motion passed 7-0.

Motion was made by Trustee Gonzalez, seconded by Deputy Mayor Rosenbloom confirming the Mayor's appointment of members to the Police Reform Collaborative. Motion passed 7-0.

On a motion made by Trustee Gebler and seconded by Trustee Gonzalez and carried unanimously the Board came out of special session.

At 7:33 the work session was adjourned.

Respectfully submitted,



Anthony Giaccio  
Village Administrator

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# APPENDIX

## D

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

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AUGUST 2020

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# **New York State Police Reform and Reinvention Collaborative**

**Resources & Guide for Public Officials and Citizens**

**August 2020**

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# **A Message from Governor Cuomo**

**Many communities all across the country are dealing with issues concerning their police departments. The millions of people who gathered in protest, even in the midst of a public health crisis, made that clear. The situation is unsustainable for all.**

**Maintaining public safety is imperative; it is one of the essential roles of government. In order to achieve that goal, there must be mutual trust and respect between police and the communities they serve. The success and safety of our society depends on restoring and strengthening mutual trust. With crime growing in many cities, we must seize this moment of crisis and turn it into an opportunity for transformation.**

**While the conflict is real and the issues are complicated, we know in New York that denial or avoidance is not a successful strategy. To that end, on June 12, 2020, I signed an Executive Order requiring each local government in the State to adopt a policing reform plan by April 1, 2021. The Order authorizes the Director of the Division of the Budget to condition State aid to localities on the adoption of such a plan.**

**To ensure these plans are developed through an inclusive process, I called for the New York State Police Reform and Reinvention Collaborative. With more than 500 law enforcement agencies in our large and**

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# APPENDIX

# E



**Law Enforcement Agency  
Accreditation Council**

**New York State  
Law Enforcement Accreditation Program**

**STANDARDS AND COMPLIANCE  
VERIFICATION MANUAL**

*8<sup>th</sup> Edition  
September, 2015*

New York State Division of Criminal Justice Services  
80 South Swan Street, Albany, New York 12210

[www.criminaljustice.ny.gov](http://www.criminaljustice.ny.gov)

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# LAW ENFORCEMENT AGENCY ACCREDITATION PROGRAM OVERVIEW

## Program Basics

The **New York State Law Enforcement Agency Accreditation Program** was established as a voluntary program that would provide law enforcement agencies with a mechanism to evaluate and improve the overall effectiveness of their agency and the performance of their staff. Accreditation is formal recognition that an agency's policies and practices meet or exceed the standards established by the council in the areas of administration, training, and operations.

Article 36, § 846-h of the New York State Executive Law establishes the *Law Enforcement Agency Accreditation Council* (the council). The council is the authoritative body responsible for guiding the direction of the program; developing model standards designed to promote excellence and professionalism in the field of law enforcement; and developing policy to establish program rules and expectations. The council meets quarterly to conduct business, including awarding accreditation to agencies that have demonstrated that they meet the program requirements and are compliant with the standards.

The Division of Criminal Justice Services (DCJS) Office of Public Safety (OPS) administers the program in accordance with the council policies. Accreditation Unit staff members provide training to members of agencies seeking to become accredited; and to assessors, who are independent contractors assigned to verify an agency's compliance with program standards. In addition, OPS program staff members develop resource materials; provide technical assistance to both applicant and accredited agencies to assist them in meeting their goals; conduct site visits of accredited agencies; and provide support-staff services to the council.

The program is made up of 110 different standards, as outlined in this **Standards and Compliance Verification Manual**. Of the 110 total standards, there are 52 Administration, 12 Training, and 46 Operations standards, as described below:

- **Administration** standards encompass such areas as general management, personnel, and relationships with other agencies. They also address organizational issues such as the agency's mission, the delineation of responsibility, and delegation of authority.
- **Training** standards incorporate many requirements that have already been established by the State's Municipal Training Council. The standards are divided into four categories: Basic, In-service, Supervisory, and Records.
- **Operations** standards impact the ways in which agencies conduct the bulk of their crime fighting responsibilities. Major topics include patrol, traffic, criminal investigations, and unusual occurrences.

The standards can be found in this manual, beginning on page 25.

## Composition of the Standards

- **Standard** - the actual **Standard** is always in bold font. Agencies are required to meet every component of each standard to be considered in compliance.

- *Commentary* - many of the standards are accompanied by an italicized *Commentary* which offers background information, clarifies the intent of the standard, and provides guidance on implementing the standard in some instances. For more information, please see the Council Policy, *The Role of Commentaries in Establishing the Intent of Program Standards*.
- *Compliance Verification Strategies* - each standard is accompanied by *Compliance Verification Strategies*, the section below the box. *Compliance Verification Strategies* provide agencies (and assessors) with examples of what can be provided or reviewed in order to demonstrate compliance with the standard. Agency staff should use these strategies as a guide when determining what to include in the file folder or have available when the agency is assessed.

Participating agencies are expected to implement all of the standards in place during their period of accreditation. Please refer to the Council Policy, *Program Standards that Do Not Apply to Every Agency* for information on exceptions.

It is important to note that while the standards generally indicate what must be done to earn accreditation, the chief law enforcement officer has considerable flexibility in determining how the agency will implement the specific requirements needed to comply with the standards. Program assessors have been advised to expect variation in agency policies and procedures when conducting assessments.

## **Becoming an Accredited Law Enforcement Agency**

**APPLICATION:** The accreditation process begins when an agency submits a formal application which must be signed by both the agency's chief law enforcement officer and the municipality's chief elected official. The chief law enforcement officer must also sign and submit the 'Agency Participation Agreement' which outlines the responsibilities of the agency and the Accreditation Council.

**PROGRAM DEVELOPMENT:** A program manager must be appointed to oversee development and then maintenance of the program. Generally, Program Manager Training is held at least once or twice per year, and it's important that any newly appointed program manager attend so they are familiar with the program requirements. Chief law enforcement officers and other command staff are also encouraged to attend since their involvement is crucial to the success of the program.

The program manager is responsible for ensuring the agency has in place policies or procedures to meet each and every standard. They may begin by identifying standards that are already met by existing policies/practices within the agency and then work toward developing policies for those standards that are not met through existing policy. In general, agency staff can expect three levels of policy development:

1. If a current policy or practice meets a standard(s), preparation may be as simple as the chief law enforcement officer signing off on the policy to verify it is still in effect.
2. If a current policy or practice is in place that addresses portions of a standard(s) but not every component, adjustments to the current policy/practice will need to be made in order to meet the standard.
3. Many times, brand new policies and/or procedures need to be developed and implemented in order to meet the standards.

All policies related to accreditation standards must be fully implemented and distributed to affected staff no less than 90 days prior to an agency undergoing an on-site assessment. (See the Council Policy, *Dissemination of Written Directives* for more information.)

Finally, file folders for each standard must be developed, as they are the mechanism by which the program manager can organize the standards, policies, and documentation; and they serve as the main method by which the assessors will verify compliance with the standards. 'Hardcopy' file folders and electronic files are both acceptable means of documenting program compliance.

**ASSESSMENT:** Once an agency has developed and implemented policies and procedures that are aligned with the program standards and created file folders that contain proof of compliance, OPS program staff will coordinate an 'on-site' assessment. The assessments are conducted by independent assessors that have significant experience with the accreditation program. Each assessor that DCJS contracts with is required to meet minimum qualifications; be approved by the council; undergo training by DCJS; and follow specific guidelines to ensure that every agency is assessed objectively and equally.

Agencies are evaluated on their policies and practices **as they pertain to the standards.** The methods that will be used to determine compliance are:

- **Evaluating Written Directives for Compliance with Standard.** Written directives can include general or special orders, standard operating procedures, policies, procedures, or rules and regulations.
- **Documentation of Compliance.** Assessors will look for proof in the file folders that the written directives are up-to-date and are being properly implemented by agency personnel. Proof may include, but not be limited to, reports, files, logs, lesson plans, incident reports, personnel files, and performance evaluations.
- **Interviews with Agency Staff.** Assessors will interview department members – some that are identified in advance by the chief law enforcement officer and others at random - to evaluate their familiarity with written directives for particular standards. Staff members identified by the agency head prior to the on-site assessment are expected to be available to the assessors.
- **General Observations.** This involves verification of standard compliance through direct observation by the assessors (for example, the evidence storage facility.)

Prior to the on-site assessment, a *Standard Compliance Report* (page 23 of this manual) must be completed for every standard. This form is intended for use by both agency staff and the assessors, enabling both parties to quickly determine how compliance is being met.

Assessments are not intended to be adversarial. The assessment team may at times have to work a bit harder to help an agency correct minor errors in their policies and/or documentation, and they will likely use this as an opportunity to provide agency program staff with additional training on program requirements. This is intended to be helpful and give a new agency a better understanding of the program. Minor deficiencies that can be easily corrected on-site generally won't keep the team from recommending accreditation to the council. However, agencies that require a great deal of additional work to bring them into compliance could face having to delay achieving their status of accreditation until they have more time to spend preparing their policies and files. OPS program staff members can assist in determining an agency's readiness for assessment. Also, most assessors cite that agencies that have had a mock assessment conducted prior to their assessment are better prepared, so the council strongly encourages this as a final task in the preparation process.

Before the assessment team concludes their on-site assessment they will meet with the agency head and program manager to discuss their team's findings. If compliance is a concern, the assessors will make them aware of any reluctance to recommend accreditation to the council. The agency, assessment team, and OPS program staff can then determine the best course of action prior to the report being forwarded to the council.

**ACCREDITATION:** The Law Enforcement Accreditation Council meets quarterly (in the months of March, June, September and December.) Agencies that are recommended for accreditation will be invited to attend the next scheduled meeting to receive their Certificate of Accreditation upon a vote of approval by the council. Agencies are accredited for a period of five years.

**PROGRAM MAINTENANCE:** In order to remain in good standing, agencies must maintain compliance with all program standards throughout the period of accreditation. The key to successfully maintaining accreditation hinges on the commitment that the agency makes to the program. It's imperative that the accredited agency program staff work to keep its files, policies, and records up-to-date. Accredited agencies must submit the Annual Compliance Survey each year to document areas of compliance and notify OPS program staff of any areas of non-compliance that would require corrective action.

Becoming accredited may seem overwhelming at times, but OPS program staff is available to offer technical assistance throughout the process. In addition, a variety of useful tools and publications are available on our website at <http://www.criminaljustice.ny.gov/ops/docs/index.htm>. Under 'Forms', the Master Plan and the Log Sheet can be very useful in keeping agency program staff organized and the development of the program on track.

For more in-depth information about the Law Enforcement Accreditation Program, from the website above click on 'Publications'. There you will find the **Blueprint for Effective Law Enforcement**, which provides overall program information; and the **Implementation Guide**, which covers the process for implementing a program within an agency.

# APPENDIX

## F

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# APPENDIX

# G

**CHAIN OF COMMAND**

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**PURPOSE**

To establish the rank structure of the Sleepy Hollow Police Department.

**POLICY**

It shall be the policy of the department to adhere to its order of rank/chain of command in order to avoid conflicts and promote unity of command.

**PROCEDURE**

Supervising Authority

1. The Police Department of the Village of Sleepy Hollow, Westchester County, New York, shall be supervised by the village board of trustees, which consists of a mayor and six trustees.

Chief of Police

2. It shall be the duty of the Chief of Police to administer the police department of said village, of which department he/she shall be the chief executive officer, and he/she shall have full control of the members thereof, subject to direction of said village board.

Sworn Rank Structure

3. Descending order of rank:
  - a. Chief of Police;
  - b. Police Lieutenant;
  - c. Police Sergeant;
  - d. Detective/Police Officer.

Presence of Equal Rank

4. Command is exercised by virtue of office or special assignment of officers who are eligible by law to exercise command.
5. Subject to direction from higher command, a commanding officer has direct control over all members and employees within his command.

## ORGANIZATION

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6. When officers of equal rank are present and in the performance of the same operation, the senior ranking officer shall be in command, except as outlined in Section 102-3 of this manual.

### Seniority

7. Seniority is determined

- |         |  |
|---------|--|
| First:  | By rank;   |
| Second: | By continuous service in rank;   |
| Third:  | By date of appointment to previous rank or ranks in the Sleepy Hollow Police Department; |
| Fourth: | By highest score on civil service list from which appointments were made.                |

# APPENDIX

## H

## POLICE OFFICER

**DISTINGUISHING FEATURES OF THE CLASS:** Under supervision, this position involves responsibility for the protection of lives and property and the enforcement of all laws and ordinances in a town, village, the Cities of Rye or Peekskill or Westchester County. While the work consists primarily of routine patrol tasks and is performed under supervision of a higher ranking officer, Police Officers are required to exercise sound, independent judgment by applying relevant laws, rules and regulations in the performance of their duties and in emergency situations. Police officers undergo rigorous classroom and on-the-job training to acquire the knowledge, skills and abilities necessary to satisfactorily carry out their assignments. Incumbents must be able to and must maintain the ability to carry a firearm. Does related work as required.

### **EXAMPLES OF WORK:** (Illustrative Only)

Patrols an area either on foot, in a patrol car, on a motorcycle or other patrol vehicle, in order to prevent and detect crime and protect the lives and property of citizens;

Takes appropriate action at the scene of a crime when discovered during patrol or when dispatched to the scene, e.g.; administers first aid, interviews victims, gathers evidence, protects crime scene, makes arrests, etc.;

Checks doors and windows of unoccupied business and residential property;

Investigates suspicious activities and makes arrests for violations of applicable laws and ordinances, and has violators booked on charges;

Directs traffic, handles accidents, and issues summonses to traffic violators;

Escorts prisoners to and appears in court to testify and substantiate charges;

Watches for and makes investigations for wanted or missing persons, stolen cars and property;

Responds to a variety of citizen's complaints and requests for assistance;

Checks vehicles for overtime and other parking violations;

Maintains order in crowds;

Operates police radio equipment and keeps logs of transmissions and receptions;

EXAMPLES OF WORK: (Illustrative Only) (Continued)

Broadcasts radio messages and sends teletype messages;

Monitors holding cells when occupied by prisoners;

Responds to medical emergencies and administers first aid and C.P.R. to victims as appropriate to preserve life and provide temporary emergency care of personal injuries; may be required to assist in moving victims to ambulance or to safety;

Prepares and submits daily reports as required in conjunction with assignments;

Uses computer applications such as spreadsheets, word processing, calendar, e-mail and database software in performing work assignments.

REQUIRED KNOWLEDGE, SKILLS, ABILITIES AND ATTRIBUTES: Ability to read and understand the provisions of the New York State Penal Law, Code of Criminal Procedure, Vehicle and Traffic Law and local laws and ordinances; ability to understand and carry out complex oral and written instructions; ability to express oneself clearly and concisely in writing and conversation; ability to drive an automobile and/or motorcycle on patrol and in high speed pursuit situations; ability to pursue on foot (i.e. chase) and restrain individuals; ability to effect a full physical custody arrest; good powers of observation and memory; ability to qualify in the handling of firearms and to exercise good judgement and restraint in the use of such weapons and other types of physical force; ability to effectively relate to and work cooperatively with others; ability to deal with the public effectively and efficiently while maintaining a professional atmosphere in order to assist people in all type of situations with intelligence and courtesy; ability to tolerate long and stressful tours of duty which may include rotating shifts, encountering hostility and resentment from others and/or adverse weather conditions; ability to remain calm and to think and act appropriately under pressure; ability to handle emergencies quickly and appropriately including the ability to make split second decisions when necessary; ability to read, write, speak, understand, and communicate in English sufficiently to perform the essential duties of the position; ability to effectively use computer applications such as spreadsheets, word processing, calendar, e-mail and database software; excellent moral character and habits; honesty and integrity; good judgement; even temperament; emotional maturity; high degree of courage; no conviction of a felony; freedom from any innate or acquired nervousness; tact; dependability; physical condition commensurate with the position.

MINIMUM ACCEPTABLE TRAINING AND EXPERIENCE: Possession of a high school or general equivalency diploma.

SPECIAL REQUIREMENTS:

AGE: At time of appointment, candidates must not be less than 20 years of age. (Minimum age requirement for this position has been set in accordance with Section 58 of the Civil Service Law.)

DRIVER'S LICENSE: Possession of a valid New York State Driver's License at the time of appointment.

CITIZENSHIP: Candidates must be United States Citizens at the time of appointment.

PHYSICAL AND MEDICAL TESTS: Candidates must pass medical, psychological and physical fitness screening examinations before qualifying for appointment.

Candidates may be subject to a pre-employment background investigation that may include, but may not be limited to, a criminal record search and a substance abuse test to determine suitability for appointment as a Police Officer.

SPECIAL REQUIREMENT FOR PERMANENT APPOINTMENT: Successful completion of the Municipal Police Training Council's Police Officer Basic Training Course.

## POLICE SERGEANT

**DISTINGUISHING FEATURES OF THE CLASS:** Under supervision of a higher ranking officer, an incumbent of this position has immediate charge of the activities of police officers (5th through 1st grade) of a town, village or city police department on an assigned shift. Incumbent serves as a first-line supervisor, responsible for coordinating and supervising police officers to ensure that they are properly executing their individual and collective assignments and duties in a diligent, responsible manner and in accordance with applicable laws and procedures. Supervision is exercised over the police officers through inspection and the assignment of duties in accordance with general instructions received from officers of higher rank. An incumbent must be able to and must maintain the ability to carry a firearm. Does related work as required.

### **EXAMPLES OF WORK:** (Illustrative Only)

Supervises and assists in the day to day operations of his/her assigned shift;

Books prisoners and sees that correct charges are placed;

Keeps all records of persons arrested, detained, or released on bond;

Transmits orders to police officers personally or by telephone;

Inspects each platoon before it goes on duty for compliance with departmental regulations;

Maintains order and is in charge of prisoners in court;

Operates teletype equipment;

Maintains a daily report of activities during an assigned shift;

Checks police officers in the performance of duties and makes suggestions for better execution of work;

Reports any breach of duty or inefficiency;

Directs and performs criminal investigations when assigned;

Has charge of photographing and fingerprinting prisoners and has responsibility for the proper filing and classifications of identification records;

Takes statements and affidavits from suspects and witnesses;

Occasionally takes charge of traffic detail;

Reviews the daily reports submitted by police officers;

Uses computer applications or other automated systems such as spreadsheets, word processing, calendar, e-mail and database software in performing work assignments.

REQUIRED KNOWLEDGE, SKILLS, ABILITIES AND ATTRIBUTES: Good knowledge of modern principles and practices of police work; good knowledge of controlling laws and ordinances; good knowledge of the geography of the town, village or city; ability to deal courteously, but firmly with the general public; ability to work under condition of high stress and pressure; ability to handle emergencies quickly and appropriately; ability to understand and carry out complex oral and written instructions; ability to read, write, speak, understand, and communicate in English sufficiently to perform the essential duties of the position; ability to use computer applications such as spreadsheets, word processing, e-mail and database software; good powers of observation; conscientiousness and good judgment; physical condition commensurate with the duties of the position.

MINIMUM ACCEPTABLE TRAINING AND EXPERIENCE: Eligibility for promotion: 48 months continuous permanent competitive class status as a Police Officer in the appointing jurisdiction.

## POLICE OFFICER (SPANISH SPEAKING)

**DISTINGUISHING FEATURES OF THE CLASS:** Under supervision, this position involves responsibility for the protection of lives and property and the enforcement of all laws and ordinances in a town, village, the Cities of Rye or Peekskill or Westchester County. While the work consists primarily of routine patrol tasks and is performed under supervision of a higher ranking officer, Police Officers are required to exercise sound, independent judgment by applying relevant laws, rules and regulations in the performance of their duties and in emergency situations. Duties require a high degree of proficiency in both English and Spanish, providing interpretive and information services. Police officers undergo rigorous classroom and on-the-job training to acquire the knowledge, skills and abilities necessary to satisfactorily carry out their assignments. Incumbents must be able to and must maintain the ability to carry a firearm. Does related work as required.

### **EXAMPLES OF WORK:** (Illustrative Only)

Communicates in English and Spanish, both orally and in writing;

Patrols an area either on foot, in a patrol car, on a motorcycle or other patrol vehicle, in order to prevent and detect crime and protect the lives and property of citizens;

Takes appropriate action at the scene of a crime when discovered during patrol or when dispatched to the scene, e.g.; administers first aid, interviews victims, gathers evidence, protects the crime scene, makes arrests, etc.;

Checks doors and windows of unoccupied business and residential property;

Investigates suspicious activities and makes arrests for violations of applicable laws and ordinances, and has violators booked on charges;

Directs traffic, handles accidents, and issues summonses to traffic violators;

Escorts prisoners to and appears in court to testify and substantiate charges;

Watches for and makes investigations for wanted or missing persons, stolen cars and property;

Responds to a variety of citizen's complaints and requests for assistance;

Checks vehicles for overtime and other parking violations;

Maintains order in crowds;

Operates police radio equipment and keeps logs of transmissions and receptions;

EXAMPLES OF WORK: (Illustrative Only) (Continued)

Broadcasts radio messages and sends teletype messages;

Monitors holding cells when occupied by prisoners;

Responds to medical emergencies and administers first aid and C.P.R. to victims as appropriate to preserve life and provide temporary emergency care of personal injuries; may be required to assist in moving victims to ambulance or to safety;

Prepares and submits daily reports as required in conjunction with assignments;

Uses computer applications such as spreadsheets, word processing, calendar, e-mail and database software in performing work assignments.

REQUIRED KNOWLEDGE, SKILLS, ABILITIES AND ATTRIBUTES: Ability to read and understand the provisions of the New York State Penal Law, Code of Criminal Procedure, Vehicle and Traffic Law and local laws and ordinances; ability to understand and carry out complex oral and written instructions; ability to express oneself clearly and concisely in writing and conversation; ability to read, speak and listen to the Spanish language at a level sufficient to pass a Spanish language proficiency test; ability to drive an automobile and/or motorcycle on patrol and in high speed pursuit situations; ability to pursue on foot (i.e. chase) and restrain individuals; ability to effect a full physical custody arrest; good powers of observation and memory; ability to qualify in the handling of firearms and to exercise good judgement and restraint in the use of such weapons and other types of physical force; ability to effectively relate to and work cooperatively with others; ability to deal with the public effectively and efficiently while maintaining a professional atmosphere in order to assist people in all type of situations with intelligence and courtesy; ability to tolerate long and stressful tours of duty which may include rotating shifts, encountering hostility and resentment from others and/or adverse weather conditions; ability to remain calm and to think and act appropriately under pressure; ability to handle emergencies quickly and appropriately including the ability to make split second decisions when necessary; ability to read, write, speak, understand, and communicate in English sufficiently to perform the essential duties of the position; ability to effectively use computer applications such as spreadsheets, word processing, calendar, e-mail and database software; excellent moral character and habits; honesty and integrity; good judgement; even temperament; emotional maturity; high degree of courage; no conviction of a felony; freedom from any innate or acquired nervousness; tact; dependability; physical condition commensurate with the position.

MINIMUM ACCEPTABLE TRAINING AND EXPERIENCE: Possession of a high school or general equivalency diploma.

SPECIAL REQUIREMENTS:

**AGE:** At time of appointment, candidates must not be less than 20 years of age. (Age requirements for this position have been set in accordance with Section 58 of the Civil Service Law.)

**DRIVER'S LICENSE:** Possession of a valid New York State Driver's License at the time of appointment.

**CITIZENSHIP:** Candidates must be United States Citizens at the time of appointment.

**PHYSICAL AND MEDICAL TESTS:** Candidates must pass medical, psychological and physical fitness screening examinations before qualifying for appointment.

Candidates may be subject to a pre-employment background investigation which may include, but not be limited to, a criminal record search and a substance abuse test to determine suitability for appointment as a Police Officer.

**SPECIAL REQUIREMENT FOR PERMANENT APPOINTMENT:** Successful completion of the Municipal Police Training Council's Police Officer Basic Training Course.

Towns, Villages,  
Cities of Rye & Peekskill  
J. C.: Competitive  
1c

Job Class Code: 0135

## POLICE LIEUTENANT

**DISTINGUISHING FEATURES OF THE CLASS:** Under general supervision of the Police Chief, the incumbent of this position assumes command and directs the operations of a town, village or City (Rye or Peekskill) Police Department during an assigned shift, and supervises its operation according to established procedures and policies. An incumbent must be able to and must maintain the ability to carry a firearm. Supervision is exercised over a substantial number of subordinate level police officers and the incumbent may assume the duties of Police Chief in his/her absence. Does related work as required.

### **EXAMPLES OF WORK:** (Illustrative Only)

Directs and monitors the activities of patrol forces and headquarters staff during an assigned shift;

Assigns tasks to subordinates, and reviews operations;

Gives instructions to subordinate officers as to methods of correcting faults;

Directs raids and makes arrests;

Directs police activities at riots, serious crimes, fires or unusual disorders;

Investigates crimes where unusual and/or difficult law enforcement problems are likely to occur;

Prepares or oversees the preparation of complex federal and state clerical reports of the activities of the police department;

Investigates complaints regarding departmental policies and methods;

Uses computer applications such as spreadsheets, word processing, calendar, e-mail and database software in performing work assignments.

**REQUIRED KNOWLEDGE, SKILLS, ABILITIES AND ATTRIBUTES:** Thorough knowledge of modern principles and practices of police work; thorough knowledge of controlling laws and ordinances; thorough knowledge of the geography of the town, village, or city; ability to instruct and direct subordinate officers; ability to effectively use computer applications such as spreadsheets, word processing, calendar, e-mail and database software; ability to read, write, understand and communicate in English sufficiently to perform the essential duties of the position; skill in the use of firearms; familiarity with the operation of radio; ability to deal courteously but firmly with the general public; good judgment; good powers of observation; tact; physical condition commensurate with the demands of the position.

**MINIMUM ACCEPTABLE TRAINING AND EXPERIENCE:** Eligibility for promotion may be restricted to the next lower rank or ranks:

**If open to Sergeant:** 1 year of permanent service as a Sergeant.

**If open to entire Department:** 5 years of permanent service as a Police Officer.

Towns & Villages  
Cities of Rye & Peekskill  
J. C.: Competitive  
1h

Job Class Code: 0132

## POLICE CHIEF

**DISTINGUISHING FEATURES OF THE CLASS:** The Police Chief is the commanding officer of the Police Force and administers the activities of a municipal police department. Incumbent is responsible to the local governing body for the execution of all laws, rules, and regulations of the department, which includes the apprehension of violators, the protection of the citizens and the maintenance of high standards of efficiency within the department. Incumbent must be able to and must maintain the ability to carry a firearm. Supervision is exercised over subordinate police officers in the department. Does related work as required.

### **EXAMPLES OF WORK:** (Illustrative Only)

Issues working orders for the department;

Organizes the force into units to handle different kinds of work and assigns officers to posts;

Reviews reports and activities of officers;

Takes disciplinary action where necessary in accordance with the provisions of the civil service law;

Organizes and administers a training program in police methods and procedures for recruits and regular officers of the department;

Supervises the activities of the police force at all serious fires or disorders;

Prepares or directs the preparation of oral and written reports;

Cooperates with other law enforcement agencies and the public;

Directs the investigation of major criminal offenses;

Recommends the purchase of necessary supplies and equipment;

Delivers talks on safety and other law enforcement problems;

Keeps abreast of the latest developments in modern police methods

Uses computer applications such as spreadsheets, word processing, calendar, e-mail and database software in performing work assignments.

**REQUIRED KNOWLEDGE, SKILLS, ABILITIES AND ATTRIBUTES:** Thorough knowledge of police administration and methods; thorough knowledge of scientific methods of crime detection and criminal identification; thorough knowledge of controlling laws and ordinances; ability to plan and direct the activities of police officers; ability to read, write, speak, understand, and communicate in English sufficiently to perform the essential duties of the position; ability to effectively use computer applications such as spreadsheets, word processing, calendar, e-mail and database software; resourcefulness; sound judgment; initiative; good powers of observation; tact; physical condition commensurate with the duties of the position.

**MINIMUM ACCEPTABLE TRAINING AND EXPERIENCE:** Eligibility for promotion may be restricted to the next lower rank or ranks.

**A. Departments in which the direct-line of promotion is Police Captain:**

- 1) Captain: One year of permanent competitive class service as a Police Captain.
- 2) If open to Lieutenant: Two years of permanent competitive class service as a Police Lieutenant.
- 3) If open to Sergeant: Three years of permanent competitive class service as a Police Sergeant.

**B. Departments in which the direct-line of promotion is Police Lieutenant:**

- 1) Lieutenant: One year of permanent competitive class service as a Police Lieutenant.
- 2) If open to Sergeant: Two years of permanent competitive class service as a Police Sergeant.

**C. Departments in which the direct-line of promotion is Police Sergeant:**

- 1) Sergeant: One year of permanent competitive class service as a Police Sergeant.
- 2) If open to Police Officer: Six years permanent competitive class service as a Police Officer.

**D. If open to entire department:** Seven years of permanent competitive class service as a Police Officer.

MINIMUM ACCEPTABLE TRAINING AND EXPERIENCE (Cont'd):

OPEN-COMPETITIVE QUALIFICATIONS:

1. Type 'C' Police Department: Ten (10) years as a police officer in New York State in an organized police department, three (3) years of which must have been in a supervisory rank which included responsibilities as an administrative supervisor\*. (see note)
2. 'B' Police Department: Seven (7) years as a police officer in New York State in an organized police department, two (2) years of which must have been in a supervisory rank which included responsibilities as an administrative supervisor\*.
3. Type 'A' Department: Four (4) years as a police officer in New York State in an organized police department plus one year in a supervisory rank above that of police officer.

\*Note: Administrative supervision is defined as directing the activities of a large subordinate staff, including subordinate supervisors. That is, a second-line supervisor or above with direction over activities through subordinate levels of supervision.

# APPENDIX

J

# Essential Duties for Sleepy Hollow PD Lieutenant

The following duties are essential for this position, in addition to the duties of a Police Officer a Lieutenant shall:

Enforces criminal laws; conducts preliminary and follow-up investigations for misdemeanors and felonies.

Assists Chief in overseeing enforcement of applicable laws, codes, ordinances and regulations.

Provides Department leadership in absence of Chief.

Develops, implements and evaluates Department policies and procedures; provides interpretation of policies for staff members.

Recommends policy or procedure changes.

Coordinates daily operations of the Department; reviews daily activities and reports.

Supervises and coordinates activities at major incidents and events within jurisdiction.

Supervises, directs and evaluates assigned staff; assists with complex or problem situations; provides information, advice and technical and managerial expertise.

Interviews candidates for employment and participates in hiring decisions.

Supervises or conducts internal investigations; reviews Department vehicle accidents/pursuits.

Reviews Department compliance with applicable codes, laws, rules, regulations, standards, policies and procedures; recommends or initiates actions necessary to correct deviations or violations.

Ensures adherence to established safety procedures; monitors work environment and use of safety equipment to ensure safety of employees and other individuals.

Coordinates citizen complaints process; responds to complaints and questions related to Department operations; provides information and education, researches problems and initiates problem resolution.

Supervises, directs and evaluates assigned staff; provides information, advice and expertise.

Schedules shift and day-off assignments; maintains personnel files; monitors compliance with employment regulations; assigns personnel to training programs.

Conducts internal investigations into officer's conduct; disciplines and/or recommends discipline if misconduct is proven. Assists in developing Department budgets.

Coordinates payroll activities; reviews and analyzes time sheets and attendance records.

Compiles and monitors various administrative and statistical data pertaining to Department operations; analyzes data and identifies trends; prepares or generates reports.

Maintains comprehensive, current knowledge of applicable laws and regulations; maintains awareness of new trends and advances in law enforcement techniques and tools; reads professional literature; maintains professional affiliations; attends conferences and training.

Ability to collect, coordinate, evaluate, classify, prioritize and analyze data.

Ability to issue orders and oversee their implementation.

Ability to provide guidance, assistance and interpretation regarding the application of procedures and standards to specific situations.

Ability to be on 24-hour call for major incidents.

The above duties are normal for this position. These are not to be construed as exclusive or all-inclusive. Other duties may be required and assigned.

# Essential Duties for Sleepy Hollow PD Detective Sergeant

The following duties are essential for this position, in addition to the duties of a Police Officer a Detective Sergeant shall:

Enforces criminal laws; conducts preliminary and follow-up investigations for misdemeanors and felonies.

Supervises, directs and evaluates assigned staff; provides direction, advice and expertise; assists with complex and sensitive situations.

Establishes covert identities and performs undercover duties as required.

Conducts surveillance; operates and maintains photographic and overt or covert electronic surveillance equipment; monitors movement, locations and associations of individuals.

Gathers and maintains sensitive criminal intelligence; develops and interviews informants; maintains detailed confidential information files and records.

Establishes and maintains liaisons with other criminal justice agencies, individuals and organizations to develop sources of information; identifies and interviews known and potential victims, witnesses and suspects.

Gathers and processes evidence at crime scenes; photographs, catalogs and packages evidence.

Analyzes data from crime scenes and other sources; establishes validity and significance of information; categorizes, cross-references and files information; reviews data for trends and significant inter-relationships.

Develops necessary paperwork for investigations; prepares probable cause affidavits; obtains search warrants, arrest warrants and subpoenas.

Collects information regarding organized crime and white collar crime.

Submits reports of refined information orally and in writing to superiors; provides advance notification of pending situations to superiors.

Disseminates information to other Department units and criminal justice agencies; cooperates with and assists outside criminal justice agencies in investigations of mutual concern; cooperates with and assists in grand jury investigations; serves as information liaison.

Plans strategy for making arrests; apprehends and arrests violent and non-violent suspects.

Completes arrest report narratives and written narratives on incidents and offenses; takes field

notes and written statements from witnesses; prepares statistical or analytical reports.

Assists in preparation of cases for trial; interrogates suspects and interviews witnesses; conducts line-up or photo displays; testifies and presents evidence in court proceedings.

Assists with the selection and training of potential detectives; reviews case reports and tactical action plans of subordinates.

Reviews activities to ensure compliance with applicable codes, laws, rules, regulations, standards, policies and procedures; makes recommendations or initiates actions necessary to correct deviations or violations.

Maintains awareness of new equipment and techniques used in investigative procedures; reads professional literature; attends conferences and training.

The above duties are normal for this position. These are not to be construed as exclusive or all-inclusive. Other duties may be required and assigned.

# Essential Duties for Sleepy Hollow PD Detective

The following duties are essential for this position, in addition to the duties of a Police Officer a Detective shall:

Enforces criminal laws; conducts preliminary and follow-up investigations for misdemeanors and felonies.

Establishes covert identities and performs undercover/ plain clothes duties as required.

Conducts surveillance; operates and maintains photographic and overt or covert electronic surveillance equipment; monitors movement, locations and associations of individuals.

Gathers and maintains sensitive criminal intelligence; develops and interviews informants; maintains detailed confidential information files and records.

Establishes and maintains liaisons with other criminal justice agencies, individuals and organizations to develop sources of information; identifies and interviews known and potential victims, witnesses and suspects.

Gathers and processes evidence at crime scenes; photographs, catalogs and packages evidence; sketches, photographs and videotapes crime scenes; protects integrity of crime scenes.

Performs evidence room functions, including audits; recovers and inventories stolen property.

Analyzes intelligence data and data from crime scenes; establishes validity and significance of information; categorizes, cross-references and files information; reviews data for trends and significant inter-relationships.

Develops necessary paperwork for investigations; prepares probable cause affidavits; obtains search warrants, arrest warrants and subpoenas.

Disseminates information to other Department units and criminal justice agencies; cooperates with and assists outside criminal justice agencies in investigations of mutual concern.

Advises persons of constitutional rights; conducts field searches of arrested persons; handcuffs, fingerprints, photographs and books prisoners; determines emotional stability of prisoners; explains arrest or nature of complaint to offenders; guards prisoners to prevent escape or suicide attempts; informs prisoners of bail system; inventories prisoner's belongings; transports prisoners.

Takes field notes and written statements from witnesses; prepares statistical or analytical reports.

Assists in preparation of cases for trial; interrogates suspects and interviews witnesses; conducts line-up or photo displays; testifies and presents evidence in court proceedings.

Maintains awareness of new trends and advances in investigative procedures; reads professional literature; maintains professional affiliations; attends conferences and training.

Reviews, prioritize, classify, analyze and record data.

The above duties are normal for this position. These are not to be construed as exclusive or all-inclusive. Other duties may be required and assigned.

# **Essential Duties for Sleepy Hollow PD Police Officer**

During an assigned tour of duty, on foot, or in an automobile, patrols a designated area to provide assistance and protection for persons, to safeguard property, to assure observance of the law, and to apprehend law-breakers; does related work as required.

## **PREPARATION FOR WORK**

Attends roll call in proper uniform, listening to information and assignments given orally, and reads "squeal sheet," bulletin board, and/or logs of previous shifts, in order to establish presence, receive assignments, and to maintain continuity of service or action.

Inspects and maintains patrol car by visually checking and/or operating all equipment, by arranging for washing, waxing, and mechanical service, and by taking patrol car to service location in order to insure that vehicle is ready for patrol.

Inventories and maintains equipment carried in patrol car such as first aid kit, oxygen supply, blanket, flares, etc., by utilizing an equipment check list, and by replacing missing or damaged items in order to assure readiness for patrol.

Maintains issued uniform and weapons, by arranging for cleaning and reassembling firearms in order to assure their proper appearance and serviceability.

## **FIGHTS AND DOMESTIC DISPUTES**

Separates parties involved in a fight situation by physically intervening or escorting one party out of reach of the other, in order to prevent injury to any of the parties involved.

Attempts to calm parties involved in a fight situation by asking each party to tell or discuss his or her side, in order to gain control of the situation.

Discusses possible solutions with parties involved in a dispute by referring parties to appropriate services and explaining legal recourse, in order to fully resolve the dispute or prevent its recurrence.

Arrests one or more parties in a fight situation, by using standard procedures, in order to restore peace.

## **GENERAL PATROL**

Patrols throughout assigned area either on foot or in patrol car or by other means, looking for anything unusual in order to increase patrol visibility and prevent crime, or to discover crime in progress.

Maintains radio communications with headquarters by operating portable radios or patrol car radio in order to facilitate patrol activities.

Assesses situations by utilizing information received from the dispatcher and by visually and orally inspecting premises and surrounding environment in order to make decisions concerning choice of actions and equipment.

Issues summonses for various violations of municipal ordinances and state laws by writing the required information on summons and delivering a copy to the accused, in order to enforce the law.

Facilitates the remediation of miscellaneous hazardous conditions (e.g., road obstructions, malfunctioning signals, etc.) by direct action or by notifying appropriate agencies, in order to restore safe conditions in the assigned sector.

Maintains surveillance of persons suspected of unlawful activity and notifies supervisor, or detectives of important

information, in order to facilitate the investigative procedure.

Reports, or receives description(s) of suspect(s) at large by radio transmission in response to, or back-up for, criminal actions, in order to aid, or to enlist aid of fellow officers in the apprehension of suspects/perpetrators.

Attempts to disarm persons threatening others with a weapon by using calming conversation and obtaining assistance, in order to neutralize a dangerous situation.

Secures the scene of a crime, or emergency by blocking off the area with barricades, ropes, etc., and by standing guard in order to prevent damage, loss, or injury.

Records patrol activities by filling out memo books after each call in order to account for actions, mileage, and time on a daily basis.

## **SERVICE CALLS**

Promotes good will by talking casually with people, answering questions, referring citizens to other services, and learning of situations requiring police action in order to gain the confidence and support of community members.

Controls crowd at emergency scene, following established procedures, in order to insure that emergency services can be performed quickly and safely.

Assists in evacuation of buildings, or areas by orally ordering people to leave or by physically escorting them from the area in order to remove them from danger.

Examines ill or injured persons, and administers the appropriate first aid treatment in order to prevent further injury or loss of life.

Gives assistance to operators of disabled vehicles by repairing driver and occupants to a place where shelter, or assistance can be obtained in order to alleviate a potentially dangerous situation.

Returns lost children by interrogating passers-by, and responsible persons in the area where children were discovered in order to restore the children to the custody of their parents or guardians.

Blocks suicide attempts by talking to persons threatening and/or attempting suicide, comforting and reassuring them in order to convince them to give up the suicide attempt.

## **TRAFFIC CONTROL AND ENFORCEMENT OF TRAFFIC LAWS**

Directs, or re-routes vehicle and pedestrian traffic at emergency scenes at high volume traffic locations, and at school crossings, using hand signals, flares, and/or barricades, in order to insure the safety of pedestrians and the smooth flow of traffic.

Drives patrol car in an unspecified pattern and at varying speeds in order to increase police visibility and to discourage traffic violations and other such occurrences.

Operates radar/ Lidar equipment in patrol unit in order to apprehend speeding law violators.

Pursues detected traffic violators by using patrol vehicle and equipment as required in order to apprehend violators.

Reports action after apprehending traffic violator to the dispatcher, using the radio in order to communicate the location, request back-up (if required), and to request motor vehicle and warrant check.

Interviews or interrogates motor vehicle operators and visually inspects operator's license, vehicle registration, and proof of insurance card, in order to obtain information and admission or confession to violations of motor vehicle code.

Evaluates statements, facts, and evidence to determine if a traffic ticket should be issued as a result of an operator's actions.

Warns motor vehicle operators of observed traffic violations by orally informing them of their actions and explaining related provisions of the motor vehicle code, in order to discourage future violations.

Issues traffic summons to observed traffic violators by writing the required information on the summons, giving the violator his copy, and explaining the violation and procedure for compliance, in order to enforce traffic regulations.

Observes behavior and administers appropriate test(s) to suspected violators in order to determine whether they are under the influence of drugs, narcotics, or alcohol.

## **MOTOR VEHICLE ACCIDENTS**

Summons ambulance, wrecker, or other emergency equipment needed at an accident scene in order to provide the necessary services as quickly as possible.

Protects accident scene from disturbance by appropriately positioning police car and by lighting and placing flares at strategic locations in order to divert traffic and to prevent further destruction, or removal of evidence.

Removes (or assists in removing) dead or injured from wrecked and/or overturned vehicles by manually lifting them.

Identifies, protects, and documents any short-lived evidence found at the accident scene, using approved departmental procedures in order to prevent evidence from being overlooked or destroyed.

At the scene of a motor vehicle accident, interviews operators, occupants, and witnesses, using simple interviewing techniques and writing notes of important information in order to help determine how, when, and why the accident occurred.

Explains procedures that motor vehicle operators should follow concerning insurance claims and filing accident forms.

Completes accident report forms by printing or typing data gained from accident investigation (including a short narrative and a diagram of the accident) in order to officially record the results of the investigation and to provide information to all parties involved.

## **INVESTIGATIONS**

Locates and interrogates available witnesses after an incident by talking with people in the area in order to obtain information for further investigation.

Make notes of activities and facts of initial investigations in order to record information for future reference.

Collects and labels evidence taken from the crime scene, using approved departmental procedures, in order to preserve evidence.

Relates suspicious activities and other important information to detectives by direct or written communication in order to facilitate the investigative process.

Takes photographs, or directs a photographer to take specific pictures at a crime scene in order to establish visual evidence.

Searches property involved in criminal incidents by visual inspection and by disassembling property items when necessary in order to discover dangerous objects, missing items, or other evidence.

Attempts to locate owners of damaged property by utilizing existing records and/or questioning area residents in

order to inform the owner of the damage and to obtain information.

Prepares property report on items to be used as evidence in order to document its existence, characteristics, and availability.

Prepares investigative reports, or supplements for each phase of an investigation in order to provide an official running record of the investigation.

Completes request for examination of evidence forms, including a narrative description of the crime and a checklist of evidence in order to insure a thorough analysis of the evidence.

## **ARRESTS**

Apprehends and subdues suspects by chasing them on foot, or in patrol car and by using physical force and applying handcuffs, if necessary, in order to take suspect into custody and to prevent injury to the officer or others.

Searches the body and clothing of suspects for possible weapons, using visual and physical means in order to insure the safety of the officer and others.

Transports arrested persons to headquarters, or detention facility, using handcuffs and other security measures necessary in order to book them according to proper procedures.

Advises parents of juvenile offenders in custody of procedures relative to the case in order to insure that parents understand their responsibilities.

Reads "Constitutional Rights" to suspect and obtains signature from suspect on the written statement of the rights in order to effect a lawful arrest.

Identifies suspect by inspecting his driver's license or similar document(s) in order to assist in determining if suspect has a prior arrest on record.

Fingerprints and/or photographs violators or suspects using equipment at the I.D. station, in order to process a standard arrest.

Completes reports necessary to substantiate an arrest by printing, or typing all required information (including a narrative description) on appropriate forms in order to document an arrest.

Contacts appropriate court authority by telephone in order to determine the amount of bail or bond required to release the accused.

Transports arrested persons according to appropriate criminal code (juvenile, adult, female, etc.) in order to situate detained parties at required locations.

## **COURT TESTIMONY: PREPARATION AND APPEARANCE**

Prepares to testify in court by collecting documents, reports and other evidence related to the case, reading all reports and notes, and talking with other officers, supervisors, solicitors, and witnesses, in order to insure accuracy and effectiveness of testimony.

Testifies in court by presenting facts and/or evidence related to the case and by answering attorney's and magistrate's questions in order to help insure the proper disposition of the case.

## **SUPPORTIVE DUTIES**

Process incoming calls by listening to caller and identifying important information, determining what action to take (i.e., dispatching a patrol car to investigate, or referring caller to another agency) and initiating this action in order to insure an appropriate response.

Dispatches patrol cars via radio by selecting and contacting available units and by transmitting the location and nature of problem to the selected cars in order to respond to incoming calls, or to provide support for primary units.

Maintains log of all incoming calls and radio transmissions by recording information (i.e., time call is received, unit dispatched, unit arrives, unit leaves, and location and nature of emergency) on appropriate forms in order to provide documentation of activities.

Operates computer terminal by entering or reading information on screen in order to transmit, or to receive data from New York State E-Justice Portal., or other central information source.

Guards prisoners and arrested persons by appropriately positioning self in relation to prisoners, and by using handcuffs when necessary in order to prevent escape and to protect the prisoners from harm.

Makes a check of jailed prisoners by touring the facility at regular time intervals, and by making a notation on each cell sheet in order to account for the presence and safety of all prisoners.

Spanish speaking officer shall be able to perform the above duties by speaking Spanish and English as well as being able to translate in speaking and writing.

The above duties are normal for this position. These are not to be construed as exclusive or all-inclusive. Other duties may be required and assigned.

# Essential Duties for Sleepy Hollow PD Canine Officer

The following duties are essential for this position, in addition to the duties of a Police Officer a K-9 Officer shall:

Have the ability to bond with, train and successfully handle canine partner,.

Participates, with canine, in tracking, pursuit and other activities in which canine is trained.

Speak to children and community groups on safety and law enforcement topics, particularly as they pertain to K-9 functions and activities.

Provides for the care, maintenance and ongoing training of assigned canine.

Searches persons and crime scenes; packages, transports and submits evidence; protects integrity of crime scenes.

Recovers and inventories stolen property.

Maintains condition of vehicle, equipment and Department-issued weapons.

Attends and successfully completes all required state mandated K-9 training sessions.

Performs other related duties as required.

The above listed duties are normal for this position. These are not to be construed as exclusive or all-inclusive. Other duties may be required and assigned.

# Essential Duties for Sleepy Hollow PD Sergeant

The following duties are essential for this position, in addition to the duties of a Police Officer a Sergeant shall:

Enforces criminal laws; conducts preliminary and follow-up investigations for misdemeanors and felonies.

Supervises, directs and evaluates assigned staff; provides direction, advice and expertise.

Performs directed patrol assignments and responds to calls for service.

Reports traffic, roadway, utility and engineering problems, and directs traffic as necessary.

Searches persons and crime scenes; packages, transports and submits evidence; photographs crime scenes; protects integrity of crime scenes.

Enforces court orders including writs and restraining orders.

Completes citations, arrest reports and written narratives on incidents and offenses.

Evaluates potentially hazardous weather conditions; conducts inspections of areas for hazards caused by flooding/weather damage; ensures safety of motorists in affected areas.

Coordinates evacuation from facilities/areas affected by natural disaster, major accidents or other incidents threatening life and property.

Assists citizens in crime prevention programs; conducts home and business security surveys.

Conducts community relations programs including tours, crime watch programs and presentations to student and civic groups on law enforcement topics.

Reviews subordinate officers' cases to be filed with district attorney's office; discusses cases with prosecutor; testifies and presents evidence in court.

Prepares administrative, budgetary, statistical and analytical reports.

Coordinates subordinate operations at different locations and at multiple crime scenes.

Coordinates shift operations between different divisions; acts as liaison between divisions.

Accepts complaints and answers questions from the public; initiates review and corrective action as necessary.

Maintains memo book entries of shift activity and individual officer actions.

Keeps record of subordinate officers' accomplishments and corrective actions.

Conducts training for officers under and outside assignment.

Attends and successfully completes all required training sessions.

Performs other related duties as required.

Ability to organize and direct work of self and others, and to apply principles of persuasion and influence over others in a supervisory capacity.

Ability to coordinate multiple tasks or activities simultaneously.

Ability to make and enforce authoritative decisions.

Ability to provide guidance, assistance and interpretation regarding the application of procedures and standards to specific situations.

Ability to inform and guide others by applying professional principles of instruction.

The above duties are normal for this position. These are not to be construed as exclusive or all-inclusive. Other duties may be required and assigned.

# Essential Duties for Sleepy Hollow PD SRO

The following duties are essential for this position, in addition to the duties of a Police Officer a SRO shall:

Enforces federal, state and criminal laws and ordinances; assists school officials with enforcement of school policy and regulations regarding student conduct.

Protects person and property on school premises; works through school administration to address concerns related to school safety, including building security, emergency response and evacuation plans.

Investigates and assists in the prosecution of any violations occurring on school premises; gathers information concerning criminal activity involving students on or off school grounds; effects arrests as necessary and appropriate.

Provides classroom instruction on law and law enforcement related matters, as approved by police and school administration.

Speaks before parent and community groups, at the request of the school principal, on a variety of law enforcement topics.

Serves as resource for students, enabling them to be associated with a law enforcement figure in the school environment; provides guidance and consultation for students experiencing problems related to law enforcement; makes appropriate referrals.

Acts as liaison between students, parents, school faculty and staff, child protective services, juvenile prosecutors, juvenile court and probation officers; facilitates communications between all parties.

Documents all action taken with students and parents in a formal setting and all relevant telephone conversations; maintains daily activity log.

Assists with administrative supervision duties during the school day and at various athletic and extracurricular events.

Serves on various committees dealing with the development or improvement of school guidelines.

Attends and successfully completes all required training sessions.

Must be able to interact effectively with juveniles and adults of various ethnic, educational and socioeconomic backgrounds; includes ability to speak in front of large groups of people and write clearly.

Shall be able to maintain confidentiality of highly sensitive data.

Have to ability to work flexible hours to be present during the school day and to assist with extracurricular activities scheduled for evenings and weekends.

The above listed duties are normal for this position. These are not to be construed as exclusive or all-inclusive. Other duties may be required and assigned.

# Essential Duties of a Sleepy Hollow PD Uncertified Police Officer

Able to regularly appear for work and complete assigned tasks within a reasonable period of time.

Able to monitor and properly identify, interpret, act and respond to information transmitted over a mobile and base radio system.

Able to read, comprehend and act on information contained in various forms of written and printed documents.

Able to complete numerous forms, traffic citations, procedural reports and other documents so that the information is concise, legible, and accurate.

Able to operate a motor vehicle under normal driving conditions, as well as extreme situations including emergency runs, high speed chases, and during hazardous weather conditions.

Able to perform cardiopulmonary resuscitation techniques as prescribed by the American Heart Association.

Able to stand stationary for extended periods of time while directing traffic using hand and arm signals, during guard details, security details and other assignments.

Locates and interrogates available witnesses after an incident by talking with people in the area in order to obtain information for further investigation.

Capable of running for short durations and sustained (1-2 minutes) periods over varied indoor and outdoor terrain, while attempting to pursue/apprehend fleeing suspects.

Apprehends and subdues suspects by chasing them on foot, or in patrol car and by using physical force and applying handcuffs, if necessary, in order to take suspect into custody and to prevent injury to the officer or others.

Able to apply handcuffs, subdue resisting suspects using the appropriate degree of physical force and effectively perform a hand-to-hand self-defense, including the use of restraint holds and boxing techniques.

Capable of walking for long and short periods of time during crime scene searches, a house-to-house at searches, at security posts and during other assignments.

Capable of assisting to lift stretchers with accident and crime scene victims and to place into vehicles including ambulances, helicopters and other rescue vehicles.

Able to lift, carry or drag moderate (26-100 lbs.), or heavy (more than 100 lbs.) Individuals and other objects including but not limited to debris from the roadway and injured persons.

Capable of pushing a standard full size police patrol vehicle from the roadway.

Capable of traveling over/under/around unusual terrain or through objects, including but not limited to culverts, fences, water or walls.

Able to enter and exit vehicles, under routine and emergency conditions.

Capable of firing a handgun with either hand and meet proficiency requirements; be capable of firing any other weapon issued by the Agency and be proficient in its use after completing a course of instruction conducted by qualified Agency personnel.

Capable of firing a shotgun and meet proficiency requirements.

Capable of wearing, carrying tactical equipment and weapons in addition to the standard Agency issued equipment.

Capable of properly using, wearing, maintaining and understanding the functional checks of a protective gas mask.

Capable of properly using, wearing and carrying a protective helmet.

Able to continuously observe surroundings and accurately report unusual conditions.

Capable of receiving, comprehending and responding promptly and appropriately to verbal communication, to communicate effectively with the public and other members of the Agency.

Capable of performing multiple tasks simultaneously including but not limited to operating a motor vehicle during normal and emergency conditions, receiving and transmitting information over police radio and observing and remembering details and conditions.

The above duties are normal for this position. These are not to be construed as exclusive or all-inclusive. Other duties may be required and assigned.

# APPENDIX

## K



# Westchester County Police Academy Overview

LT NICHOLAS ALONGI – ACADEMY COMMANDING OFFICER AND  
TRAINING DIRECTOR

SGT MICHAEL BRANCAMP – ACADEMY EXECUTIVE OFFICER AND  
RECRUIT TRAINING COORDINATOR



# Agenda

- Background
- Recruit Training
- In-Service
- Other Training Programs





# Background



Westchester County Police Academy – Zone 3:

- Trains all police recruits, new supervisors, and instructors for New York State Zone 3\*
- Provide additional course offerings including DCJS classes, private vendor and other relevant classes
- Offers a Unified In-Service Program to all departments within the County
- Current staffing – LT, SGT, (6) Police Officers / Detectives; 3 Class Counselors
- Various agencies send instructors to assist with teaching recruits and other classes

• \* Zone 3 = Westchester and Putnam Counties



# Recruit Training



- Primary mission for the Police Academy is to train new recruits\* for all police agencies within Zone 3.

\* Police Officers transferring from other police agencies within NYS do not need to attend; current class has 27 recruits

- Recruit training conducted in conjunction with Westchester Community College
- New York State Department of Criminal Justice Services provides the curriculum and approves the schedule of each class
- Currently the NYS requires 699 hours of recruit training including 160 hours of field training
- WCPA offers 787.5 hours of training exclusive of the 160 hours of field training
- WCPA proactively reviews the curriculum and expands on critical areas or develops additional practical exercises to reinforce the current training



# Recruit Training

Part		REQ	ACTUAL			
1A	Intro to Crim Justice	0	2			42.5
1B	Jurisdiction and Responsibilities	0	2			7.5
1C	Adjudicatory Process and Court Structure	0	2			4
1		4	6			3
2A	Constitutional Law	2	2			7.5
2B	Discretionary Powers	2	2			37.5
2C	Ethics and Professionalism	8	8			5
2D	Physical Fitness and Wellness	65	67			13
2E	Procedural Justice	2	5			103
2F	Officer Wellness	16	19.5			48
3A	Penal Law	16	16			35.5
3B	Phy Force and DFP	11	11.5			60
3C	Criminal Procedure Law	21	21.5			160
3D	Juvenile Law	6	6			2
3E	Civil Liability and Risk Management	2	2			2
3F	Ancillary NYS Statutes	2	2			22.5
3G	NYS VTL	5	5.5			4
4A	Essential Response and Investigative Skills					4
4B	Report Writing					16
4C	Electronic Comms					22.5
4D	Observation and Patrol					4
4E	Case Prep and Demeanor					6
4F	Crisis Intervention					8
4H	Arrest Processing					8
4I	Vehicle Stops and Traff Enf					8
4J	Defensive Tactics					8
4K	Emergency Medical Svcs					8
4L	EVOC					8
4M	Firearms Training					8
4N	Supervised Field Training					8
4O	Traffic Direction and Control					8
4Q	DWI and SFST					8
4S	Off-duty & Plain clothes Encounters					8
4T	Active Shooter					8
4U	Aerosol Subject Restraint					8
4V	Professional Communications					8
4W	Decision Making Skills					8

For Fall 2020 Class



# Recruit Training

	1	4	8A	Reality Based Training	0	7.5
5A Intoxication	1	4				
5B Community Resources	3	3				
5C Elder Abuse	2	3.5	Other		0	41
5D Cultural Diversity/ Bias Related Incidents/ Sexual Harassment	5	5.5	Elective		0	24
5E Persons with Disabilities	6	6			699	947.5
5F Crime Control Strategies	2	4			160	160
5G Crime Prevention	2	2			539	787.5
6A Standard Response for Unusual Occurrences	8	11.5				
6B Behavioral Observation and Suspicious Activity Recognition	7	13.5				
6C Civil Disorder Control	3	3.5				
7A Domestic Violence	14	14				
7F Crash Management and Reporting	14	15				
7G Injury and Death Cases	3	3				
7H Sex Crimes	2	2				
7I Narcotics and Dangerous Drugs	3	3.5				
7J Missing Persons	3	3.5				
7K Animal Abuse Cases	2	2				
7M Human Trafficking	2	2				
				<b>Total Instruction</b>		
				<b>Field Training</b>		
				<b>Academy Instruction</b>		

For Fall 2020 Class



# Recruit Training



## Common Themes

- De-escalation
- Officer Safety
- Professionalism
- Physical Fitness
- Attention to Detail



# Recruit Training



## **Cultural Diversity / Bias Related Incidents / Sexual Harassment**

- Block develops awareness about cultural diversity, prejudice, discrimination, sexual harassment, biased policing and bias related incidents
- Identify strategies to effectively deal with people from various cultural backgrounds
- Neighbors Link representatives assist in teaching a portion of the class
- A member of the LGBTQ community instructs another portion of the class.



# Recruit Training



## Procedural Justice

- Course is inline with New York State's 3-part Principle Policing Program.
- DCJS requires only 2 hours focused on maintaining a positive relationship with the community, police legitimacy, and understanding procedural justice.
- WCPA provides an additional 3 hours to deal with tactical perception or implicit bias.
- Challenges students to critically think and discuss reasons for biases
- Identifies traps, how they interfere with procedural justice and ways to overcome interference.

**Note: Tactical Perception is also called Implicit Bias. In this context, "tactical" does not refer to military type action.**



# Recruit Training



## Crisis Intervention Training

- Team taught by a Department of Mental Health Counselor and a Police Detective who is also a counselor.
- DCJS requires 20 hours of instruction; WCPA provides 37.5 hours of instruction
- Focuses on de-escalation of incidents and obtaining professional mental health assistance for an individual in crisis
- Teaches communication skills for communicating with people in crisis
- Topics covered include PTSD, suicide, military issues, police officers with PTSD, autism and people with special needs



# Recruit Training



## Defensive Tactics and Principles of Control

- Provide different techniques to control a situation including physical control
- Discusses constitutional limitations, levels of compliance and resistance, response options ranging from presence, dialogue, compliance techniques, defensive alternatives, and deadly physical force
- Course demonstrates and practices appropriate physical control techniques
- The course does not teach nor condone chokeholds, carotid artery holds or other moves that restrict blood flow or breathing.
- Stresses importance of returning detained person to recovery, sitting or standing position
- There are limited techniques with shin on hips to control movement
- DCJS requires 40 hours of instruction; WCPA trains more than 100 hours
- Training includes more than a week of scenario training where recruits use communication skills, crisis intervention skills and physical skills to control situations



# Recruit Training



## Importance of Watching the Hands

- Hands kill
- Look for weapons in hands
- True regardless of race, ethnicity, age or gender
- One lesson for everyone to know to make interactions less stressful and reduce deadly physical force encounters



# Recruit Training



## Use of Force and Deadly Physical Force

- WCPA schedules 11.5 hours for this lecture.
- Follows NYS DCJS approved curriculum and requires approved, trained instructors
- Focuses on Article 35, the Defense of Justification; Physical Force and Deadly Physical Force
- Provides officers with the knowledge to discern level of force needed
- Instructs on the duty to intervene if the see another officer regardless of rank not following rules, regulations or laws of regarding the use of force
- In addition to the classroom portion, the topics of use of force and duty to intervene are reinforced during other blocks of instruction including firearms, defensive tactics, scenario based training and reality based training.



# Recruit Training



## Reality Based Training

- State requires RBT, but no set number of hours. WCPA provides 7.5 hours
- RBT places recruits in stressful scenarios where they must use communication and proper tactics to deal with realistic situations
- Scenarios include suicidal subjects, officer shot, person with a weapon, emotionally disturbed individual with a weapon, and a non-threat scenario. Duty to Intervene scenario is being added to the current class' RBT scenarios.
- This is in addition to the of practical exercises provided throughout the class including domestic violence, car stops, off-duty encounters, plain clothes encounters, building clearing etc.



# Recruit Training



## Advanced Law Enforcement Rapid Response Training (ALERTT)

- 3-day lecture and practical exercises focused on active shooter response for first responders.
- Based on the ALERTT Center at Texas State University curriculum
- The National Standard in Active Shooter Response Training as designated by the FBI
- All instructors are trained and certified by the Center at Texas State University
- Research-based response program taught to multiple agencies within Westchester and being adopted by other first responders such as fire and EMS.
- Standardized program provides well trained responders to protect and secure organizations within the county.
- WC DPS provided numerous classes of Civilian Response to Active Shooter Training to countless people throughout the county. CRASE compliments the ALERTT program.



# Recruit Training



## **Ethics and Professionalism**

- 8 hour block of instruction
- Topics include values and ethics, ethical decision-making, and the effects of positive and negative ethical behavior

## **Officer Wellness and Stress Management**

- 19.5 hours of instruction vs 16 hours required
- Provides officers resources to manage stress and wellness
- Officer well-being is critical to positive interactions with the public



# Recruit Training

## **Community Policing and Contemporary Police Problems**

- DCJS removed this as a requirement in 2019
- WCPA still includes 2 hours for this topic
- Commissioner Chong from the White Plains Police Department teaches the block

## **Professional Communications**

- Covers stages of conflict, maxims of communication, professional communication skills and barriers to communication
- Class concludes with scenarios



# Recruit Training



## Key Concepts nested across the course

- Individual topics cannot be viewed or applied in a vacuum
- Article 35 carries into firearms, defensive tactics and other weapons systems
- Scenario training provides practice and evaluation on multiple topics into a scenario
- De-escalation is stressed, trained and evaluated in many areas of instruction
- More than 100 hours of scenario and reality based training challenging the recruits collectively in several areas including de-escalation, crisis intervention, cultural diversity, disability awareness, procedural justice, ethics and professional communication



# In-Service Training

- Accredited agencies require 3 days or 21 hours of in-service training annually
- WCPA offers an annual in-service program that WC DPS officers attend and other agencies through the county attend; WCPA cannot mandate attendance
- Annual topics include firearms, Article 35, EMS, defensive tactics, OSHA mandated classes, Taser, O/C, legal updates
  - Additional topics include Procedural Justice, Disorder Control, Incident Command System on rotational basis
- Due to COVID-19, some classes are offered in a virtual environment



# Other Training

## Other Courses Offered during the past 12 months include:

- Instructor Development (offered twice per year) – Required for all Police Instructors
- Course in Police Supervision (offered twice per year) – Required for all new Sergeants
- Procedural Justice Instructor Course – DCJS Sponsored
- Criminal Investigators Course
- Crisis Intervention Training – Similar to Recruit class, but for existing police officers
- Breath Test Operator
- Radar/Lidar
- Crash Investigation,
- Patrol Rifle
- School Resource Officer



# Other Training



## Vendor Courses Offered

- Search and Seizure
- Social Media Academy
- Media Relations
- Law Enforcement Response to Persons With Disabilities
- Property and Evidence Management
- FBI LEEDA (supervision and leadership)

# APPENDIX

L

# **VSH Police Reform Collaborative**

Agenda – January 28, 2021

- 1) Introduction - Mayor Wray
- 2) Overview of the Reform Process
- 3) Introduction of Collaborative Members
- 4) Goals and Timeline
- 5) Adjourn

VSH Police Reform Collaborative  
Agenda – February 11, 2021

Introductions

Process overview – Ken Wray

- Purpose of the collaborative
- Expected duration
- Spanish
- Observers, and their input

Facilitator – Dr. Sophie Charles

Data updates – Communities – Dr. Charles

- Business
- Immigrant
- Neighborhoods
- SHPD

Timeline

- Bi-weekly meetings: Thursdays 6 – 7:30
- April 1 deadline

Statistics update – Chief Bueti, SHPD

Review SHPD Policies: Sections 102 and 104

# VSH Police Reform Collaborative

Agenda – February 25, 2021

- 1) Introduction - Mayor Wray and Dr. Charles
- 2) Review Minutes and 2/11 Collaborative Session Recap
- 3) Share Implementation Communication Outreach Plan to the Public
- 4) Work Plan and Timeline (Weekly meetings, Thursdays 6 – 7:30)
  - February 25:
    - o Begin the process of sharing the information acquired by the committee members
    - o Determine additional data points needed and formalize the sub-committees
    - o Share a proposed workflow plan for data collection.
  - March 4: Analyze Data Collection
  - March 11: Draft Submission
  - March 18: Public Meeting
  - March 25: Draft Finalized for Board Review Submission
  - March 30: Village Board Adoption
  - April 1: NYS Submission
  - Bi-weekly meetings on-going
- 5) Members Present their Data Point Collection
- 6) Discuss additional Data Points
- 7) Sub-Committees

Adjourn

# **VSH Police Reform Collaborative**

Agenda – March 4, 2021

- 1) Introduction - Mayor Wray and Dr. Charles
- 2) Review Minutes and 2/25 Collaborative Session Recap
- 3) - Review What Was Submitted
  - Review what is still remaining
  - Identify Next Steps
- 4) Work Plan and Timeline (Weekly meetings, Thursdays 6 – 7:30)
  - March 4: Analyze Data Collection
  - March 11: Draft Submission
  - March 18: Public Meeting
  - March 25: Draft Finalized for Board Review Submission
  - March 30: Village Board Adoption
  - April 1: NYS Submission
  - Weekly meetings on-going

Adjourn

# **VSH Police Reform Collaborative**

Agenda – March 11, 2021

- 1) Introduction - Mayor Wray and Dr. Charles
- 2) Brief update on data inputs
- 3) For the public meeting (next week): recommendations for change
- 4) Adjourn

# **VSH Police Reform Collaborative**

Agenda – March 18, 2021

- 1) Introduction - Mayor Wray and Dr. Charles
- 2) Public Comments
- 3) Adjourn

# **VSH Police Reform Collaborative**

Agenda – March 25, 2021

- 1) Introduction - Mayor Wray and Dr. Charles
- 2) Review of Public Meeting Comments
- 3) Review of Proposed Recommendations
- 4) Adjourn

# APPENDIX

# M

**Police Reform Collaborative  
Village of Sleepy Hollow**

A virtual meeting of the Police Reform Collaborative was held on Thursday, January 28, 2021 at 6:00 p.m. Members of the public were invited to attend, but could not participate in the discussion.

Present: Glen Taylor, Sister Susan Gardella, Diana Loja, Lina Tapia, Alberta Jarane, Anne White, Ken Wray, Anthony Bueti, Sandra Spiro, Luis Tenezaca, Sarah Smiley, Chris Borsari, Brian Doyle, Peter Oppenheimer, Bhavya Reddy, Ethan Christ, Jared Kmiotek, Mike Gasko

Absent: Edison Hernandez, Cristian Auquilla, Clifford Morrison, Steven Bencosme,

Also Present: Anthony Giaccio, Village Administrator

The meeting started at 6:00p.m.

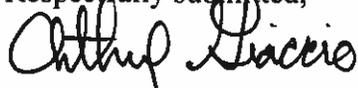
Ken Wray started the meeting and outlined the process and the expectations for the group.

Each member was asked to speak and say why they are involved with the collaborative. Mike Gasko provided police statistics.

Meetings are being held weekly. The next meeting is scheduled for Thursday, February 11, 2021 at 6:00p.m.

At 7:00 p.m., the meeting was adjourned.

Respectfully submitted,



Anthony Giaccio  
Village Administrator

**Police Reform Collaborative  
Village of Sleepy Hollow**

A virtual meeting of the Police Reform Collaborative was held on Thursday, February 11, 2021 at 6:00 p.m. Members of the public were invited to attend, but could not participate in the discussion.

**Present:** Glen Taylor, Chris Borsari, Sister Susan Gardella, Sarah Smiley, Diana Loja, Lina Tapia, Alberta Jarane, Anne White, Ethan Christ, Peter Oppenheimer, Jared Kmiotek, Ken Wray, Anthony Bueti, Sandra Spiro

**Absent:** Edison Hernandez, Luis Tenezaca, Cristian Auquilla, Bhavya Reddy, Brian Doyle, Steven Bencosme, Clifford Morrison

**Also Present:** Dr. Sophie Charles, Ph.D., Moderator  
Anthony Giaccio, Village Administrator

The meeting started at 6:00p.m.

Ken Wray gave an overview of the process and the plan moving forward. An e-mail has been set up for individuals to submit comments, questions and concerns. The e-mail address is [SHCollaborative@sleepyhollowny.org](mailto:SHCollaborative@sleepyhollowny.org) Mr. Wray introduced Dr. Sophie Charles, Ph.D. who will act as the Collaborative moderator.

Dr. Charles provided her background and experience and laid the ground rules for the discussion. Dr. Charles asked each member to introduce themselves and to talk about why they are participating in this process. There was a discussion about the various community groups that can provide data to be analyzed. Each member was asked to identify different community groups and the types of data that can be collected.

Meetings will be held bi-weekly. The next meeting is tentatively scheduled for Thursday, February 25, 2021 at 6:00p.m.

At 7:30 p.m., the meeting was adjourned.

Respectfully submitted,



Anthony Giaccio  
Village Administrator

**Sleepy Hollow Police Reform Plan  
Highlights of Collaborative Sessions  
Date of Session: February 11, 2021**

<b>Data Points (Presented/Requested)</b>	<b>Community Concerns &amp; Complaints</b>	<b>Recommendations Community/Collaborative</b>	<b>Action Items Follow Up or Review</b>
<ul style="list-style-type: none"> <li>• Data on Domestic Violence Incidents Against Immigrant Women</li> <li>• Data on Crimes Against Undocumented Immigrants</li> </ul>	<ul style="list-style-type: none"> <li>• Police are Frequently Attacked for Doing Their Job</li> <li>• Community Members in the Downtown Area are Afraid of the Police and Often Unfairly Targeted by the Police</li> </ul>	<ul style="list-style-type: none"> <li>• Include a Problem Statement, Mission, and Goals to Frame This Work.</li> <li>• Consider Different Forms of Data (Qualitative, Quantitative, and Anecdotal).</li> </ul>	<ul style="list-style-type: none"> <li>• Prepare a Village of Sleepy Hollow Police Reform Plan by April 1, 2021.</li> <li>• Prepare to Continue the Work of the Collaborative Beyond the April 1<sup>st</sup> Reform Report to the Governor.</li> </ul>
<ul style="list-style-type: none"> <li>• Data from the Police Department - Internal &amp; External Data Deck</li> <li>• Data from the Department of Education</li> <li>• Data on the Number of Rallies and Types of Activities of the Thin Blue Line Group</li> <li>• Data from the Police Advisory Group</li> <li>• Data from the Community Liaison's Work</li> </ul>	<ul style="list-style-type: none"> <li>• Police Deployment is Overly Represented in Some Sections of the Village and Underrepresented in Other Areas of the Village.</li> <li>• Police Officers Face Many Different and Difficult Situations Every Day and Handle Without Incident.</li> <li>• There is a History of Discrimination and Racism in the Village for Black and Brown Residents.</li> <li>• There is a History of Preferential Treatment for Other Residents.</li> </ul>	<ul style="list-style-type: none"> <li>• Design a Plan to Respect, Connect, and Protect all Stakeholders.</li> <li>• Figure Out a Way to Support the Police.</li> <li>• Collect and Present Data on Police Officers Doing Positive Work (Saving Lives).</li> <li>• Consider Ways to Redirect Calls for Police Response to Other Departments/Agencies for Services.</li> </ul>	<ul style="list-style-type: none"> <li>• Each Member of the Collaborative Will Collect and Submit Data Points of Interests or Any Data That Will Inform or Frame the Police Reform Discussion.</li> <li>• A Work Plan Will be Distributed to the Group Before the Next Meeting.</li> <li>• Meet Bi-Weekly on Thursdays at 6 PM – Next Meeting, February 25<sup>th</sup>.</li> </ul>

**Police Reform Collaborative  
Village of Sleepy Hollow**

A virtual meeting of the Police Reform Collaborative was held on Thursday, February 25, 2021 at 6:00 p.m. Members of the public were invited to attend, but could not participate in the discussion.

Present: Glen Taylor, Sister Susan Gardella, Diana Loja, Lina Tapia, Alberta Jarane, Anne White, Ethan Christ, Peter Oppenheimer, Steven Bencosme, Ken Wray, Anthony Bueti, Sandra Spiro

Absent: Edison Hernandez, Luis Tenezaca, Cristian Auquilla, Bhavya Reddy, Brian Doyle, Clifford Morrison, Jared Kmiotek, Chris Borsari,

Also Present: Dr. Sophie Charles, Ph.D., Moderator  
Anthony Giaccio, Village Administrator

The meeting started at 6:00p.m.

Ken Wray started the meeting.

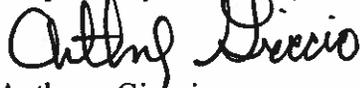
The group continued its discussion on data points. All members were given the opportunity to speak. Additional comments and data can be sent to [SHCollaborative@sleepyhollowny.org](mailto:SHCollaborative@sleepyhollowny.org)  
Sandra Spiro provided excel spreadsheets to be used to organize the data that is collected.

Examples of possible recommendations were provided. Dr. Charles asked each member of the group to provide one recommendation for the next meeting.

Meetings will now be held weekly. The next meeting is scheduled for Thursday, March 4, 2021 at 6:00p.m.

At 7:30 p.m., the meeting was adjourned.

Respectfully submitted,



Anthony Giaccio  
Village Administrator

**Sleepy Hollow Police Reform Plan**  
**Highlights of Collaborative Sessions**  
**Date of Session: February 25, 2021**

<b>Data Points (Presented/Requested)</b>	<b>Community Concerns &amp; Complaints</b>	<b>Recommendations Community/Collaborative</b>	<b>Action Items Follow Up or Review</b>
<ul style="list-style-type: none"> <li>• Data from Chamber's Board and Membership on the Perceptions of Police Enforcement</li> <li>• Arrest Data to Include the Race of Offenders on List of 2019 Arrests Data Sheet</li> <li>• Data on Police Personnel and Shift Coverage</li> <li>• Data on the Demographics of Members of the Chamber</li> <li>• Data on Police Hiring Practices – 3 Lists Methodology</li> <li>• Data Submissions  <u>Pending from Feb 25th:</u>            1) Police Advisory Group,            2) Back the Blue Rallies,            3) Community Liaison, and            4) Domestic Violence</li> </ul>	<ul style="list-style-type: none"> <li>• Many Community Members Do Not Have Access to the Collaborative Meetings</li> <li>• Translation Services are not Available to Spanish Speaking Residents in Schools, Community Meetings, or the Village Website</li> <li>• Young People Parking &amp; Disturbing Neighborhood Near Rockwell Hall</li> <li>• The Presence of "Back the Blue Flags" on Village Government Vehicles and 1<sup>st</sup> Responders' Clothing is Offensive</li> <li>• Government Representatives (Chamber, Police, other Government Services) do not Reflect Village Demographics</li> <li>• Inadequate Police Coverage on Some Shifts</li> <li>• Undocumented Residents are Afraid to Engage the Police Due to Fear of Being Reported to Immigration Authorities</li> </ul>	<ul style="list-style-type: none"> <li>• Include the Language of "Reform, Reinvent, and Reimagine to Inform the Village Police Reform Plan</li> <li>• Consider Collaborating with Tarrytown &amp; Greenburg on their Police Reform Plans</li> <li>• Conduct a Community Survey to Gauge Residents' Perspectives on Police Reform</li> <li>• Fast Track Methods to Better Communicate with Spanish Speaking Residents</li> <li>• Explore Internal Police Culture and Disclose Any Issues of Inequity</li> <li>• Use a Tree Diagram of "Respect, Connect, &amp; Protect" as an Image to Capture the Work of the Collaborative (English &amp; Spanish Language)</li> </ul>	<ul style="list-style-type: none"> <li>• Adjust Schedule to Meet Once Per Week During Month of March</li> <li>• Submit All Pending Data Points to Populate a Central Spreadsheet Prior to the March 4<sup>th</sup> Meeting</li> <li>• Use a Baseline Gap Analysis to Capture All Data Point Submissions</li> <li>• Discuss the Creation and Distribution of a Community Survey on Police Reform</li> <li>• Identify and Report on Positive Police Services and Community Engagement</li> <li>• Collect Police Reform Recommendations from Each Member of the Collaborative</li> <li>• Post Meetings on Website</li> </ul>

**Police Reform Collaborative  
Village of Sleepy Hollow**

A virtual meeting of the Police Reform Collaborative was held on Thursday, March 4, 2021 at 6:00 p.m. Members of the public were invited to attend, but could not participate in the discussion.

Present: Glen Taylor, Sister Susan Gardella, Diana Loja, Lina Tapia, Alberta Jarane, Anne White, Steven Bencosme, Ken Wray, Anthony Bueti, Sandra Spiro, Luis Tenezaca, Chris Borsari, Brian Doyle, Peter Oppenheimer

Absent: Edison Hernandez, Cristian Auquilla, Bhavya Reddy, Ethan Christ, Clifford Morrison, Jared Kmiotek,

Also Present: Dr. Sophie Charles, Ph.D., Moderator  
Anthony Giaccio, Village Administrator

The meeting started at 6:00p.m.

Ken Wray started the meeting and re-introduced Dr. Charles who is acting as facilitator. Dr. Charles said that written comments are welcome and that some residents have already submitted comments directly to her. Dr. Charles summarized the feedback she received.

Sandra Spiro talked about how the data points are being collected and analyzed. The list of recommendations that had been received by the collaborative were shared with the group. Certain community groups like the School have not yet provided comments.

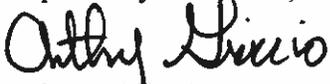
The group added additional data points. All members were given the opportunity to speak. Additional comments and data can be sent to [SHCollaborative@sleepyhollowny.org](mailto:SHCollaborative@sleepyhollowny.org)

Dr. Charles asked members to continue to provide data points and recommendations.

Meetings are being held weekly. The next meeting is scheduled for Thursday, March 11, 2021 at 6:00p.m.

At 7:30 p.m., the meeting was adjourned.

Respectfully submitted,

  
Anthony Giaccio  
Village Administrator

**Police Reform Collaborative  
Village of Sleepy Hollow**

A virtual meeting of the Police Reform Collaborative was held on Thursday, March 11, 2021 at 6:00 p.m. Members of the public were invited to attend, but could not participate in the discussion.

Present: Glen Taylor, Sister Susan Gardella, Diana Loja, Alberta Jarane, Anne White, Ken Wray, Anthony Bueti, Sandra Spiro, Chris Borsari, Brian Doyle, Ethan Christ, Mike Gasko

Absent: Edison Hernandez, Cristian Auquilla, Clifford Morrison, Lina Tapia, Luis Tenezaca, Steve Bencosme, Peter Oppenheimer, Bhavya Reddy, Jared Kmiotek

Also Present: Dr. Sophine Charles, Ph.D., Moderator  
Anthony Giaccio, Village Administrator

The meeting started at 6:00p.m.

Ken Wray started the meeting. There was a discussion about the data points that had been collected so far. Additional data points were shared with the group.

Dr. Charles provided two police completed reform plans from other communities that will be shared with the group.

There was a discussion about how to get more input from the community and the process moving forward. A survey will be sent out to the public.

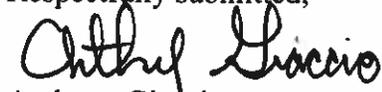
The Police Department is working to upgrade its IT system to improve data collection. There was a discussion about hiring practices and the restrictions with the Civil Service rules.

All members were given the opportunity to speak. Additional comments and data can be sent to [SHCollaborative@sleepyhollowny.org](mailto:SHCollaborative@sleepyhollowny.org)

Meetings are being held weekly. Public comments will be permitted at the next meeting. It is scheduled for Thursday, March 18, 2021 at 6:00p.m. It will be a virtual meeting.

At 7:30 p.m., the meeting was adjourned.

Respectfully submitted,



Anthony Giaccio  
Village Administrator

**Police Reform Collaborative  
Village of Sleepy Hollow**

A virtual meeting of the Police Reform Collaborative was held on Thursday, March 18, 2021 at 6:00 p.m. Members of the public were invited to attend and make comments. The meeting was televised on the Village's government channel.

Present: Glen Taylor, Sister Susan Gardella, Diana Loja, Alberta Jarane, Anne White, Ken Wray, Anthony Bueti, Sandra Spiro, Brian Doyle, Mike Gasko, Bhavya Reddy, Lina Tapia, Luis Tenezaca

Absent: Edison Hernandez, Cristian Auquilla, Clifford Morrison, Ethan Christ, Steve Bencosme, Peter Oppenheimer, Jared Kmiotek, Chris Borsari

Also Present: Dr. Sophie Charles, Ph.D., Moderator  
Anthony Giaccio, Village Administrator

The meeting started at 6:00p.m.

Ken Wray and Dr. Charles made introductions

The attendees were giving the opportunity to speak and make comments in the chat room. Comments were translated into Spanish by Diana Loja. Chat room comments will be e-mailed to the group. Information collected at this public meeting will be used to help make police reform recommendations.

Additional comments, data and recommendations can be sent to  
[SHCollaborative@sleepyhollowny.org](mailto:SHCollaborative@sleepyhollowny.org)

Meetings are being held weekly. The next meeting is scheduled for Thursday, March 25, 2021 at 6:00p.m. It will be a virtual meeting.

At 7:30 p.m., the meeting was adjourned.

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Anthony Giaccio  
Village Administrator

**Police Reform Collaborative  
Village of Sleepy Hollow**

A virtual meeting of the Police Reform Collaborative was held on Thursday, March 25, 2021 at 6:00 p.m. The public was invited to attend and could make comments in the chat room.

**Present:** Glen Taylor, Sister Susan Gardella, Diana Loja, Alberta Jarane, Anne White, Ken Wray, Anthony Bueti, Brian Doyle, Mike Gasko, Ethan Christ, Peter Oppenheimer, Lina Tapia

**Absent:** Edison Hernandez, Cristian Auquilla, Clifford Morrison, Steve Bencosme, Jared Kmiotek, Chris Borsari, Bhavya Reddy, Sandra Spiro, Luis Tenezaca

**Also Present:** Dr. Sophine Charles, Ph.D., Moderator  
Anthony Giaccio, Village Administrator

Prior to the meeting, the following items were sent to the group.

- Agenda
- Draft outline for the reform plan
- Draft recommendations
- Community survey results (English and Spanish)

The meeting started at 6:00p.m.

Mayor Wray asked the group to introduce themselves.

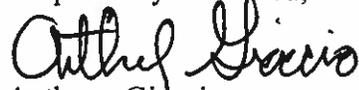
Dr. Charles summarized the comments from the public meeting held on March 18, 2021.

There was a discussion about the need for professional Spanish translation at all public meetings. There was a discussion about the survey that was recently conducted. Some members felt that the survey was conducted without buy-in from the Collaborative. There was a discussion about the recommendations that have been shared with the group. Some members felt that the recommendations did not have consensus from the Collaborative. Mayor Wray suggested that the Collaborative reach a consensus on two recommendations. The first is to continue the collaborative for the remainder of the year and the second is to have Spanish translation at all public meetings. Mayor Wray will send out a summary of these recommendations to determine if there is consensus among the group.

The next meeting is scheduled for Thursday, April 1, 2021 at 6:00p.m.

At 7:30 p.m., the meeting was adjourned.

Respectfully submitted,



Anthony Giaccio  
Village Administrator

**Police Reform Collaborative  
Village of Sleepy Hollow**

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Absent: Edison Hernandez, Cristian Auquilla, Clifford Morrison, Steve Bencosme, Jared Kmiotek, Chris Borsari, Bhavya Reddy, Sandra Spiro, Luis Tenezaca

Also Present: Dr. Sophine Charles, Ph.D., Moderator  
Anthony Giaccio, Village Administrator

Prior to the meeting, the following items were sent to the group.

- Agenda
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Mayor Wray asked the group to introduce themselves.

Dr. Charles summarized the comments from the public meeting held on March 18, 2021.

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At 7:30 p.m., the meeting was adjourned.

Respectfully submitted,

  
Anthony Giaccio  
Village Administrator

# APPENDIX

N



2 WESTCHESTER PLAZA • SUITE 137 • ELMSFORD, NY 10523 • TEL. 914.592.5600 • FAX 914.592.0021 • WESTCOP.ORG

March 22, 2021

To: Deputy Comm. Raynor, Chiefs McNerney, Barbelet, Bueti, Proscia & Deputy Chief Hardy:

Westchester Community Opportunity Program, Inc. (WestCOP) and the Robert Martin Company are truly appreciative of your participation in the Bridge Builders First Summit which was held virtually on Wednesday, March 3, 2021. Your presentation and the insights you shared were well received by all and has left a positive imprint on the minds of those in attendance; especially the students.

The summit was a success because it included a broad representation of elected officials, community and business leaders, law enforcement, local school leaders and students. The participants are enthusiastic about the project and are committed to working together to foster a greater understanding of each other's perspectives on how to improve the relationship between the police and the residents in each community.

Thank you again Deputy Comm. Raynor, Chief McNerney, Barbelet, Bueti, Proscia and Deputy Chief Hardy for your support and participation. We look forward to your continued support as we implement this exciting and much needed project.

If you should have any questions, please feel free to reach out to Rick Lee, Bridge Builders Project Coordinator or myself.

Sincerely,

Donnovan Beckford, CEO/Executive Director

Rick Lee, Bridge Builders Project Coordinator

Email: [RickLee@Westcop.org](mailto:RickLee@Westcop.org)

Office: (914) 592-5600 Ext. 130

# APPENDIX

P

# **POLICE REFORM AND REINVENTION SURVEY**

**The Village of Sleepy Hollow would like your input regarding the Sleepy Hollow Police Department. Please complete this survey and return it by March 25, 2021 to the Village of Sleepy Hollow, 28 Beekman Avenue, Sleepy Hollow, N.Y. 10591. All responses will remain anonymous.**

**How would you rate the strength of the relationship that the Sleepy Hollow Police Department has with the community?**

- Excellent
- Above Average
- Average
- Below Average
- Very Poor

**How successful do you think the Sleepy Hollow Police Department is in dealing with mentally ill residents?**

- Extremely
- Very
- Moderately
- Slightly
- Not at all

**How sensitive do you think the Sleepy Hollow Police Department is in handling domestic violence incidents?**

- Extremely
- Very
- Moderately
- Slightly
- Not at all

**If you were the victim of a crime in the Village of Sleepy Hollow, how likely would you be to notify the Sleepy Hollow Police Department?**

- Not Likely at All
- Slightly Likely
- Somewhat Likely
- Very Likely
- Extremely Likely

**How much bias, including bias based upon race, sex, national origin, gender identity, and sexual orientation, would you say exists in the Sleepy Hollow Police Department?**

- No bias at All
- Slight bias
- Some bias
- Quite a bit of bias
- Extensive bias

**Community engagement emphasizes working with residents to promote public safety. Which of the following program(s) would you consider useful for your community safety? Select all that apply.**

- Holding regular meetings
- Citizen advisory board/committee
- Partnering with students and schools
- Partnering with churches
- Involving youth in discussions on the role of law enforcement agencies
- Tracking and rewarding positive interaction between officers and community groups
- Other (Please specify)

**In your opinion, what is the single most important issue or need facing the Village of Sleepy Hollow Police Department?**

**What part of the Village best describes where you live?**

- Briggsville
- Webber Park
- Inner Village
- Waterfront
- Sleepy Hollow Manor
- Philips Manor
- Kendal-on-Hudson
- Other

**What is the total number of years you've lived in Sleepy Hollow?**

- 1-5 years
- 6-10 years
- 11-20 years
- 21-30 years
- 30 plus years

**Which of the following best reflects your highest level of education at this time?**

- Some high school, no diploma
- High school graduate, diploma or the equivalent (for example: GED)
- Some college credit, no degree
- Associate degree
- Bachelor's degree
- Master's degree
- Doctorate degree

**Over the past year, how many times have you interacted with the Sleepy Hollow Police Department?**

**Which of the following best describes your gender identity?**

- Male
- Female
- Self-Described

**What is your race?**

- White
- Hispanic or Latino
- Black or African American
- Native American or American Indian
- Asian / Pacific Islander
- Other

**In what year were you born?**

**Any additional comments/questions?**

# ENCUESTA DE REFORMA Y REINVENCIÓN DE LA POLICÍA

Al pueblo de Sleepy Hollow le gustaría conocer su opinión sobre el Departamento de Policía de Sleepy Hollow. Porfavor Complete esta encuesta y devuélvala antes del 25 de Marzo de 2021 al siguiente dirección Village of Sleepy Hollow, 28 Beekman Avenue, Sleepy Hollow, N.Y. 10591.

## Todas las respuestas permanecerán anónimas.

**¿Cómo calificaría la solidez de la relación que tiene el Departamento de Policía de Sleepy Hollow con la comunidad?**

- Excelente
- Promedio
- Regular
- Malo
- Muy pobre

**¿Qué tan exitoso cree que es el Departamento de Policía de Sleepy Hollow en el trato con los residentes con enfermedades mentales?**

- Extremadamente
- Muy
- Moderadamente
- Levemente
- Para nada

**¿Qué tan sensible cree que es el Departamento de Policía de Sleepy Hollow en el manejo de incidentes de violencia doméstica?**

- Excelente
- Promedio
- Regular
- Malo
- Muy Pobre

**Si fueras víctima de un crimen en el pueblo de Sleepy Hollow, ¿qué probabilidades hay que lo reportes al Departamento de Policía de Sleepy Hollow?**

- Ninguno
- Ligero
- Mediano
- Alto

Extremo

**¿Cuánto al nivel de prejuicio, basado en raza, sexo, origen nacional, identidad de género y orientación sexual, diría que existe en el Departamento de Policía de Sleepy Hollow?**

Ninguno

Ligerero

Mediano

Alto

Extremo

**La participación de la comunidad enfatiza el trabajo con los residentes para promover la seguridad pública. ¿Cuál de los siguientes programas consideraría útil para la seguridad de su comunidad? Seleccione todas las que correspondan.**

Reuniones periódicamente

Junta/comité asesoría para el ciudadanía

Colaboración con estudiantes y escuelas

Asociarse con Iglesias

Involucrar a los jóvenes en los debates sobre el papel de los oficiales encargados de hacer cumplir la ley.

Seguimiento y recompensa de la interacción positiva entre oficiales y grupos comunitarios.

Otros (especificar) \_\_\_\_\_

**En su opinión, ¿cuál es el problema o la necesidad más importante que enfrenta el Departamento de Policía de Village of Sleepy Hollow?**

\_\_\_\_\_

\_\_\_\_\_

**¿Qué parte del Pueblo describe mejor el lugar donde vives?**

Briggsville

Webber Park

Centro del Pueblo

Orilla del Río

Sleepy Hollow Manor

Philips Manor

Kendal-on-Hudson

Otro

**¿Cuál es el número total de años que ha vivido en Sleepy Hollow?**

- 1-5 años
- 11-20 años
- 21-30 años
- 30 años o más

**¿Cuál de las siguientes opciones que refleja mejor su nivel educativo más alto en este momento?**

- Alguna escuela secundaria, **sin diploma**
- Graduado de la escuela secundaria, diploma o equivalente (por ejemplo: GED)
- Algo de crédito universitario, **sin título**
- Algun título Universitario
- Licenciatura
- Maestría
- Doctorado

**Durante el año pasado, ¿cuántas veces ha interactuado con el Departamento de Policía de Sleepy Hollow?**

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**¿Cuál de las siguientes opciones describe mejor su identidad de género?**

- Masculino
- Mujer
- Otro/Prefiro no decir

**¿Cuál es su raza?**

- Blanco
- Hispano o latino
- Negro o afroamericano
- Nativo americano o indio americano
- Asiático / isleño del Pacífico
- Otro

**¿En que año naciste?**

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**Escriba sus comentarios y sugerencias**

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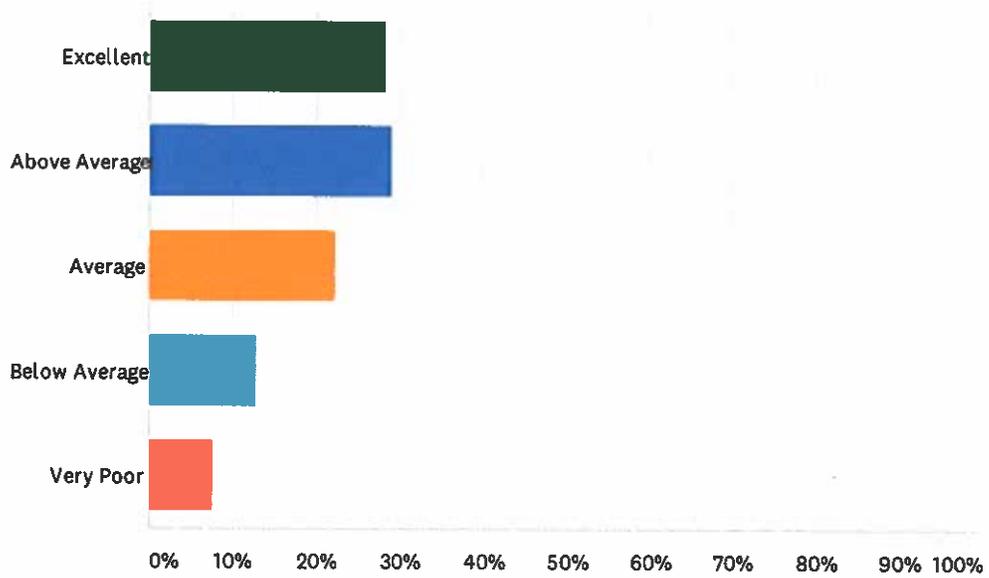
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# Q1 How would you rate the strength of the relationship that the Sleepy Hollow Police Department has with the community?

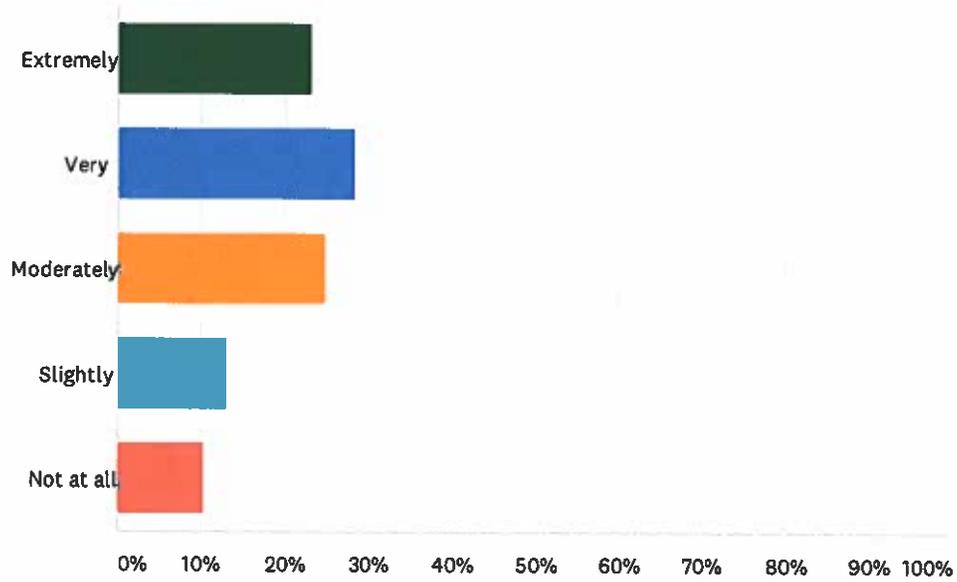
Answered: 227 Skipped: 5



ANSWER CHOICES	RESPONSES	
Excellent	28.19%	64
Above Average	29.07%	66
Average	22.47%	51
Below Average	12.78%	29
Very Poor	7.49%	17
<b>TOTAL</b>		<b>227</b>

## Q2 How successful do you think the Sleepy Hollow Police Department is in dealing with mentally ill residents?

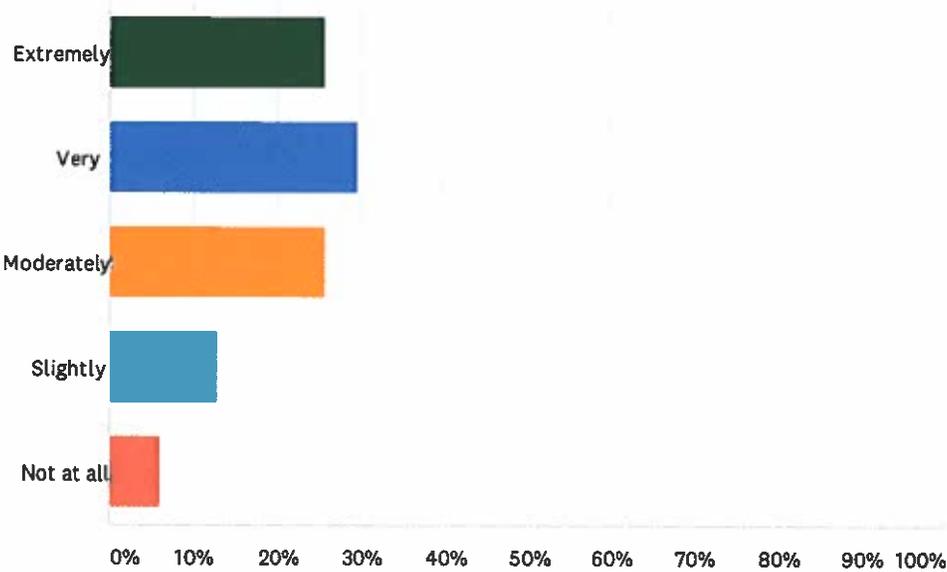
Answered: 193 Skipped: 39



ANSWER CHOICES	RESPONSES	
Extremely	23.32%	45
Very	28.50%	55
Moderately	24.87%	48
Slightly	12.95%	25
Not at all	10.36%	20
TOTAL		193

### Q3 How sensitive do you think the Sleepy Hollow Police Department is in handling domestic violence incidents?

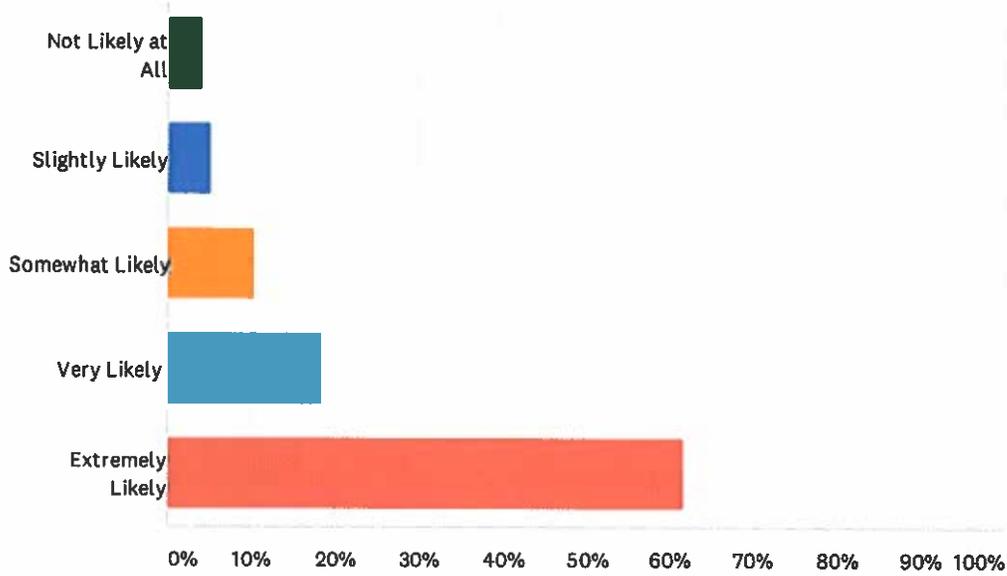
Answered: 195 Skipped: 37



ANSWER CHOICES	RESPONSES	
Extremely	25.64%	50
Very	29.74%	58
Moderately	25.64%	50
Slightly	12.82%	25
Not at all	6.15%	12
<b>TOTAL</b>		<b>195</b>

### Q4 If you were the victim of a crime in the Village of Sleepy Hollow, how likely would you be to notify the Sleepy Hollow Police Department?

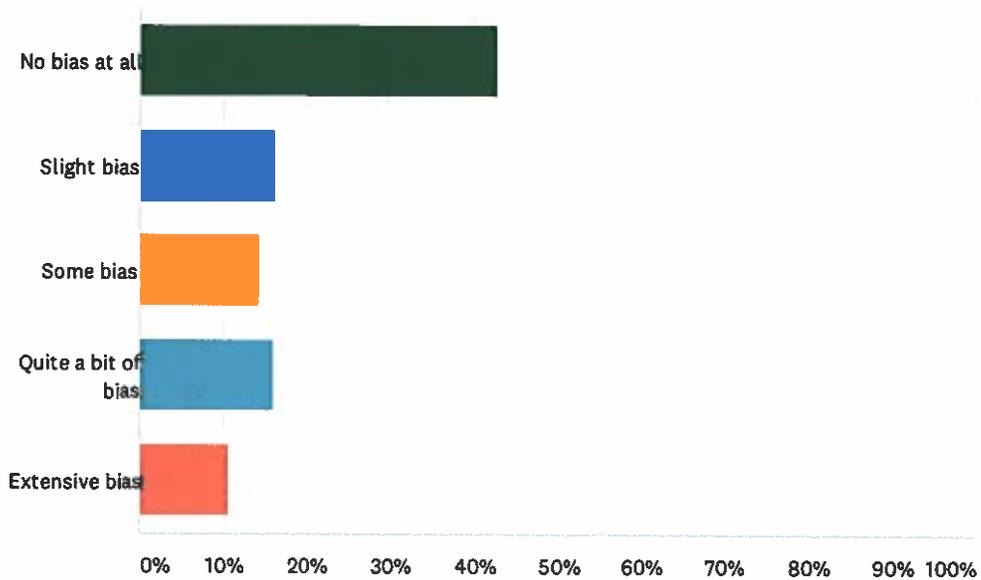
Answered: 229 Skipped: 3



ANSWER CHOICES	RESPONSES	
Not Likely at All	3.93%	9
Slightly Likely	5.24%	12
Somewhat Likely	10.48%	24
Very Likely	18.34%	42
Extremely Likely	62.01%	142
<b>TOTAL</b>		<b>229</b>

### Q5 How much bias, including bias based upon race, sex, national origin, gender identity, and sexual orientation, would you say exists in the Sleepy Hollow Police Department?

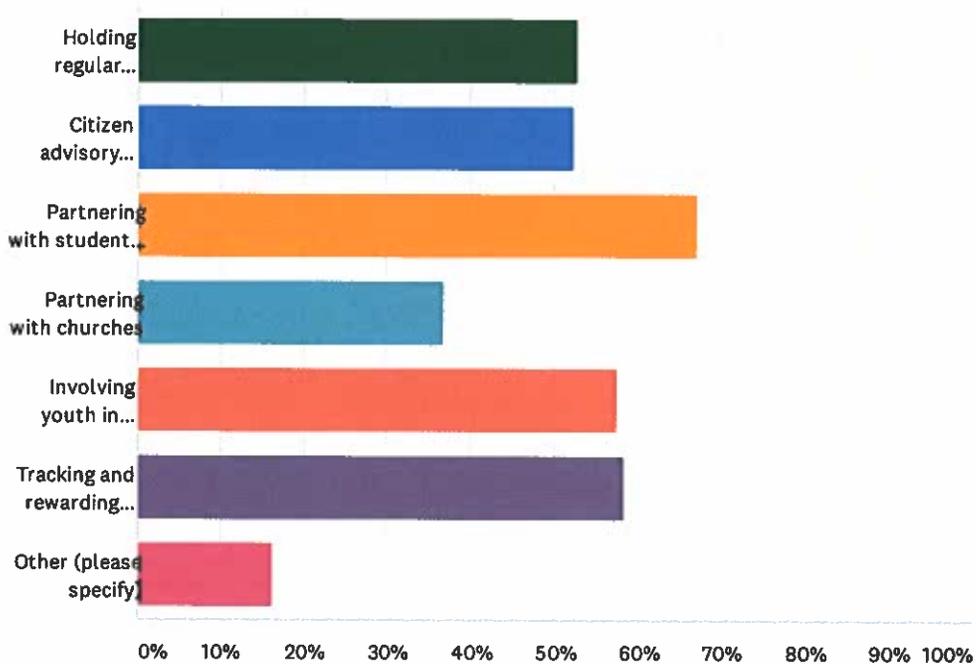
Answered: 205 Skipped: 27



ANSWER CHOICES	RESPONSES	
No bias at all	42.93%	88
Slight bias	16.10%	33
Some bias	14.15%	29
Quite a bit of bias	16.10%	33
Extensive bias	10.73%	22
<b>TOTAL</b>		<b>205</b>

**Q6 Community engagement emphasizes working with residents to promote public safety. Which of the following program(s) would you consider useful for your community safety? Select all that apply.**

Answered: 226 Skipped: 6



ANSWER CHOICES	RESPONSES
Holding regular meetings	52.65% 119
Citizen advisory board/committee	52.21% 118
Partnering with students and schools	67.26% 152
Partnering with churches	36.73% 83
Involving youth in discussions on the role of law enforcement agencies	57.52% 130
Tracking and rewarding positive interaction between officers and community groups	58.41% 132
Other (please specify)	16.37% 37
Total Respondents: 226	

## Q7 In your opinion, what is the single most important issue or need facing the Village of Sleepy Hollow Police Department?

Answered: 158 Skipped: 75

#	RESPONSES	DATE
1	Fairness	3/25/2021 2:57 PM
2	Black and P vs Manor	3/25/2021 10:25 AM
3	Summer motorcycle racing up Cortlandt Street	3/25/2021 10:21 AM
4	Loud music over night	3/25/2021 10:19 AM
5	Leadership, training to interact with the community	3/22/2021 3:43 PM
6	To continue their good work	3/22/2021 3:40 PM
7	Representation and further training.	3/22/2021 2:30 PM
8	Theft and drugs and crimes in school	3/22/2021 2:12 PM
9	Accountability and respect for others	3/22/2021 1:11 PM
10	presence. don't roll thru a stop sign, be friendly, be visible.	3/22/2021 12:05 PM
11	Niceness and reaching out	3/21/2021 3:53 PM
12	Becoming a positive part of the community in the form of being a friendly, helpful department, one that is approachable. One that is willing to recognize change in a past offender willing to acknowledge same with an encouraging word. Cultural diversity classes should be mandatory, and given yearly	3/19/2021 12:07 PM
13	To take care of the loud noises (music) during the night because people want to sleep.	3/19/2021 10:12 AM
14	po160 called a hard working citizen family man "A COCK SUCKER" in spanish and officer fiorist called me a mother fucker, told me to take my tickets and stick them up my asshole and then rushed me to beat me up and I ran away from him. I fear for my life with the behavior of the sleepy hollow police department I rather stay away from those criminals. why dont they ever go to the sleepy hollow manors and call people COCK SUCKERS there or harass them like they do in cortlandt and clinton street?	3/18/2021 9:54 PM
15	TRANSPARENCY- ACCOUNTABILITY.	3/18/2021 3:00 PM
16	FALSE NARRATIVE.REFORM MEMBERS THAT ARE BLM ACTIVIST AND ANTI POLICE.THE FACT THAT PROMOTIONS ARE GOING TO BECOME RACIST BY SAYING THE POLICE NEED TO PROMOTE SOMEONE BECAUSE OF RACE,GENDER ,RELIGION AND CREED.THE FACT OF THE MATTER IS WE ALL WENT TO THE SAME SCHOOLS HAD THE SAME TEACHERS ,THE SAME HOMEWORK AND THE SAME TEST. THE GRADE WAS ABOUT HOW HARD ONE WORKS AND IS DRIVEN.	3/18/2021 10:29 AM
17	Diversity should reflect the community	3/17/2021 9:25 PM
18	Cracking down on loud music in the early mornings and evenings, and late night road rage	3/17/2021 5:15 PM
19	The racist, sexist, anti-non-Christian attitude of the cops. They just seem like they are uncomfortable and on edge all the time. At some point that tension, that fear by the cops of the community they are supposed to protect, that bias the cops have against anyhow that isn't also a white cop is going to boil over. And then the town officials and the well to do white residents will say, "how could that happen here" which is what every town that cops have extrajudicially murdered someone or violently arrested a child, etc have said. All the signs are there that Sleepy Hollow could be next and yet it really seems like the Cops and the Town leadership are merely paying lip service to improving policing instead of addressing the underlying issues of racism in the department.	3/17/2021 1:26 PM

## Sleepy Hollow Police Reform

SurveyMonkey

20	Racism and related bias. We know it. Independent evaluations of police forces in general have said it. Even the FBI pointed it out recently. Cops are racist which is why the department just got sued by one of its own minority officers, if that's how they are treating someone in Blue imagine what they are doing to Black and Brown residents	3/17/2021 1:03 PM
21	Bias. It is with every single police force in the area and across the nation. There are dozens of reports about policing in the US for several decades now talking about this and nearly every police force tries to pretend there is no bias and actively fights against having bias rooted out. The FBI literally just released a report a few weeks ago talking about this and two of the local police departments here in Westchesters balked at the possibility that they could be biased. Sleepy Hollow was sued by a hispanic officer and won because the force is biased against minorities even those among its own ranks. Bias is the #1 problem and it's only a matter of time before a Sleepy hollow cop shoots a innocent, unarmed, minority child.	3/17/2021 10:47 AM
22	Better Pay, More Officers	3/17/2021 2:32 AM
23	NO CLUE.	3/17/2021 12:03 AM
24	Building trust with those in the community that have not had positive experiences with the police.	3/16/2021 11:22 PM
25	Cars speeding, Noise / music from cars driving and in parks. Double-parking. Leaving cars unattended and running on Beekman. Littering.	3/16/2021 9:35 PM
26	Crime in the low income housing developments	3/16/2021 5:44 PM
27	outreach to people of color and our spanish-language community	3/16/2021 11:43 AM
28	Building trust among all residents of SH	3/16/2021 8:39 AM
29	Not aware of any	3/16/2021 8:24 AM
30	Lack of training from command on down in equity, anti-bias, anti-racism training both within the force and how officers work within all communities.	3/15/2021 7:55 PM
31	More friendly relations with the public that the Department is supposed to serve	3/15/2021 1:30 PM
32	Growth of the village	3/15/2021 12:07 PM
33	Spend less time on your phones and pay attention to your community.	3/15/2021 11:00 AM
34	Fair treatment of all residents without bias	3/15/2021 10:27 AM
35	I am very happy with the department ...	3/14/2021 6:40 PM
36	NA	3/14/2021 5:49 PM
37	treating all citizens equally regardless of neighborhood	3/14/2021 4:58 PM
38	Racism , discrimination , lack of respect	3/14/2021 3:53 PM
39	Probably dealing with drug problems and sales.	3/14/2021 2:22 PM
40	Public safety-crime has risen all over, not just here.	3/14/2021 2:03 PM
41	Interacting with the people of SH more	3/14/2021 12:49 PM
42	the support of the community	3/14/2021 10:41 AM
43	not sure	3/14/2021 10:39 AM
44	Apathetic and to exercise common judgement within the confines of the law	3/14/2021 10:01 AM
45	Fairness	3/14/2021 9:51 AM
46	We are a small village. Not much crime. Our police are always blocking lanes sitting in their cars double parked talking to one another. They drive thru red lights without the lights on. They drive too fast thru the neighborhoods.	3/14/2021 9:30 AM
47	transparency and discipline	3/14/2021 5:13 AM
48	Unable to answer this and previous questions.	3/14/2021 1:18 AM

Sleepy Hollow Police Reform

SurveyMonkey

49	Be more involved in the parks and the downtown Too much loitering	3/13/2021 11:01 PM
50	A communication barrier with Spanish-speaking residents, Sleepy Hollow has many Spanish-speaking Citizens, a second language would be very helpful.	3/13/2021 10:53 PM
51	none	3/13/2021 9:53 PM
52	Make sure kids, students are safe from drugs. Keep an eye on parties but don't break their college acceptance or their future for misdemeanor.	3/13/2021 9:12 PM
53	Racism	3/13/2021 6:56 PM
54	Needs retraining all around	3/13/2021 6:05 PM
55	Community policing with an emphasis on building trust with citizens and demonstrating a willingness to address the nationwide problem of systemic racism. I think SHPD is better than most with very dedicated officers. Yet we have so much work to do as well. The SRO helping to organize an event in response to the BLM movement was concerning. Also it is very disrespectful to the American flag to alter it in any way and it upsets me when anyone does that so having the SRO take part in organizing an event which defaced the American flag is surprising. Being pro law enforcement means being against police brutality and I am confident SHPD embodies that.	3/13/2021 5:39 PM
56	Adapting the department to what the new role of police should be in the 2020s	3/13/2021 5:15 PM
57	More contact with the community. With all this tension today the community needs to know they can contact the police department and have a positive outcome.	3/13/2021 3:38 PM
58	race	3/13/2021 3:35 PM
59	They only focus on the lower part of the village NOT Manor they feel they are entitled to everything very prejudice	3/13/2021 3:31 PM
60	Crime and loitering	3/13/2021 3:30 PM
61	Communicating to undocumented immigrants that they are protected if reporting a crime	3/13/2021 3:27 PM
62	Need more cops	3/13/2021 2:50 PM
63	I'm not sure. And that's because I'm privileged and white and have had almost zero interaction with the police. As such, I answered "moderately" above because there was no "I don't know" choice.	3/13/2021 2:02 PM
64	De-arming the police for regular interactions (ie, traffic stops, wellness checks, etc).	3/13/2021 1:56 PM
65	Poor communication with the community.	3/13/2021 1:56 PM
66	Stop racial profiling young brown children walking around in the manors.	3/13/2021 1:47 PM
67	That the police are there to help not hurt based on the current events	3/13/2021 1:36 PM
68	The lack of enforcement of laws by SHPD	3/13/2021 1:36 PM
69	National news issues being interpreted as local issues.	3/13/2021 1:34 PM
70	The disorderly conduct of young children. Police should be more present, on foot, around parks.	3/13/2021 1:32 PM
71	Better community relations with the Chief and his administration. We don't know them.	3/13/2021 1:23 PM
72	Understaffing	3/13/2021 1:18 PM
73	go back to the times of years ago when the laws were made to comply with 100%. They need to be tougher again in compliance with traffic laws, do not tolerate double parking at all, do not tolerate non-compliance with alternative parking at all, enforce the law of quiet time at night and control the vehicles that they drive to loud music on a daily basis. Personally I have had three incidents in the place where I park my vehicle which belongs to the town, where people use my space for hours and when calling the police they do not even issue a ticket or remove the vehicle with a tow truck and suggest that I put my vehicle in the senior center. I believe that if I am paying taxes and annually I am complying as a resident of this town with my rights and duties, I have the right to demand that the police do their job according to the law and not	3/13/2021 1:00 PM

## Sleepy Hollow Police Reform

SurveyMonkey

	trying to be friends with the offender who leaves happy because He/she didn't got punished and will probably commit another offense again.	
74	Unsure	3/13/2021 12:45 PM
75	The greatest issue facing the police department is people believing in the false narrative of racist police force	3/13/2021 12:33 PM
76	Lieutenant Anthony Bueti has let the force down	3/13/2021 12:26 PM
77	No issues	3/13/2021 12:09 PM
78	Community engagement/ Police presence	3/13/2021 11:30 AM
79	Discrimination	3/13/2021 11:26 AM
80	Transparency and bias	3/13/2021 11:14 AM
81	Training and support	3/13/2021 10:40 AM
82	Communication	3/13/2021 10:12 AM
83	Minimum man power and training	3/13/2021 9:57 AM
84	improving relationships in the community	3/13/2021 9:51 AM
85	Politician and inexperienced citizens should keep their hands of managing the department	3/13/2021 9:21 AM
86	Visibility	3/13/2021 9:17 AM
87	Community Relations	3/13/2021 8:33 AM
88	visibility	3/13/2021 7:37 AM
89	None-they do a great job.	3/13/2021 7:05 AM
90	helping Spanish speakers feel safe	3/13/2021 6:50 AM
91	Modernize its fleet and more traffic safety enforcement	3/13/2021 5:51 AM
92	Equal treatment and enforcement in the manors and central village.	3/13/2021 1:34 AM
93	Hire more officers and they need to have a black or Hispanic officer as Lieutenant and/or Chief	3/13/2021 12:47 AM
94	More police	3/12/2021 11:44 PM
95	More police officers in schools to get younger people invovled	3/12/2021 11:20 PM
96	The departments inability to treat everyone the same. Some officers act as if the are above the citizens	3/12/2021 11:04 PM
97	Supervision & guidance for the officers	3/12/2021 10:48 PM
98	Need more personnel	3/12/2021 9:58 PM
99	Bridging the gap between the various groups in SH	3/12/2021 9:37 PM
100	I think they good	3/12/2021 9:31 PM
101	Corruption	3/12/2021 9:10 PM
102	Culture changes	3/12/2021 9:08 PM
103	Support from the community for the difficult job of the police	3/12/2021 9:08 PM
104	Knowing the structure of the police dept - whose the captain, seargant. Too many different officers	3/12/2021 8:43 PM
105	more positive interaction with people of color	3/12/2021 8:10 PM
106	Trust with community.	3/12/2021 7:51 PM
107	1. Care about crimes I report. 2. Avoid giving parking tickets when I am parked in front of my own house	3/12/2021 7:32 PM

Sleepy Hollow Police Reform

SurveyMonkey

108	Interaction outside of calls/respect for residents	3/12/2021 7:30 PM
109	Public displays of support from the village government. These men and women work crazy shifts and go above and beyond. Believe it or not, there are real criminals and degenerates in this village, and our PD is expected to deal with them with honor and integrity, which they do. It would be nice if our leaders publicly back our PD more.	3/12/2021 7:21 PM
110	Too much policing in certain parts of the village and little to no policing in others.	3/12/2021 7:19 PM
111	robbers from outside,mental health	3/12/2021 7:15 PM
112	Spanish speakers	3/12/2021 7:08 PM
113	Public safety	3/12/2021 7:05 PM
114	The police is overburdened with work that should be distributed amongst other professionals. Police officers do not receive adequate training to know how to properly handle with mental health crises, homeless folks, and other marginalized people. This work should be led by professionals who dedicate their life to this (psychiatric workers, EMS, etc) instead of police, who almost always escalate situations because of their weapon.	3/12/2021 6:57 PM
115	Understanding the role of policing.	3/12/2021 6:54 PM
116	MORE FUNDS ALLOCATED TO COMMUNITY RECREATION, COMMUNITY PROGRAMS FOR ALL: ELDERLY, TEENS. YOUTH, EVERY ONE.	3/12/2021 6:51 PM
117	The need for more community engagement and interaction	3/12/2021 6:45 PM
118	:Putting residents first.	3/12/2021 6:43 PM
119	Since crime is so low in sleepy hollow, it's critical that the SHPD focus on car infractions - speeding along Beekman, not stopping at stop signs, excessive noise. These things contribute to unsafe environment for kids and adults.	3/12/2021 6:38 PM
120	Not Sure	3/12/2021 6:31 PM
121	Racial Equity	3/12/2021 6:27 PM
122	I was greatly disturbed by what Officer Rosario went through, especially after repeatedly trying to get the right thing done by the people who are still in charge.	3/12/2021 6:27 PM
123	Mutual aid over punishing residents	3/12/2021 6:22 PM
124	Lack of manpower	3/12/2021 6:15 PM
125	Drugs	3/12/2021 6:11 PM
126	Cummunity support and backing. DO NOT DEFUND THE POLICE !	3/12/2021 6:09 PM
127	The lack of understanding of difficult their job is on a daily basis	3/12/2021 6:07 PM
128	Having Public support,interaction	3/12/2021 6:05 PM
129	Probably funding/resources. Do they have what they need?	3/12/2021 6:02 PM
130	Need for frequent regular meetings with residents.	3/12/2021 6:02 PM
131	Upholding the safety of the community	3/12/2021 5:58 PM
132	Lack of frequent contact with officers on patrol	3/12/2021 5:58 PM
133	Need more than 2 cops working	3/12/2021 5:56 PM
134	They do a great job	3/12/2021 5:56 PM
135	Changing laws and diversity	3/12/2021 5:44 PM
136	Better Pay and more officers	3/12/2021 5:35 PM
137	Continual open engagement between the community and the police department	3/12/2021 5:34 PM
138	They need to be aware of their possibility of bias.	3/12/2021 5:25 PM
139	Need more patrols on the weekends when the weather is warm	3/12/2021 5:23 PM

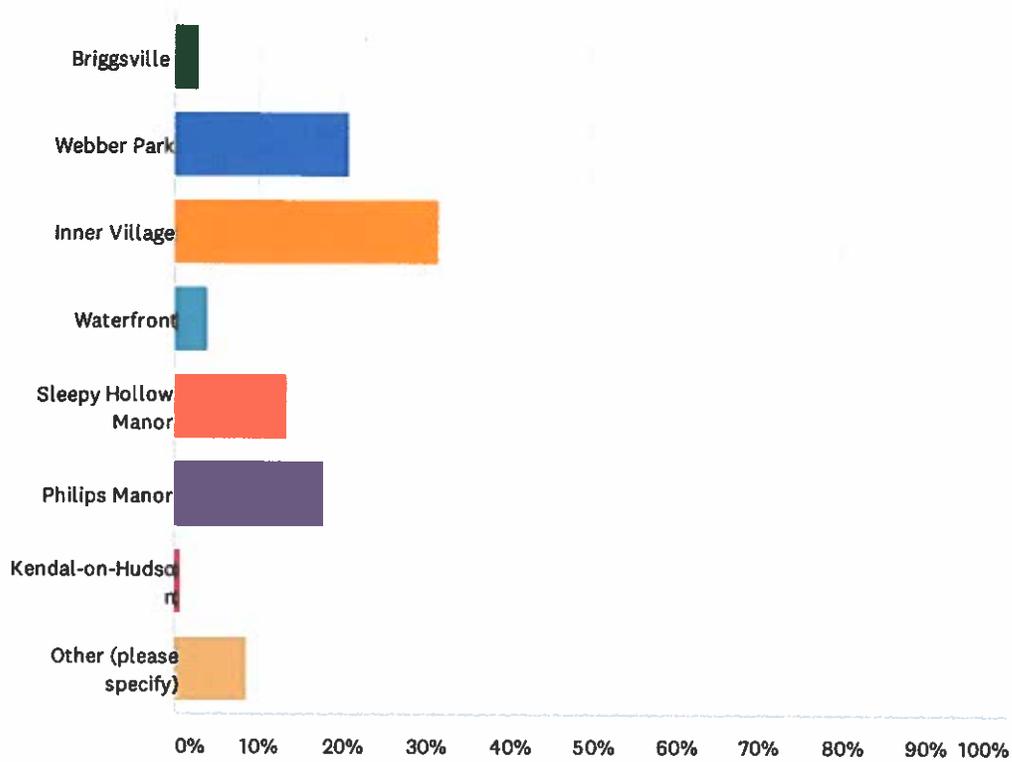
## Sleepy Hollow Police Reform

SurveyMonkey

140	Safety of children and senior citizens	3/12/2021 5:21 PM
141	Keeping everybody in the community safe	3/12/2021 5:19 PM
142	They need more training to deal with modern society needs	3/12/2021 5:16 PM
143	More visibility and interaction within the Village.	3/12/2021 5:15 PM
144	not sure	3/12/2021 5:03 PM
145	need body cameras	3/12/2021 4:52 PM
146	diversity/ addressing bias in all forms	3/12/2021 4:52 PM
147	I was very concerned to hear of a lawsuit of a former officer against the department last year. I would like to know that there is ongoing training about issues of race and gender within the department.	3/12/2021 4:51 PM
148	More staff	3/12/2021 4:49 PM
149	Officers should spend more time walking/biking slowly around town. Following up on real crime like ARSON that was never investigated. Not giving the owners of the multifamily properties a pass when it comes to safety. Investigate village employees taking bribes.	3/12/2021 4:48 PM
150	More recognition, better salaries, more support.	3/12/2021 4:48 PM
151	Village expansion and small town policing we're use to.	3/12/2021 4:46 PM
152	I'm impressed with their accessibility to respond when called upon.	3/12/2021 4:44 PM
153	Community policing	3/12/2021 4:43 PM
154	Given the number of people who have already started moving into Edge on Hudson, we suspect that our Police Department doesn't have enough policemen.	3/12/2021 4:43 PM
155	Professional Communication	3/12/2021 4:42 PM
156	Accountability and transparency	3/12/2021 4:38 PM
157	No issues to fix	3/12/2021 4:37 PM
158	Transparency	3/12/2021 4:36 PM

### Q8 What part of the Village best describes where you live?

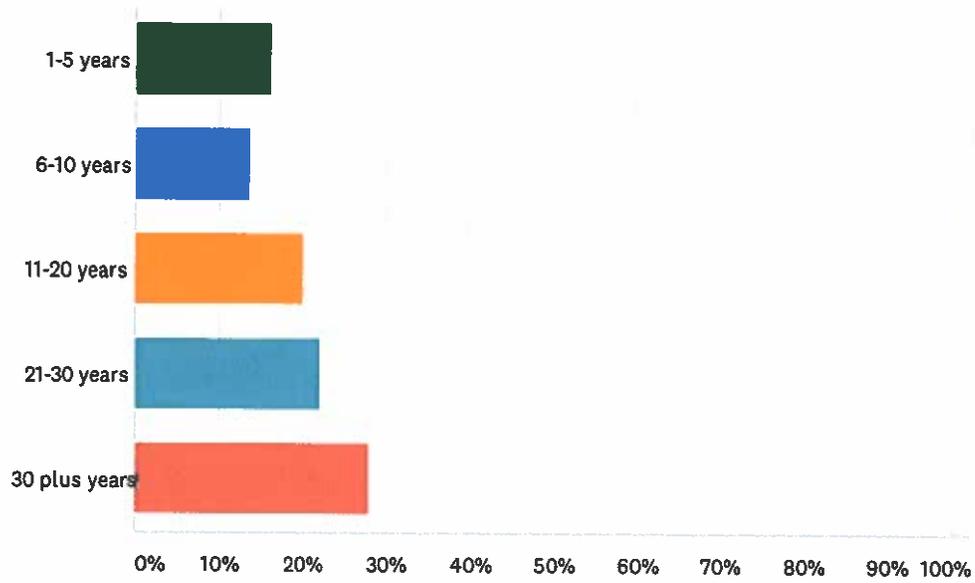
Answered: 225 Skipped: 7



ANSWER CHOICES	RESPONSES	
Briggsville	2.67%	6
Webber Park	20.89%	47
Inner Village	31.56%	71
Waterfront	4.00%	9
Sleepy Hollow Manor	13.33%	30
Philips Manor	17.78%	40
Kendal-on-Hudson	0.89%	2
Other (please specify)	8.89%	20
<b>TOTAL</b>		<b>225</b>

### Q9 What is the total number of years you've lived in Sleepy Hollow?

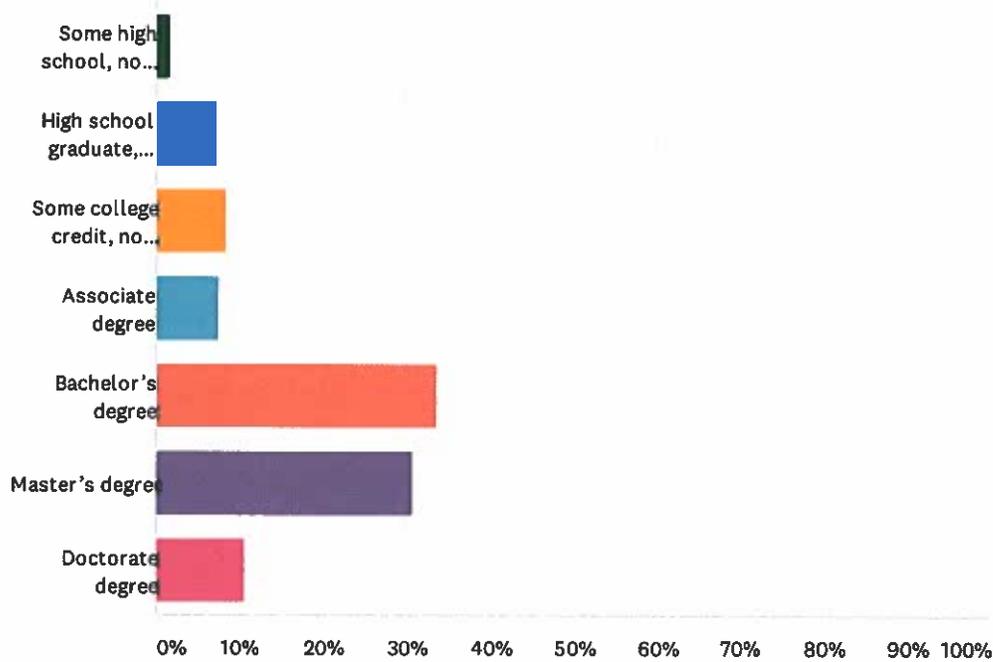
Answered: 229 Skipped: 3



ANSWER CHOICES	RESPONSES	
1-5 years	16.16%	37
6-10 years	13.54%	31
11-20 years	20.09%	46
21-30 years	22.27%	51
30 plus years	27.95%	64
<b>TOTAL</b>		<b>229</b>

### Q10 Which of the following best reflects your highest level of education at this time?

Answered: 225 Skipped: 7



ANSWER CHOICES	RESPONSES	
Some high school, no diploma	1.78%	4
High school graduate, diploma or the equivalent (for example: GED)	7.11%	16
Some college credit, no degree	8.44%	19
Associate degree	7.56%	17
Bachelor's degree	33.78%	76
Master's degree	30.67%	69
Doctorate degree	10.67%	24
<b>TOTAL</b>		<b>225</b>

## Q11 Over the past year, how many times have you interacted with the Sleepy Hollow Police Department?

Answered: 211 Skipped: 22

#	RESPONSES	DATE
1	2	3/25/2021 2:57 PM
2	Approximately 5 times or more	3/25/2021 10:19 AM
3	Two	3/24/2021 10:38 PM
4	0	3/23/2021 8:04 AM
5	1	3/22/2021 11:20 PM
6	0	3/22/2021 6:47 PM
7	7	3/22/2021 3:43 PM
8	Mostly with the PBA and it was very positive	3/22/2021 3:40 PM
9	0	3/22/2021 2:30 PM
10	Once or twice	3/22/2021 2:12 PM
11	Only brief hellos to them when they were directing traffic	3/22/2021 1:11 PM
12	4x	3/22/2021 12:05 PM
13	11	3/21/2021 3:53 PM
14	0	3/19/2021 6:57 PM
15	Zero times	3/19/2021 12:07 PM
16	0	3/19/2021 10:12 AM
17	po160 harass me all the time and when she see my car parked give me 3 tickets or more	3/18/2021 9:54 PM
18	0	3/18/2021 3:00 PM
19	EVER DAY	3/18/2021 10:29 AM
20	None	3/17/2021 9:25 PM
21	3	3/17/2021 5:15 PM
22	too many and almost all of them were bad	3/17/2021 1:26 PM
23	3	3/17/2021 1:22 PM
24	three or four	3/17/2021 1:03 PM
25	too many and most of the times the cops were jerks	3/17/2021 10:47 AM
26	6-8 times	3/17/2021 2:32 AM
27	0	3/17/2021 12:03 AM
28	a few	3/16/2021 11:22 PM
29	Twice	3/16/2021 9:35 PM
30	1 or 2 times	3/16/2021 5:44 PM
31	none	3/16/2021 11:43 AM

## Sleepy Hollow Police Reform

## SurveyMonkey

32	Two or three times	3/16/2021 8:39 AM
33	None	3/16/2021 8:24 AM
34	Twice	3/15/2021 7:55 PM
35	Prior to the past year & due to the pandemic, approximately three times	3/15/2021 1:30 PM
36	4	3/15/2021 12:07 PM
37	3	3/15/2021 11:00 AM
38	4	3/15/2021 10:27 AM
39	2	3/15/2021 10:27 AM
40	1	3/14/2021 9:07 PM
41	2	3/14/2021 8:45 PM
42	Once	3/14/2021 6:40 PM
43	1	3/14/2021 5:49 PM
44	2	3/14/2021 4:58 PM
45	NONE	3/14/2021 4:16 PM
46	2	3/14/2021 3:53 PM
47	3	3/14/2021 3:15 PM
48	probably twice	3/14/2021 2:22 PM
49	3	3/14/2021 2:03 PM
50	1	3/14/2021 1:58 PM
51	5-10	3/14/2021 12:49 PM
52	1	3/14/2021 12:17 PM
53	3	3/14/2021 10:48 AM
54	1	3/14/2021 10:41 AM
55	10	3/14/2021 10:39 AM
56	Once	3/14/2021 10:01 AM
57	5	3/14/2021 9:51 AM
58	Once	3/14/2021 9:30 AM
59	2	3/14/2021 8:43 AM
60	2	3/14/2021 5:13 AM
61	12	3/14/2021 4:12 AM
62	Zero	3/14/2021 1:18 AM
63	No	3/13/2021 11:01 PM
64	0	3/13/2021 10:53 PM
65	10	3/13/2021 9:53 PM
66	1	3/13/2021 9:15 PM
67	1	3/13/2021 9:12 PM
68	Too many over things they don't even need to be involved in	3/13/2021 6:56 PM
69	3	3/13/2021 6:54 PM

Sleepy Hollow Police Reform

SurveyMonkey

70	0	3/13/2021 6:05 PM
71	Once	3/13/2021 5:39 PM
72	a few	3/13/2021 5:15 PM
73	Zero	3/13/2021 4:06 PM
74	A few	3/13/2021 3:38 PM
75	n/a	3/13/2021 3:35 PM
76	5 times	3/13/2021 3:31 PM
77	0	3/13/2021 3:27 PM
78	3-5	3/13/2021 2:50 PM
79	0	3/13/2021 2:02 PM
80	2	3/13/2021 1:56 PM
81	5	3/13/2021 1:56 PM
82	3	3/13/2021 1:47 PM
83	Multiple	3/13/2021 1:44 PM
84	Too many to count and only in positive ways, this even includes in passing or saying hello	3/13/2021 1:36 PM
85	5	3/13/2021 1:36 PM
86	When need be	3/13/2021 1:34 PM
87	0-1	3/13/2021 1:32 PM
88	3	3/13/2021 1:23 PM
89	5	3/13/2021 1:18 PM
90	4	3/13/2021 1:00 PM
91	2	3/13/2021 1:00 PM
92	2	3/13/2021 12:45 PM
93	2	3/13/2021 12:44 PM
94	None	3/13/2021 12:33 PM
95	2	3/13/2021 12:26 PM
96	A few	3/13/2021 12:16 PM
97	5	3/13/2021 12:09 PM
98	Frequently	3/13/2021 12:03 PM
99	0	3/13/2021 11:39 AM
100	3	3/13/2021 11:31 AM
101	Many	3/13/2021 11:30 AM
102	Many	3/13/2021 11:29 AM
103	0	3/13/2021 11:26 AM
104	None	3/13/2021 11:23 AM
105	Zero	3/13/2021 11:14 AM
106	6	3/13/2021 10:40 AM
107	2	3/13/2021 10:20 AM

## Sleepy Hollow Police Reform

## SurveyMonkey

108	1	3/13/2021 10:15 AM
109	2	3/13/2021 10:12 AM
110	0	3/13/2021 10:04 AM
111	several	3/13/2021 9:51 AM
112	0	3/13/2021 9:21 AM
113	None	3/13/2021 9:17 AM
114	0	3/13/2021 8:33 AM
115	2	3/13/2021 7:37 AM
116	2	3/13/2021 7:05 AM
117	10+	3/13/2021 6:50 AM
118	7-10	3/13/2021 5:51 AM
119	3-5	3/13/2021 4:46 AM
120	Once	3/13/2021 2:24 AM
121	5 or more	3/13/2021 1:34 AM
122	5+	3/13/2021 12:47 AM
123	1	3/12/2021 11:44 PM
124	8	3/12/2021 11:20 PM
125	One	3/12/2021 11:13 PM
126	4 times	3/12/2021 10:48 PM
127	2	3/12/2021 10:47 PM
128	Easily over 20	3/12/2021 9:58 PM
129	1x	3/12/2021 9:37 PM
130	7	3/12/2021 9:31 PM
131	5	3/12/2021 9:10 PM
132	0	3/12/2021 9:08 PM
133	3-4	3/12/2021 9:08 PM
134	Not at all you can't find them in my neighborhood	3/12/2021 9:07 PM
135	1	3/12/2021 8:43 PM
136	once	3/12/2021 8:10 PM
137	0	3/12/2021 7:51 PM
138	Quite a few all positive	3/12/2021 7:51 PM
139	Many Friendly conversations.	3/12/2021 7:51 PM
140	None	3/12/2021 7:37 PM
141	1	3/12/2021 7:32 PM
142	0	3/12/2021 7:30 PM
143	0	3/12/2021 7:28 PM
144	Many. They have had to respond to calls of disturbances, first aid calls and monitoring work on the street. All positive interactions.	3/12/2021 7:21 PM
145	3	3/12/2021 7:19 PM

## Sleepy Hollow Police Reform

## SurveyMonkey

146	2	3/12/2021 7:19 PM
147	3-4	3/12/2021 7:15 PM
148	0	3/12/2021 7:08 PM
149	3	3/12/2021 7:05 PM
150	3	3/12/2021 7:02 PM
151	Twice	3/12/2021 6:57 PM
152	1	3/12/2021 6:55 PM
153	5	3/12/2021 6:54 PM
154	1 time	3/12/2021 6:51 PM
155	1	3/12/2021 6:45 PM
156	5	3/12/2021 6:43 PM
157	Twice	3/12/2021 6:38 PM
158	1	3/12/2021 6:36 PM
159	Once	3/12/2021 6:31 PM
160	2	3/12/2021 6:27 PM
161	2-3	3/12/2021 6:27 PM
162	3	3/12/2021 6:22 PM
163	2-3	3/12/2021 6:15 PM
164	6-12 times	3/12/2021 6:11 PM
165	5-6	3/12/2021 6:09 PM
166	6	3/12/2021 6:07 PM
167	Numerous	3/12/2021 6:05 PM
168	1 or 2	3/12/2021 6:02 PM
169	Zero.	3/12/2021 6:02 PM
170	Zero	3/12/2021 6:01 PM
171	5	3/12/2021 5:58 PM
172	0	3/12/2021 5:58 PM
173	Only in passing	3/12/2021 5:56 PM
174	1	3/12/2021 5:56 PM
175	0	3/12/2021 5:56 PM
176	1	3/12/2021 5:44 PM
177	1	3/12/2021 5:40 PM
178	6	3/12/2021 5:35 PM
179	15	3/12/2021 5:34 PM
180	2	3/12/2021 5:27 PM
181	3 or 4 times	3/12/2021 5:25 PM
182	3	3/12/2021 5:25 PM
183	0	3/12/2021 5:24 PM

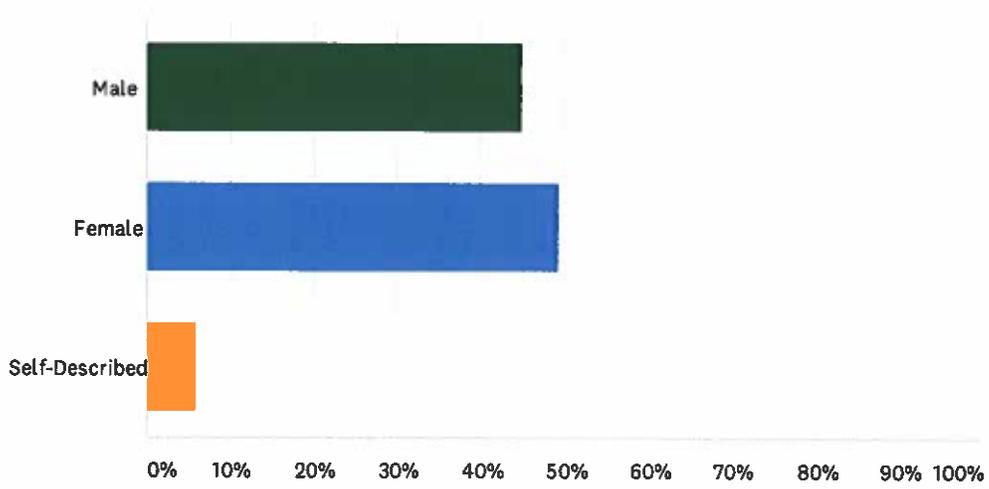
Sleepy Hollow Police Reform

SurveyMonkey

184	One	3/12/2021 5:23 PM
185	10	3/12/2021 5:21 PM
186	3	3/12/2021 5:19 PM
187	None	3/12/2021 5:19 PM
188	2	3/12/2021 5:16 PM
189	0	3/12/2021 5:15 PM
190	4	3/12/2021 5:10 PM
191	3-5	3/12/2021 5:03 PM
192	2	3/12/2021 5:02 PM
193	4-6 times	3/12/2021 4:52 PM
194	None	3/12/2021 4:51 PM
195	5	3/12/2021 4:49 PM
196	not a lot this year, other years multiple times	3/12/2021 4:48 PM
197	5	3/12/2021 4:48 PM
198	3-4	3/12/2021 4:48 PM
199	Twice, house was broken in to	3/12/2021 4:47 PM
200	5	3/12/2021 4:46 PM
201	zero	3/12/2021 4:44 PM
202	Weekly	3/12/2021 4:43 PM
203	2	3/12/2021 4:43 PM
204	numerous	3/12/2021 4:42 PM
205	0	3/12/2021 4:39 PM
206	4	3/12/2021 4:39 PM
207	0	3/12/2021 4:38 PM
208	2	3/12/2021 4:38 PM
209	1	3/12/2021 4:37 PM
210	1	3/12/2021 4:36 PM
211	8	3/12/2021 4:27 PM

### Q12 Which of the following best describes your gender identity?

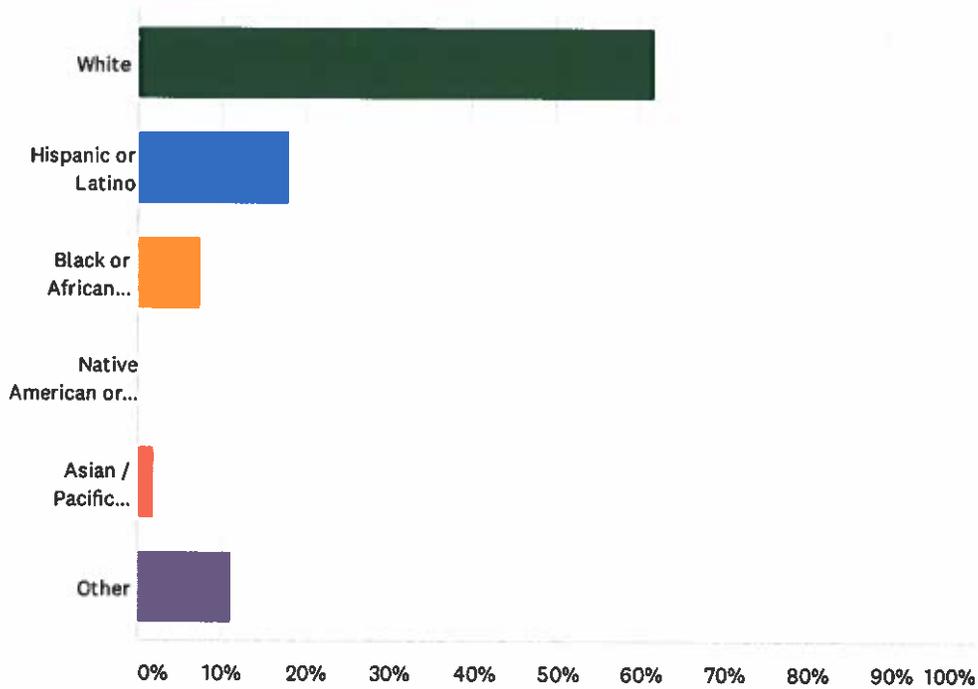
Answered: 225 Skipped: 7



ANSWER CHOICES	RESPONSES	
Male	44.89%	101
Female	49.33%	111
Self-Described	5.78%	13
TOTAL		225

### Q13 What is your race?

Answered: 217 Skipped: 15



ANSWER CHOICES	RESPONSES	
White	61.75%	134
Hispanic or Latino	17.97%	39
Black or African American	7.37%	16
Native American or American Indian	0.00%	0
Asian / Pacific Islander	1.84%	4
Other	11.06%	24
<b>TOTAL</b>		<b>217</b>

## Q14 In what year were you born?

Answered: 202 Skipped: 31

#	RESPONSES	DATE
1	2002	3/25/2021 2:57 PM
2	1958	3/25/2021 10:28 AM
3	over 60	3/25/2021 10:25 AM
4	1982	3/25/2021 10:22 AM
5	1946	3/25/2021 10:21 AM
6	1974	3/25/2021 10:19 AM
7	1948	3/24/2021 10:38 PM
8	1960	3/23/2021 8:04 AM
9	1970	3/22/2021 11:20 PM
10	1967	3/22/2021 6:47 PM
11	1960	3/22/2021 3:43 PM
12	1930	3/22/2021 3:40 PM
13	1981	3/22/2021 2:30 PM
14	1956	3/22/2021 1:11 PM
15	1959	3/22/2021 12:05 PM
16	1950	3/19/2021 12:07 PM
17	2006	3/19/2021 10:12 AM
18	1976	3/18/2021 9:54 PM
19	1968	3/18/2021 3:00 PM
20	1966	3/18/2021 10:29 AM
21	1951	3/17/2021 9:25 PM
22	Year of the snake	3/17/2021 5:15 PM
23	1974	3/17/2021 1:26 PM
24	1963	3/17/2021 1:22 PM
25	1980	3/17/2021 1:03 PM
26	1979	3/17/2021 10:47 AM
27	1980	3/17/2021 2:32 AM
28	1977	3/17/2021 12:03 AM
29	1977	3/16/2021 11:22 PM
30	1958	3/16/2021 9:35 PM
31	1972	3/16/2021 5:44 PM
32	1967	3/16/2021 11:43 AM
33	1947	3/16/2021 8:39 AM

## Sleepy Hollow Police Reform

## SurveyMonkey

34	1961	3/16/2021 8:24 AM
35	1960	3/15/2021 7:55 PM
36	1941	3/15/2021 1:30 PM
37	1984	3/15/2021 12:07 PM
38	1987	3/15/2021 11:00 AM
39	1991	3/15/2021 10:27 AM
40	1972	3/15/2021 10:27 AM
41	1970	3/14/2021 8:45 PM
42	1974	3/14/2021 6:40 PM
43	1998	3/14/2021 5:49 PM
44	1978	3/14/2021 4:58 PM
45	1929	3/14/2021 4:16 PM
46	1992	3/14/2021 3:53 PM
47	1970	3/14/2021 3:15 PM
48	1944	3/14/2021 2:22 PM
49	1967	3/14/2021 2:03 PM
50	N/a	3/14/2021 1:58 PM
51	1955	3/14/2021 12:49 PM
52	1953	3/14/2021 12:17 PM
53	1965	3/14/2021 10:48 AM
54	1954	3/14/2021 10:39 AM
55	1963	3/14/2021 10:01 AM
56	2002	3/14/2021 9:51 AM
57	Why is this question apart of this survey.	3/14/2021 9:30 AM
58	1994	3/14/2021 8:43 AM
59	197?	3/14/2021 5:13 AM
60	1958	3/14/2021 4:12 AM
61	1938	3/14/2021 1:18 AM
62	1980	3/13/2021 11:01 PM
63	1977	3/13/2021 10:53 PM
64	1956	3/13/2021 9:53 PM
65	1965	3/13/2021 9:12 PM
66	1975	3/13/2021 6:56 PM
67	1985	3/13/2021 6:05 PM
68	1962	3/13/2021 5:39 PM
69	2000	3/13/2021 5:15 PM
70	1964	3/13/2021 4:06 PM
71	1956	3/13/2021 3:38 PM

## Sleepy Hollow Police Reform

## SurveyMonkey

72	1975	3/13/2021 3:35 PM
73	N/A	3/13/2021 3:31 PM
74	1986	3/13/2021 3:27 PM
75	1989	3/13/2021 2:50 PM
76	1970s	3/13/2021 2:02 PM
77	1987	3/13/2021 1:56 PM
78	1975	3/13/2021 1:56 PM
79	1994	3/13/2021 1:44 PM
80	1988	3/13/2021 1:36 PM
81	1991	3/13/2021 1:36 PM
82	1984	3/13/2021 1:34 PM
83	1973	3/13/2021 1:32 PM
84	I'm over 40	3/13/2021 1:23 PM
85	1981	3/13/2021 1:18 PM
86	1979	3/13/2021 1:00 PM
87	1956	3/13/2021 12:45 PM
88	1939	3/13/2021 12:44 PM
89	1982	3/13/2021 12:33 PM
90	1995	3/13/2021 12:23 PM
91	1952	3/13/2021 12:17 PM
92	1971	3/13/2021 12:16 PM
93	1995	3/13/2021 12:09 PM
94	1951	3/13/2021 12:03 PM
95	1984	3/13/2021 11:39 AM
96	1992	3/13/2021 11:31 AM
97	1963	3/13/2021 11:30 AM
98	70'	3/13/2021 11:29 AM
99	1983	3/13/2021 11:26 AM
100	1963	3/13/2021 11:23 AM
101	1984	3/13/2021 11:14 AM
102	1970	3/13/2021 10:25 AM
103	1960	3/13/2021 10:20 AM
104	1957	3/13/2021 10:15 AM
105	1970	3/13/2021 10:12 AM
106	1967	3/13/2021 10:04 AM
107	1982	3/13/2021 9:57 AM
108	tarrytown	3/13/2021 9:51 AM
109	Why does this make a difference	3/13/2021 9:21 AM

## Sleepy Hollow Police Reform

## SurveyMonkey

110	1941	3/13/2021 9:17 AM
111	1968	3/13/2021 8:33 AM
112	1948	3/13/2021 7:37 AM
113	1978	3/13/2021 7:05 AM
114	1956	3/13/2021 6:50 AM
115	1990	3/13/2021 4:46 AM
116	1952	3/13/2021 2:24 AM
117	1979	3/13/2021 1:34 AM
118	1995	3/13/2021 12:47 AM
119	1980	3/12/2021 11:44 PM
120	1989	3/12/2021 11:20 PM
121	1959	3/12/2021 11:13 PM
122	1978	3/12/2021 10:48 PM
123	1996	3/12/2021 9:58 PM
124	1992	3/12/2021 9:31 PM
125	1968	3/12/2021 9:10 PM
126	1959	3/12/2021 9:08 PM
127	MYOB	3/12/2021 9:08 PM
128	54	3/12/2021 9:07 PM
129	1966	3/12/2021 8:10 PM
130	1987	3/12/2021 7:51 PM
131	1973	3/12/2021 7:51 PM
132	1968	3/12/2021 7:51 PM
133	1938	3/12/2021 7:45 PM
134	1954	3/12/2021 7:37 PM
135	1985	3/12/2021 7:32 PM
136	1980	3/12/2021 7:30 PM
137	1987	3/12/2021 7:28 PM
138	1972	3/12/2021 7:21 PM
139	1964	3/12/2021 7:19 PM
140	1985	3/12/2021 7:19 PM
141	1970	3/12/2021 7:15 PM
142	1988	3/12/2021 7:08 PM
143	1982	3/12/2021 7:05 PM
144	1998	3/12/2021 6:57 PM
145	1953	3/12/2021 6:55 PM
146	1949	3/12/2021 6:54 PM
147	1968	3/12/2021 6:51 PM

## Sleepy Hollow Police Reform

## SurveyMonkey

148	1977	3/12/2021 6:45 PM
149	1979	3/12/2021 6:43 PM
150	1969	3/12/2021 6:38 PM
151	1952	3/12/2021 6:38 PM
152	1970	3/12/2021 6:31 PM
153	1984	3/12/2021 6:27 PM
154	1991	3/12/2021 6:22 PM
155	1975	3/12/2021 6:15 PM
156	1955	3/12/2021 6:11 PM
157	1953	3/12/2021 6:09 PM
158	1965	3/12/2021 6:07 PM
159	Prefer Not to answer	3/12/2021 6:05 PM
160	1994	3/12/2021 6:04 PM
161	1970	3/12/2021 6:02 PM
162	1944	3/12/2021 6:02 PM
163	1958	3/12/2021 6:01 PM
164	1970s	3/12/2021 5:58 PM
165	1947	3/12/2021 5:58 PM
166	1984	3/12/2021 5:56 PM
167	1980	3/12/2021 5:56 PM
168	1993	3/12/2021 5:56 PM
169	1953	3/12/2021 5:52 PM
170	1980	3/12/2021 5:44 PM
171	1968	3/12/2021 5:40 PM
172	1979	3/12/2021 5:35 PM
173	1989	3/12/2021 5:34 PM
174	1967	3/12/2021 5:27 PM
175	1956	3/12/2021 5:25 PM
176	1943	3/12/2021 5:25 PM
177	1960	3/12/2021 5:24 PM
178	1984	3/12/2021 5:23 PM
179	1969	3/12/2021 5:21 PM
180	1958	3/12/2021 5:19 PM
181	1954	3/12/2021 5:19 PM
182	1999	3/12/2021 5:10 PM
183	late 70s	3/12/2021 5:03 PM
184	1970	3/12/2021 5:02 PM
185	1945	3/12/2021 4:52 PM

Sleepy Hollow Police Reform

SurveyMonkey

186	1970	3/12/2021 4:52 PM
187	1973	3/12/2021 4:51 PM
188	1953	3/12/2021 4:49 PM
189	1970	3/12/2021 4:48 PM
190	60	3/12/2021 4:47 PM
191	1931	3/12/2021 4:44 PM
192	1969	3/12/2021 4:43 PM
193	1940	3/12/2021 4:43 PM
194	1977	3/12/2021 4:42 PM
195	1969	3/12/2021 4:39 PM
196	1959	3/12/2021 4:39 PM
197	1966	3/12/2021 4:38 PM
198	1981	3/12/2021 4:38 PM
199	1974	3/12/2021 4:37 PM
200	1966	3/12/2021 4:36 PM
201	1955	3/12/2021 4:27 PM
202	1969	3/12/2021 4:19 PM

## Q15 Additional Comments/Questions

Answered: 101 Skipped: 132

#	RESPONSES	DATE
1	The SHPD needs to step it up a few levels and start acting like other villages. There is a lot of drugs and alcohol use primarily on Clinton, Cortlandt, and Depeyster st. Even though these cops may seem nice, they are lazy, and overuse their power. I know several current officers that park wherever they want and do illegal things when they should be the ones setting the example. Many of them don't do their job due to know family or friends. The only reason why people do what they do now is because the officers aren't doing anything. THIS IS ALL TO BLAME THE SLEEPY HOLLOW POLICE OFFICERS, NOBODY ELSE!	3/25/2021 2:57 PM
2	-They do not respond in a timely manner -Noise complaints are not being resolved -They are too laid back -Not enough bilingual employees which causes a problem for us hispanics (to respond in the front desk)	3/25/2021 10:27 AM
3	-Officers are having affairs within the department officer lieutenants -Problem with Stiloski doing both Tarrytown and Sleepy Hollow	3/25/2021 10:25 AM
4	They should have a Spanish-speaking offer in the front desk.	3/25/2021 10:22 AM
5	Again, something needs to be done about these people racing up Cortlandt Street, doing wheelies, and making so much noise that you can't even hear you too.	3/25/2021 10:21 AM
6	Why is this survey necessary?	3/25/2021 10:19 AM
7	Police arrive quickly when called even for non emergency matters.	3/24/2021 10:38 PM
8	This is not a relevant survey to me. Cannot answer questions 2,3 and 5	3/23/2021 8:04 AM
9	I've never interacted with the SHPD. I see them patrolling in cars, on duty during public events, and handing out tickets, but other than that I don't see them interacting with the community unless the officer personally knows and is friends with the SH resident. The only other impression I have is that it's not diverse at all. I've only personally known of two Black police officers and one female police officer in the eleven years I've lived in SH. We need a department that reflects the community they serve. And as with any institution, there will always be a bias problem if no specific training is provided to help combat it, whether it's racial, mental illness, physical disability, domestic violence, gender, class, etc.	3/22/2021 2:30 PM
10	I actually think the the police are more friendly and respectful than some of the the volunteer firemen and EMS responders. We should invest in solid training for all of these folks who do such important work. There need s to be responsive leadership for all three of these departments. There needs to be an independent person to whom complaints can be addressed	3/22/2021 1:11 PM
11	whenever I have called, the dispatch has been polite. whenever I have talked to a policeman they were professional. If the visible police presence could be a bit more around town, I think that would be good.	3/22/2021 12:05 PM
12	Blue Lives Matter branded materials are not appropriate for the public desk at the window of the PD given its association with the white supremacy movement	3/21/2021 3:53 PM
13	All people listed on banned list for any apartment. Building should be taken off said list after a certain period of time. As long as their family approves and there was no damage to the property! A lot of families would not have requested the initial ban if they knew it was long term! The human aspect is people can and do change for the better over time. Someone who sit a fire was allowed to return to their family who lives in a village apartment building after serving time in prison. This is a perfect example. Some are worthy of a second chance.	3/19/2021 12:07 PM
14	Nope	3/19/2021 10:12 AM
15	we need officer fiorist and po160 fired asap they are ruining this town	3/18/2021 9:54 PM
16	I am so discouraged by this village, most recently we had a village election that less than 10%	3/18/2021 3:00 PM

of residents vote in... WHY? the same old UNITE party (MANOR) party stays in office with the speed dial on the media for photo ops -- but where is the work?? The elections need to be moved to NOVEMBER. Having this same stale team of trustees (except Jared), is awful. We need radical change from the self proclaimed "MOSH and FLOSH". They need to go.

17	JUST CAUSE A POLICE OFFICER ACROSS THE COUNTRY DOES SOMETHING WRONG DOESN'T MAKE ALL POLICE OFFICER BAD. LOOKING AT THE SUGGESTIONS WE SHOULD CONCENTRATE ON HAVING PEOPLE LEARN ENGLISH AS A SECOND LANGUAGE.	3/18/2021 10:29 AM
18	This survey is a joke. Propaganda about sending kids to schools to what, indoctrinate kids about how great the cops are? Rewarding cops for doing the job should be doing already? Send Cops to churches to intimidate worshipers under the guise that they Cops are just participating in the community. How about you ask if we think we should send the Cops to sensitivity training? How about you ask how we feel about sending the Cops to de-escalation classes? How about you ask how we feel about having Cops take continuing education so they are better informed about the laws they are tasked to enforce? How about you ask about how the community would feel about having the Cops sign a pact with the community stating they are here to 'protect and serve, without bias, the entire community, in a fair and equitable manner' as a show of good faith by the Cops that they really care? How about you ask us about how we think Cops behave when they are called to the schools? Or when they care first responders to Fire and Ambulatory calls? Or how we feel about Cops responding to traffic incidents and roadside stops? Or how we feel Cops are doing their jobs when they attend court? And, do you really not want to know why people are afraid to call the cops - because you didn't ask any kind of follow up to determine if maybe people don't call the cops because they are afraid of the cops themselves because of police violence, or don't think the cops will treat them fairly because of police racism, or that the cops won't do the job well because the crime solve rates for the police in general are very low? I won't call them because ever bad encounter with the cops brings the community one step closer to the cops extrajudicially killing someone.	3/17/2021 1:26 PM
19	I can't answer questions about how the police respond to incidents (domestic or people with mental illness) so you should have an NA response. My overall impression of the police is that they are responsive and professional.	3/17/2021 1:22 PM
20	The survey is terrible. The questions are leading. The questions don't cover many of the issues that the community might have in dealing with the Police. Some of the answers show favoritism towards the police. And, you aren't collecting enough or the right demographic information to understand if the answers here are representative of the community at large so you don't know if the data, despite the rest of the limitations due to the line of questioning, will even be useful. I guess that is fine, I'm sure this is just for show and there will be no police reform because the Cops and the rich white folk in town both thing everything is hunky dory.	3/17/2021 1:03 PM
21	I sincerely doubt you will do anything with these answers. Tarrytown didn't. Irvington doesn't seem to. And Sleepy Hollow will be just the same. The Cops will cry about being criticized and whine about how they don't get enough credit and try to trump up the idea that they haven't done anything wrong yet so obviously nothing is wrong. And, then the town will go back to the status quo of ignoring that the cops need reform.	3/17/2021 10:47 AM
22	Thank you	3/17/2021 2:32 AM
23	badly written survey - questions 1,2,3,5 assume some level of interaction and knowledge of SH police, which is not the case for most people i would think.	3/17/2021 12:03 AM
24	My interactions with the police have been positive but I can't answer questions 2-5 because I haven't witnessed how they are in handling any of those situations first hand. Also I think question 1 will vary a lot depending on who you ask, I've heard residents' opinions range from excellent to others who are very dissatisfied or feel they are very disconnected and ineffective to the problems of their neighborhood (ex. parts of the Inner Village). My pet peeve is witnessing police cars often left idling empty for long periods of time. I also find police in their cars can be very intimidating and hard to approach; much easier and better for community relations when they are on foot or bike, plus we live in a small village where this should be doable, especially in the Inner Village.	3/16/2021 11:22 PM
25	Sleepy hollow Police Department does not have a bias problem, Don't impact their moral and motivation by insinuating there is a problem. Rewarding good behavior and reinforcing quality of life rules will make a noticeable difference in the community.	3/16/2021 9:35 PM

## Sleepy Hollow Police Reform

SurveyMonkey

26	While during my interaction with members of the police force, they have always acted in a professional manner, during an emergency situation, they tend to interact with each other, rather than interacting or explaining what's happening with those involved with the situation.	3/16/2021 8:39 AM
27	There should be a choice of " Don't know" included in the answer for question 1, 2 and 5	3/16/2021 8:24 AM
28	I have not had much interaction with the SHPD but I have noticed over the years, including my few encounters, that there does seem to be a lack of good relations between the Department and its citizenry . Those questions that have not been answered ( 2- 3- 5) are due to my lack of experience/knowledge with the SHPD's handling of these issues	3/15/2021 1:30 PM
29	Major room for improvement.	3/15/2021 11:00 AM
30	I don't think this is a very good survey. You should get a consultant to help with this.	3/14/2021 9:07 PM
31	I'm not sure what you are trying to learn from this survey but the questions are not very comprehensive and I wonder how useful the data will be. My overall thought is that we seem to have a great group of police but I think its a larger than needed force based on the size of our village. How are we warranting such a large force without making the force "earn their keep" so-to-speak...?	3/14/2021 4:58 PM
32	I do not feel that I have any experience to comment on the handling of our police dept with mental health issues or domestic issues. Your survey people should know how to spell historic Philipse Manor.	3/14/2021 2:22 PM
33	I either have no knowledge or am not aware of certain positions that the survey touches on, I only answered what I have first hand knowledge of.	3/14/2021 2:03 PM
34	Being a police officer has always been a very difficult job. At this time there is even more strain on our PO in there efforts to protect our citizens. Like all positions or jobs, there are a few bad individuals. I believe the majority, or good ones, need to have a way to report those few who may take questionable action without fear of repercussions for shinning a light on a possible issue. In addition you only hear the bad stories about our police officers and when the complete story is known, in many cases, the original story is far from accurate. This rush to report inaccurate information leads to mistrust for all of our cops.	3/14/2021 12:49 PM
35	I can't answer most of these questions because I've had no experience interacting with any police officer except one who lent me a tarp for my roof after a storm. That was very positive, but it doesn't relate to most of these questions.	3/14/2021 12:17 PM
36	How would i know how the PD is dealing with the mentally ill or domestic violence unless i was either involved or knew someone who was directly involved. There should be answer choices that you can answer as: not appropriate or not applicable. I would never answer a serious question like that by reading "news" accounts.	3/14/2021 10:41 AM
37	My interaction with the Sleepy Hollow Police has been at local events. They have always been professional and polite!	3/14/2021 10:39 AM
38	It doesn't matter what my age is. The police should be considerate to all ages including the young people. Why does that company get to use the public streets as their parking lot. You know the one by McDonald's? For the most part out police department is professional. It's been awhile since they've been in the news for bad behavior. It looks like you've removed or retired the bad apples. Keep up the good work.	3/14/2021 9:30 AM
39	I saw your news letter and can't believe the spotlight is Officer Angela Martelo. During my two direct encounters with her, she was extremely rude and totally uninterested in my situations. She treats people from different areas of the village differently and she treats people with different skin tones differently. During the black lives matter event on Beekman Avenue, she rudely told black people to not stand in certain areas, but was very sweet and polite to the white people attending. This was something a group of us kept noticing. I'm Hispanic with dark colored skin and I speak fluent English. She is the same officer who told the woman with the crying baby to move her car or get a ticket, that sister Susan was referring to during the police reform committee. Did anyone ask Sister Susan who that officer was? I knew who it was as I watched the recording and then confirmed it with a friend who's child attends the program. It just baffles me that this village continues to push employees like this towards the spotlight and ignores all of the incidents or behaviors that we as a society are complaining about when it comes to race, prejudices, nepotism and favoritism. This is exactly the type of cover ups black people are talking about. I'd also like to see officers attend sensitivity training. They	3/14/2021 5:13 AM

should also patrol more near Valley and Cortland street out of the cars like they do in the city. Many officers drive by and don't even look side to side. They only look straight. They should walk more.

40	Unable to complete questionnaire for lack of experience. I had only one interaction in 1998 or 1999 when I returned from a trip on the last train from NYC and had neither transportation to Kendal nor a phone, so I walked to an open gas station in the rain and asked the attendant to call the SH police dept to request a ride to Kendal which, after a thorough passport check, was granted.	3/14/2021 1:18 AM
41	Beekman ave traffic is out of control and nothing is done about it very dangerous	3/13/2021 11:01 PM
42	I find our police efficient and understanding of the different communities.	3/13/2021 9:12 PM
43	1 I believe this is placating and not an effort at real change 2 I think this will be just useless as the Tarrytown survey because just like tarrytown you will do nothing with it 3 the survey question have a lot of biases in how they are worded and the answers. Anyone with any background in surveying could have told you this was poorly done. 4. Kkkops are gonna be kkkops. You ran a minority from your force already. You have guys on the force that are too friendly with known bigots in the area. The survey isn't going to change the fact people are afraid to complain about shitty policing because the kkkops are retaliatory.	3/13/2021 6:56 PM
44	Officer Kelly a waste of space, plus your other cops beside a few are useless	3/13/2021 6:05 PM
45	I am glad you are taking this survey and hope the results assist in meaningful work for social justice and strengthening our community together.	3/13/2021 5:39 PM
46	I believe our Police Department is great and it's a great safe place to live. Keep up the good work. Is there a committee to join and if so how do you do this?	3/13/2021 3:38 PM
47	Police have stopped my partner and I several times each year and searched him only (he's black), and his last ticket was for going 1 mph over the limit on our own street.. when everyone else was doing 20 over at that same time and day. We've lived here over 20 years and are home owners yet more times than not when I'm with him, we're stopped. He's been shoved around and threatened by police when stopped right off Broadway yet is he is only ever polite and cooperative. He is constantly stopped and told he "looks suspicious"yet he does not even drink or smoke and has no record at all. Weboth grew up here and are saddened by this.	3/13/2021 3:35 PM
48	This Village has become a place where relationships happen within the department and bad to community cause they are Not doing anything for community. Very disappointed with the Chief, Mayor and the Village	3/13/2021 3:31 PM
49	See above. I have no sense of the quality of SHPD other than the police presence at school (which I sense is positive and ally-based, rather than oppositional) and I'm pleased that a number of recent new hires are Spanish-speaking.	3/13/2021 2:02 PM
50	My wife had to go to the hospital and the two cops showed up and brought guns into my house. That wasn't necessary.	3/13/2021 1:56 PM
51	I think that the sleepy hollow police department is very diverse in race and gender and For the most part are stand up citizens that are polite and want to help the community be the best it can. I think it is sad that the current events look down on those who want to support and promote the goodness they have to offer and instead are overshadowed because someone in town wants to wear a particular shirt or sport a particular flag that supports your local police and fire departments - I think people are focused on the wrong things instead of how to bring the community closer to the local police officers. I also don't think it's necessary for this survey to ask your race - I find it hypocritical.	3/13/2021 1:36 PM
52	It's imperative that the police department is reformed. There are various issues that have not been resolved despite concerns and complaints by residents. I have called when cars are parked in my paid spot in the village lot and they refuse to ticket or call a tow truck for vehicles violating the law. When complaints of loud music that rattles windows, past quiet hours set by village code, are made we are told that nothing can be done. When complaints of loitering/drinking in the parking lot on Elm are made, PD officers have asked residents to deal with it instead of coming out themselves. Double parking in the inner village is a daily thing and police do absolutely nothing but weave between cars. An officer witnessed a car backing up t tough a one way, pull into an intersection and do a u-turn with oncoming traffic, and did nothing but pull next to them and then drive away. They also rarely pull people over for committing	3/13/2021 1:36 PM

traffic violations such as illegal right turns, blowing through stop signs or red lights, even if they're right there and witness it. Additionally, I have lost count of the number of times I have witnessed police officers actively texting while driving or talking on the phone without hands-off tech, and almost hitting other cars because they're veering off lanes or coming to a stop sign without looking up. Accountability needs to happen.

53	What does my level of education have to do with the issues with the police department or how it is mis managed? What does the year I was born have to do with the obvious racial tension within your department and their lack of community involvement amongst the black and brown people in the community, specifically the southern village? What does any of that have to do with your police chief not engaging with the community and people like myself who have lived here for over 50 years, not knowing him? We knew Jimmy Warren and we even knew Chief Camp. We don't know who this guy is! We didn't know him in patrol and we don't know him now. We do know he's made a mess up there!! Who are the lieutenants? We knew Mr. Hayes, Frank and Barry. We don't know anyone because they appear to not want to be known. It starts from the top and your top aka the Chief is a complete mess! A leader who simply can't lead by example. The most southern area of the village is ignored and has been for years. We need a new Chief. Time for new leadership.	3/13/2021 1:23 PM
54	Doing a good job .	3/13/2021 12:44 PM
55	A few bad apples in the country doesn't mean all police are racist. There are bad apples in every industry and profession, let's stop believing they are all bad, they serve our communities in a positive manner and we need police. Defunding the police is a radical concept that should never ever be considered.	3/13/2021 12:33 PM
56	Whoever designed this survey did a really poor job. There were many questions that should have included the alternative "do not know." As someone who has been involved in research, I know that survey development is not easy, but a professional (or a better professional) should have been involved in the development of this survey. I discourage you from using the data collected here to make any points other than acknowledging the survey needs to be re-done.	3/13/2021 12:03 PM
57	Placing Officer Wendy Yancey back as an SRO officer in the school system. She has a very good relationship working with the students and someone they trust. There's too much politics in the SHPD and friendship/Favors. There's officers that got promoted to detective and SRO that didn't even have 5 yrs on the job. Wow	3/13/2021 11:30 AM
58	Would like to see officers be more friendly. Talk to people with respect. Would like them to enforce loud music and speeding cars.	3/13/2021 11:26 AM
59	The lack of a "not applicable" option will skew the data here. I hope the department is always striving to improve its efforts to fix bias and how it works with mentally ill residents even if not rated as doing a bad job.	3/13/2021 11:14 AM
60	PO Officer McGuire is a great role model for youth. he is a great resource to tap for relationship building	3/13/2021 9:51 AM
61	This survey is very poorly designed.	3/13/2021 9:21 AM
62	Appreciate all that SHPD is doing, including spending the time to unpack racial and ethnic bias that is systemic throughout American institutions and intrinsic to all persons.	3/13/2021 6:50 AM
63	I love the Sleepy Hollow Police Department and it's officers! Very glad they have hired more officers of color.	3/13/2021 12:47 AM
64	Need more cops	3/12/2021 11:44 PM
65	I had a terrible experience this week when I needed the police and EMS to help with my son who attempted to hurt himself. The police and the EMS workers were condescending and incompetent to evaluate his mental health condition. They made the situation worse and I plan to file formal complaints. They need training.	3/12/2021 11:13 PM
66	They are amazing, they deserve more credit than what is given	3/12/2021 9:58 PM
67	Install Call boxes, such as blue light ones as on college campuses. Kingsland, Dog Park, Waterfront, Beekman. In a panic, can not get to the phone in a threatening situation	3/12/2021 8:43 PM
68	Police could be a little more professional courteous understanding and less bias when approaching Spanish speaking individuals	3/12/2021 7:37 PM

## Sleepy Hollow Police Reform

SurveyMonkey

69	All of the officers have been dismissive of my concerns. They were not able to find the thief of my bike, and they gave me a parking ticket in front of my own house.	3/12/2021 7:32 PM
70	Thank you, SHPD, for all that you do.	3/12/2021 7:21 PM
71	I am tired of being followed by officers when walking early in the morning as they they slow down and pass me multiple times.	3/12/2021 7:19 PM
72	Holding one or two meetings for the public and anonymous forms are not enough. I understand it is difficult to gather more public feedback, but that doesn't mean the village shouldn't try. There are so many members in our community who have had horrible experiences with the police, yet rarely get a chance to voice their experience out of fear, or lack of trust.	3/12/2021 6:57 PM
73	I support the Sleepy Hollow Police Department. The times are changing and different challenges arise for which much staff training is necessary: dealing with mentally ill, domestic violence, juvenile delinquency, various races/ ethnicities, illegal drugs. Ongoing staff development for all officers. A youth center with a swimming, pool, basketball courts, tennis courts and soccer field, and trips, would take care of a lot of youth delinquency. A center similar to the senior center. Thank you SHP. I appreciate you!	3/12/2021 6:51 PM
74	There should be an option for no opinion on some of these.	3/12/2021 6:43 PM
75	It is difficult for anyone not to have implicit biases. With regard to police, however, these biases can result in matters of life or death, depending on the reaction of all parties involved (including the person being arrested/ investigated/ questioned). Our community being diverse especially means that all of us need to be aware of bias and not to be afraid to address these issues. In other words, recognizing that bias exists does not make anyone anti-police. And it would be great if there were as much outreach as possible with our schools. Let's get students to respect and appreciate the humans who wear a police uniform and put their lives at risk. Thank you.	3/12/2021 6:36 PM
76	None	3/12/2021 6:31 PM
77	I was extremely disappointed by the recording of BLM protests in patriots park.	3/12/2021 6:27 PM
78	Greatly appreciate support of Sleepy Hollow PD with removing antisemitic stickers on Beekman and other streets	3/12/2021 6:22 PM
79	Our village police are very good and I thank them very much.	3/12/2021 6:11 PM
80	please support our excellent police force	3/12/2021 6:09 PM
81	Much like the human race no Police Department is perfect. I believe our department truly cares about us. I like the fact that they have had many community such as Coffee with a cop, Sports day & especially when Santa made a visit to my grandchildren's this year. All of which myself or my family have attended.	3/12/2021 6:07 PM
82	I believe that the Sleepy Hollow PD is an exemplary organization. I have only heard very positive remarks about the Chief and the officers. That said, the PD is like any other organization.. it should continue to look at ways to improve.	3/12/2021 6:02 PM
83	Cops need to take walks in all our neighborhoods and get to know people. They're isolated from us in patrol cars.	3/12/2021 6:02 PM
84	I did not respond to the questions with which I have no experience	3/12/2021 5:58 PM
85	Asking question for a survey respondent might not have a meaningful answer will not be helpful to you, hence questions I did not answer. You should provide more space for "I don't know/No experience of this" kind of answers, along with the ability to simply make comments on each questions, which might be useful in and of themselves.	3/12/2021 5:58 PM
86	For several of these questions - like 2, 3 and 5 - there should have been another option: "Do not know". While my family has a good opinion of the department through our limited interactions, I have no idea how our police force deals with mentally ill people or domestic disturbances. Given that Sleepy Hollow is over 50% Hispanic, I would be surprised if there was a lot of race bias in the department, but again, I do not know specifically. In general, I would say our family has a very positive impression of our local force. They keep our neighborhood safe and I would not hesitate to call them for help.	3/12/2021 5:40 PM
87	Keep up the great work 🙏	3/12/2021 5:35 PM

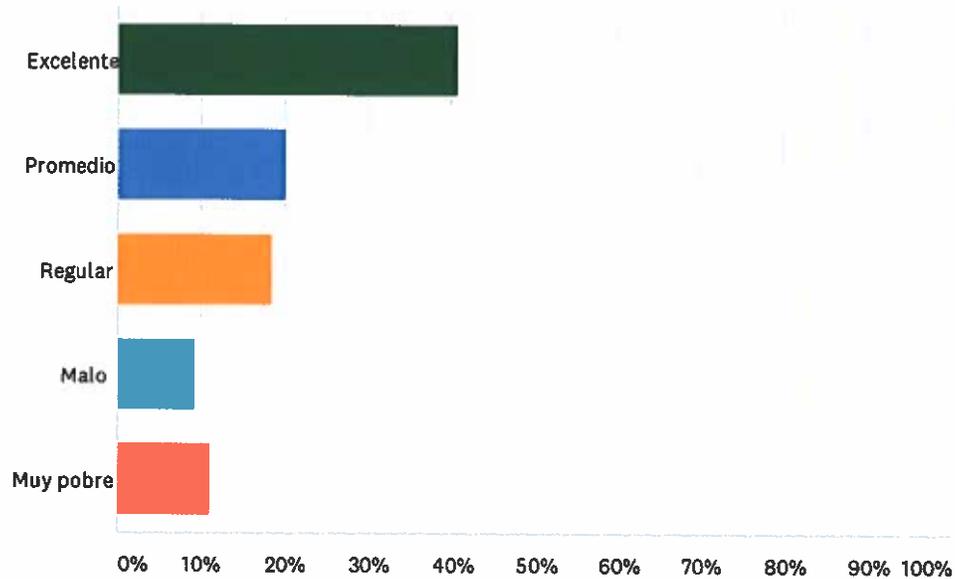
## Sleepy Hollow Police Reform

SurveyMonkey

88	I love our police! They have always been kind, compassionate and there the instant you need them.	3/12/2021 5:25 PM
89	The shpolice is a good department but need more police to patrol the streets in the summer out	3/12/2021 5:23 PM
90	Fantastic police department	3/12/2021 5:21 PM
91	For the first few questions, there should be an option to answer "Unknown." Thank you for asking!	3/12/2021 5:15 PM
92	You should've added an "I don't know" option.	3/12/2021 5:03 PM
93	Please do something about the loud music/engines from the cars driving around the village. Thank you 😊	3/12/2021 4:59 PM
94	our officers are very helpful and professional	3/12/2021 4:52 PM
95	how can citizens help the police? how can we more actively support the dept ?	3/12/2021 4:52 PM
96	I am not able to answer all the questions because I have no experience to base an answer on. My general feeling about the SHPD is positive, and I was especially impressed by the officers who came out to protect and support the BLM protests in our village last summer. However where anyone has not had positive experiences I hope they will be taken seriously and listened to, and that change will be made.	3/12/2021 4:51 PM
97	Very pleased and proud of our Police Force.	3/12/2021 4:48 PM
98	I'm unable to answer most of your leading questions as I've not heard of any of these types of interaction between villagers and the police. My general opinion is that much has improved these past few years. I personally trust and admire their behavior when I've witnessed it.	3/12/2021 4:44 PM
99	There are some questions which should have included " Don't Know" as the answer, or should have provided ability to answer question so as not to select an answer that doesn't apply.	3/12/2021 4:43 PM
100	The questions I did not answer were because I have no basis of knowledge to do so.	3/12/2021 4:39 PM
101	SHPD is a great Dept.	3/12/2021 4:19 PM

## Q1 ¿Cómo calificaría la solidez de la relación que tiene el Departamento de Policía de Sleepy Hollow con la comunidad?

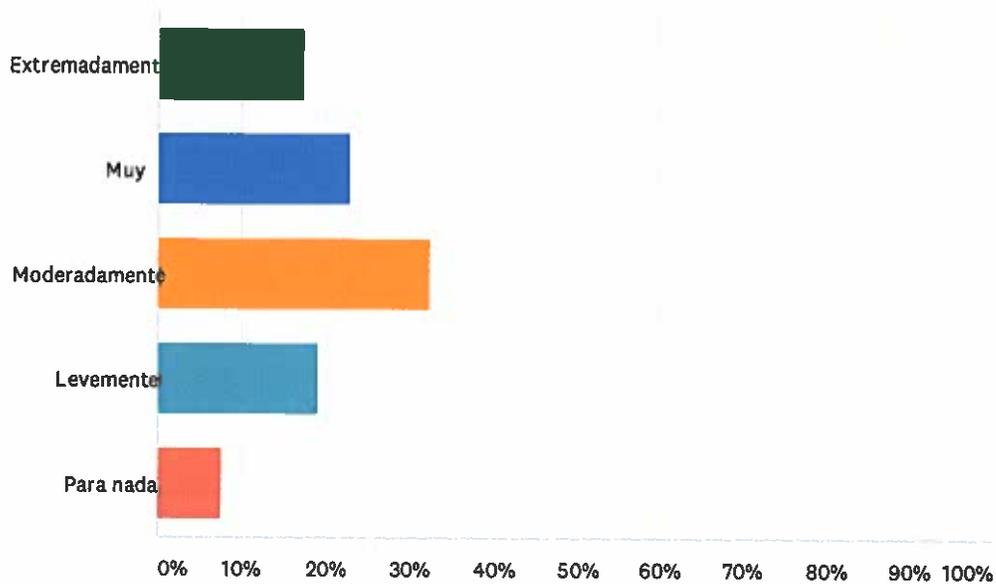
Answered: 54 Skipped: 0



ANSWER CHOICES	RESPONSES	
Excelente	40.74%	22
Promedio	20.37%	11
Regular	18.52%	10
Malo	9.26%	5
Muy pobre	11.11%	6
<b>TOTAL</b>		<b>54</b>

## Q2 ¿Qué tan exitoso cree que es el Departamento de Policía de Sleepy Hollow en el trato con los residentes con enfermedades mentales?

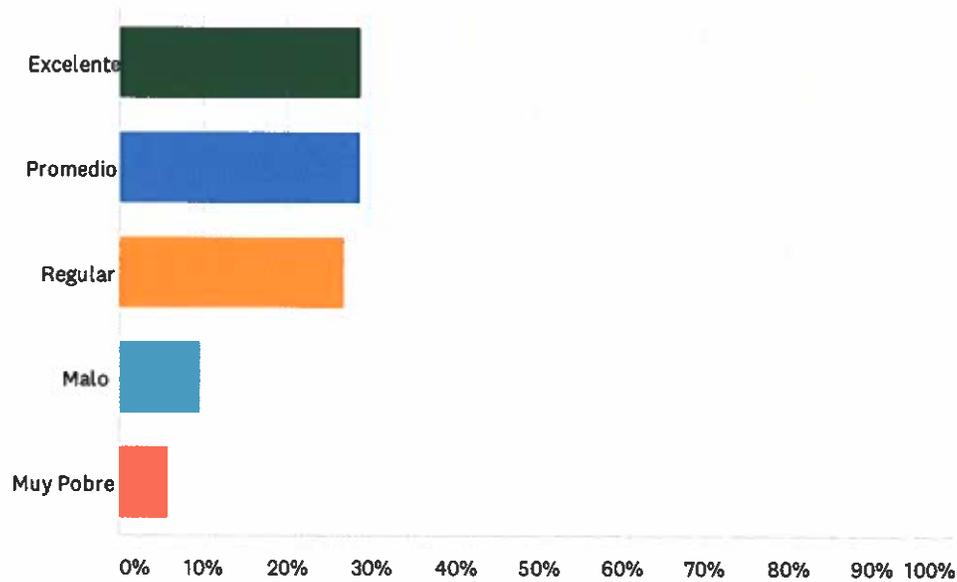
Answered: 52 Skipped: 2



ANSWER CHOICES	RESPONSES	
Extremadamente	17.31%	9
Muy	23.08%	12
Moderadamente	32.69%	17
Levemente	19.23%	10
Para nada	7.69%	4
<b>TOTAL</b>		<b>52</b>

### Q3 ¿Qué tan sensible cree que es el Departamento de Policía de Sleepy Hollow en el manejo de incidentes de violencia doméstica?

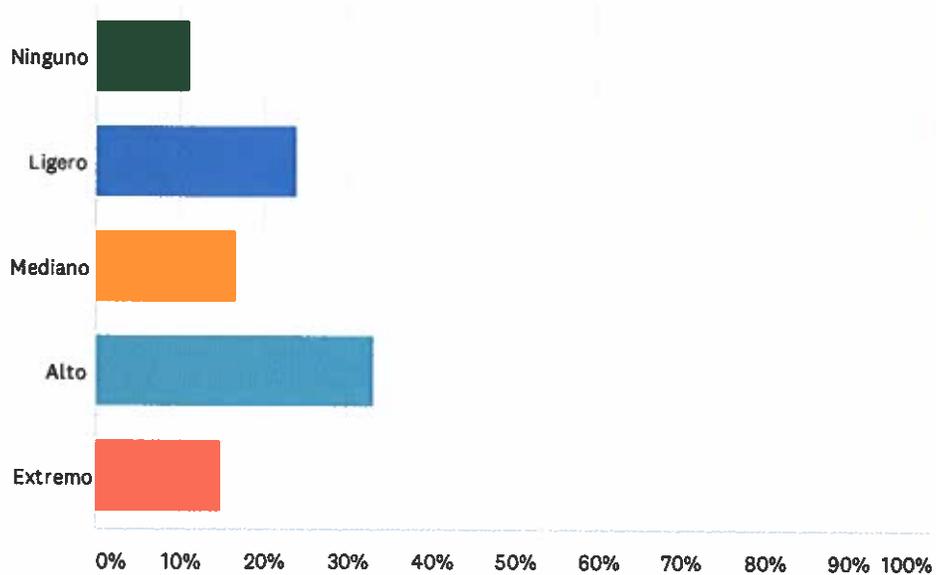
Answered: 52 Skipped: 2



ANSWER CHOICES	RESPONSES	
Excelente	28.85%	15
Promedio	28.85%	15
Regular	26.92%	14
Malo	9.62%	5
Muy Pobre	5.77%	3
<b>TOTAL</b>		<b>52</b>

## Q4 Si fueras víctima de un crimen en el pueblo de Sleepy Hollow, ¿qué probabilidades hay que lo reportes al Departamento de Policía de Sleepy Hollow?

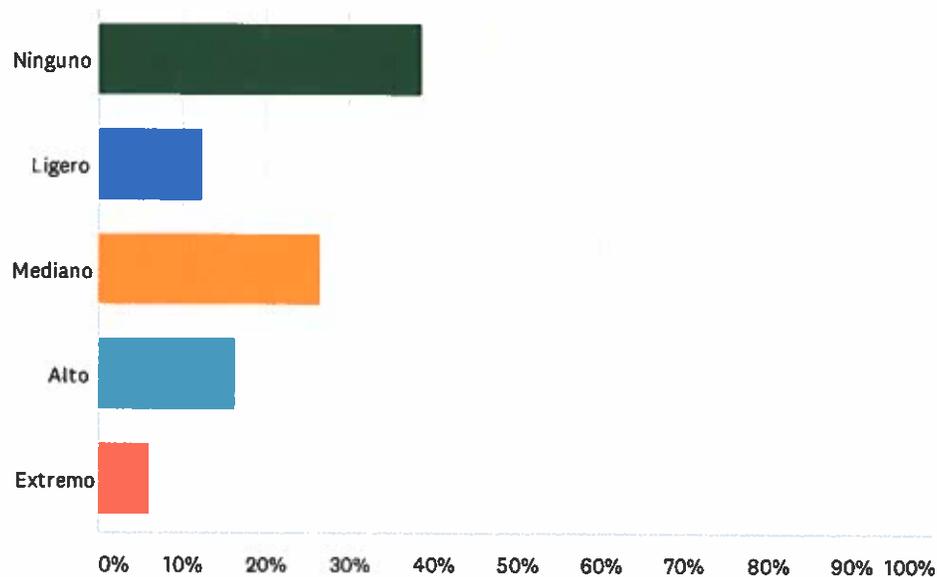
Answered: 54 Skipped: 0



ANSWER CHOICES	RESPONSES	
Ninguno	11.11%	6
Ligero	24.07%	13
Mediano	16.67%	9
Alto	33.33%	18
Extremo	14.81%	8
<b>TOTAL</b>		<b>54</b>

**Q5 ¿Cuánto al nivel de prejuicio, basado en raza, sexo, origen nacional, identidad de género y orientación sexual, diría que existe en el Departamento de Policía de Sleepy Hollow?**

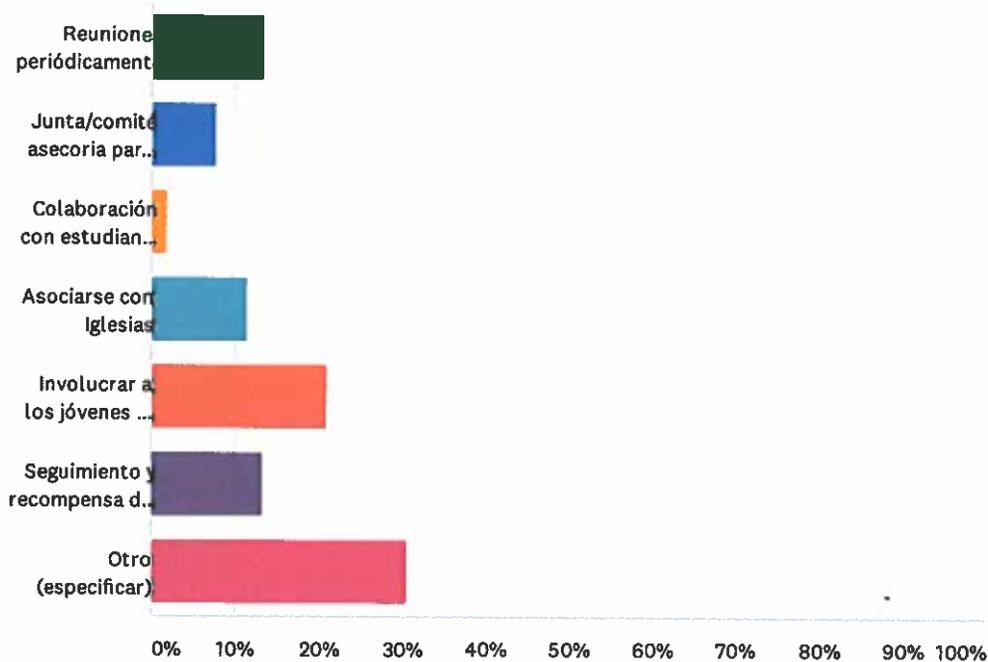
Answered: 49 Skipped: 5



ANSWER CHOICES	RESPONSES	
Ninguno	38.78%	19
Ligero	12.24%	6
Mediano	26.53%	13
Alto	16.33%	8
Extremo	6.12%	3
<b>TOTAL</b>		<b>49</b>

Q6 La participación de la comunidad enfatiza el trabajo con los residentes para promover la seguridad pública. ¿Cuál de los siguientes programas consideraría útil para la seguridad de su comunidad? Seleccione todas las que correspondan.

Answered: 52 Skipped: 2



## ANSWER CHOICES

## RESPONSES

ANSWER CHOICES	RESPONSES
Reuniones periódicamente	13.46% 7
Junta/comité asesoría para el ciudadanía	7.69% 4
Colaboración con estudiantes y escuelas	1.92% 1
Asociarse con Iglesias	11.54% 6
Involucrar a los jóvenes en los debates sobre el papel de los oficiales encargados de hacer cumplir la ley.	21.15% 11
Seguimiento y recompensa de la interacción positiva entre oficiales y grupos comunitarios.	13.46% 7
Otro (especificar)	30.77% 16
<b>TOTAL</b>	<b>52</b>

## Q7 En su opinión, ¿cuál es el problema o la necesidad más importante que enfrenta el Departamento de Policía de Village of Sleepy Hollow?

Answered: 29 Skipped: 25

#	RESPONSES	DATE
1	Not to friendly with the community expect Julio Sosa and Steven Bencosme are very friendly with the community	3/25/2021 11:17 AM
2	Ninguno	3/25/2021 11:13 AM
3	Mas atención a las que las de los residentes constante patrullaje muy pocas se les ve manejando por las diferentes areas del pueblo	3/25/2021 11:11 AM
4	Me quest aria qui la ovens respinti los policia.	3/25/2021 11:04 AM
5	El radio de la muca alta tarde de la noche.	3/25/2021 10:58 AM
6	La necesidad de patrullar las esquinas de esta parte del pueblo donde la venta, consumo de dropas y jugos de azar o todas es algo diario	3/25/2021 10:55 AM
7	No prestan atención a los quejas de los residentes hispanos	3/25/2021 10:52 AM
8	No se porque no estoy informada de que es la necesita del department de policia. Lo siento	3/25/2021 10:36 AM
9	Equipo de personas en las esquinas	3/24/2021 11:25 AM
10	La delincuencia di personas, de algunos adulto que no abedesen el order publico. Que no abedesen el order publico y tabien en el parque 100 College que venden droga y la musica an verano, son adultos pero son delincuente con esse tienen que trabajar mas.	3/24/2021 10:59 AM
11	Son mur lento para aplicar la let a lo jóvenes gue anda haciendo dela de ello y la persona seria y trabajadora no le tienen esa concideracion	3/23/2021 2:55 PM
12	Con el pueblo	3/19/2021 10:08 AM
13	Cuidar la bulla en las calles y mejorar el traffic con esos doble parking	3/19/2021 10:06 AM
14	Violencia domestica	3/19/2021 10:04 AM
15	La mejor comunicación primero entre los oficiales, Lugo para un mejor trato con las personas e y hace poder tener una major relation con la comunidad	3/19/2021 10:02 AM
16	En mr opinion sena al racismo existenta en la comunidad	3/19/2021 9:47 AM
17	agrecibilidad y razismo	3/19/2021 9:42 AM
18	La falta de respeto de la juventus con Las norma's de la sociedad.	3/18/2021 8:59 PM
19	Más empleados	3/18/2021 6:10 PM
20	Miedo a acercarse a la policia	3/18/2021 5:38 PM
21	Racismo,	3/18/2021 5:24 PM
22	Las policías mujeres deben bajar su enojo ... se alteran muy rápido antes de uno dar una respuesta.	3/18/2021 5:19 PM
23	Colaboracion de la comunidad	3/18/2021 4:50 PM
24	Hay policías q no tienen sentido humano y no son gentiles ni educados no hablo por todos pero si la mayoría.	3/18/2021 3:02 PM
25	Racismo a los hispanos	3/13/2021 11:35 PM
26	Ayudar con problemas on la calle con drogas y alcohol	3/13/2021 11:12 PM

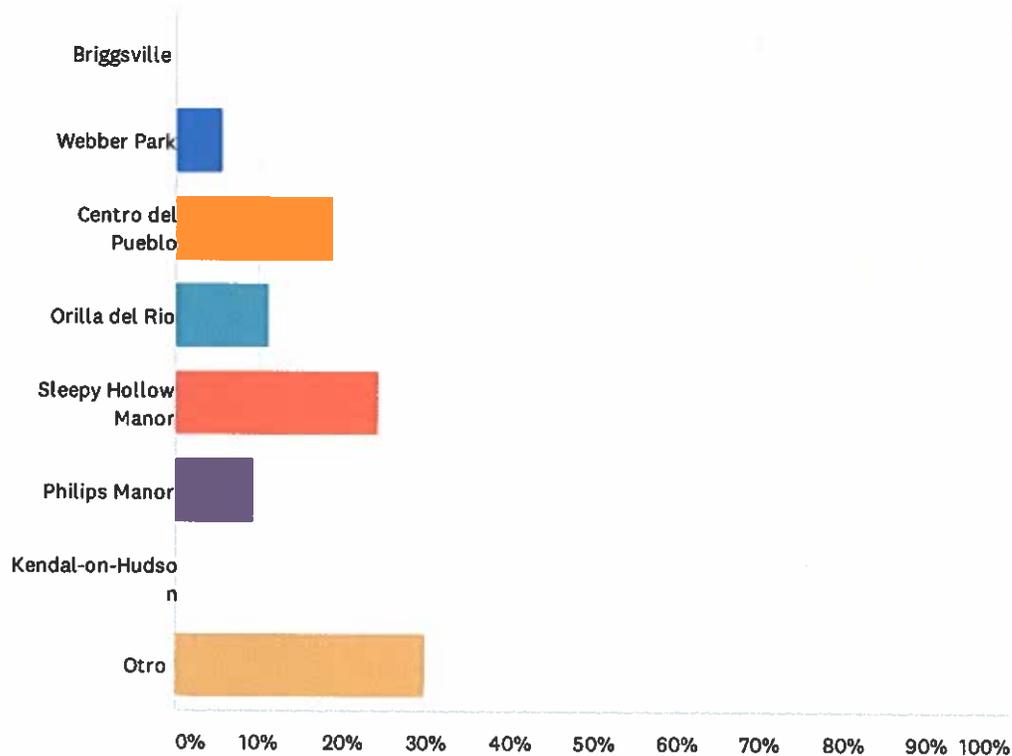
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SurveyMonkey

27	Drogas	3/12/2021 9:27 PM
28	Más comunicación con la ciudadanía	3/12/2021 4:52 PM
29	Traffic	3/12/2021 4:06 PM

## Q8 ¿Qué parte del Pueblo describe mejor el lugar donde vives?

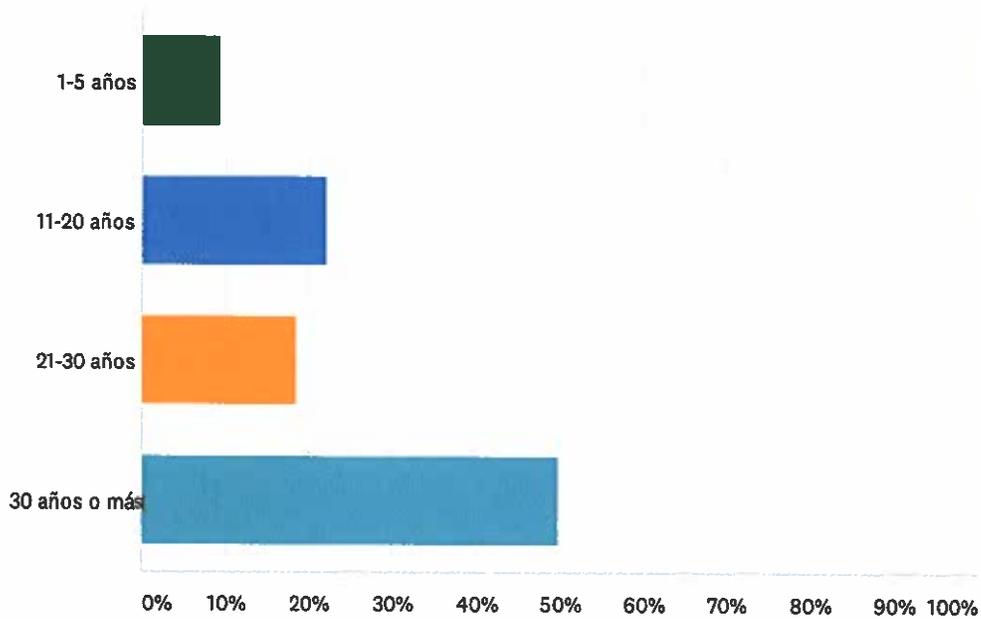
Answered: 53 Skipped: 1



ANSWER CHOICES	RESPONSES	
Briggsville	0.00%	0
Webber Park	5.66%	3
Centro del Pueblo	18.87%	10
Orilla del Rio	11.32%	6
Sleepy Hollow Manor	24.53%	13
Philips Manor	9.43%	5
Kendal-on-Hudson	0.00%	0
Otro	30.19%	16
<b>TOTAL</b>		<b>53</b>

## Q9 ¿Cuál es el número total de años que ha vivido en Sleepy Hollow?

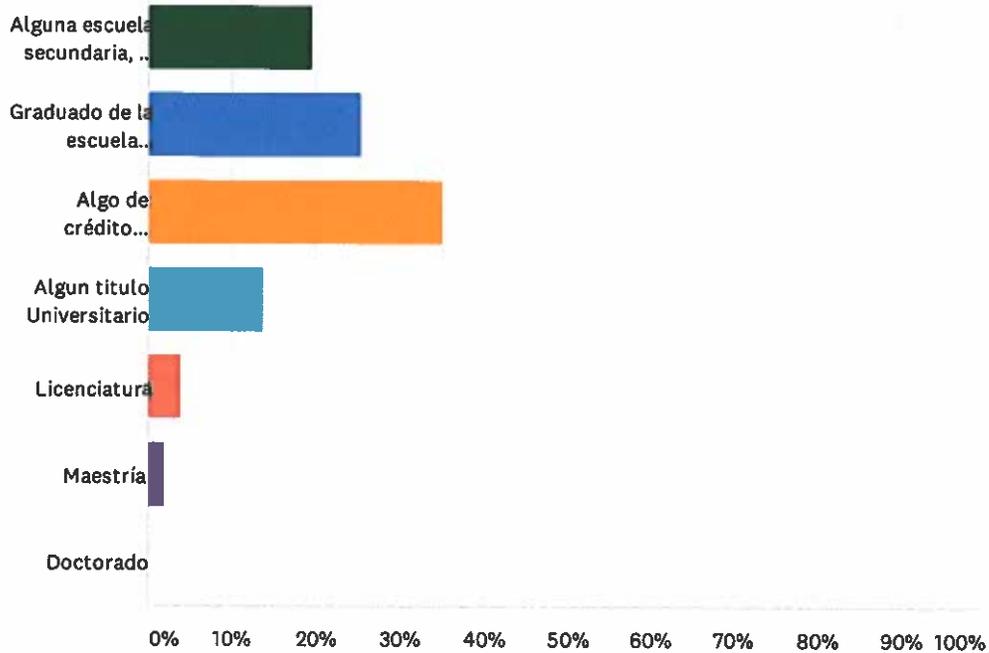
Answered: 54 Skipped: 0



ANSWER CHOICES	RESPONSES	
1-5 años	9.26%	5
11-20 años	22.22%	12
21-30 años	18.52%	10
30 años o más	50.00%	27
TOTAL		54

## Q10 ¿Cuál de las siguientes opciones que refleja mejor su nivel educativo más alto en este momento?

Answered: 51 Skipped: 3



ANSWER CHOICES	RESPONSES	
Alguna escuela secundaria, sin diploma	19.61%	10
Graduado de la escuela secundaria, diploma o equivalente (por ejemplo: GED)	25.49%	13
Algo de crédito universitario, sin título	35.29%	18
Algun título Universitario	13.73%	7
Licenciatura	3.92%	2
Maestría	1.96%	1
Doctorado	0.00%	0
<b>TOTAL</b>		<b>51</b>

## Q11 Durante el año pasado, ¿cuántas veces ha interactuado con el Departamento de Policía de Sleepy Hollow?

Answered: 39 Skipped: 15

#	RESPONSES	DATE
1	no	3/25/2021 11:25 AM
2	Ninguno	3/25/2021 11:24 AM
3	2 veces, y siempre negativo a mi favor	3/25/2021 11:20 AM
4	None	3/25/2021 11:17 AM
5	Ninguno	3/25/2021 11:15 AM
6	Ninguno	3/25/2021 11:13 AM
7	Varias piden mucha información y tardan en llegar cuando lo necesita	3/25/2021 11:11 AM
8	Nunco	3/25/2021 11:04 AM
9	Una ves	3/25/2021 10:58 AM
10	None	3/25/2021 10:55 AM
11	Dos Clinton Street grupos fumando marihuana en las aceras frente a mi residencia. Policías no los mueven y hacen nada.	3/25/2021 10:52 AM
12	En ningún momento porque no he tenido la necesidad de ha cerlo	3/25/2021 10:48 AM
13	4 veces	3/25/2021 10:41 AM
14	No estrefido la necesidad de contactar la policía. Pero si tibiese que haserlo sin ningún problema one hacieran.	3/25/2021 10:36 AM
15	4x I called to complain for loud music very late outside between Cortlandt Street and Clinton Street Police only pass by and don't move them.	3/25/2021 10:33 AM
16	Nenguna vece	3/25/2021 10:30 AM
17	Nin	3/24/2021 11:25 AM
18	Tal vez algunas dez vece porque tengo un vecino que as un alcolico y siempre tiene su musica mi alta y si he terido buen trato.	3/24/2021 10:59 AM
19	2 vese	3/23/2021 2:55 PM
20	Nunco	3/19/2021 10:08 AM
21	Barias veces por ciertas sincuntan-cias.	3/19/2021 10:02 AM
22	Ninguna	3/19/2021 9:47 AM
23	ninguno ves	3/19/2021 9:42 AM
24	0	3/18/2021 10:11 PM
25	2	3/18/2021 8:59 PM
26	0	3/18/2021 8:46 PM
27	1	3/18/2021 6:10 PM
28	Ninguno	3/18/2021 6:02 PM
29	1	3/18/2021 5:38 PM

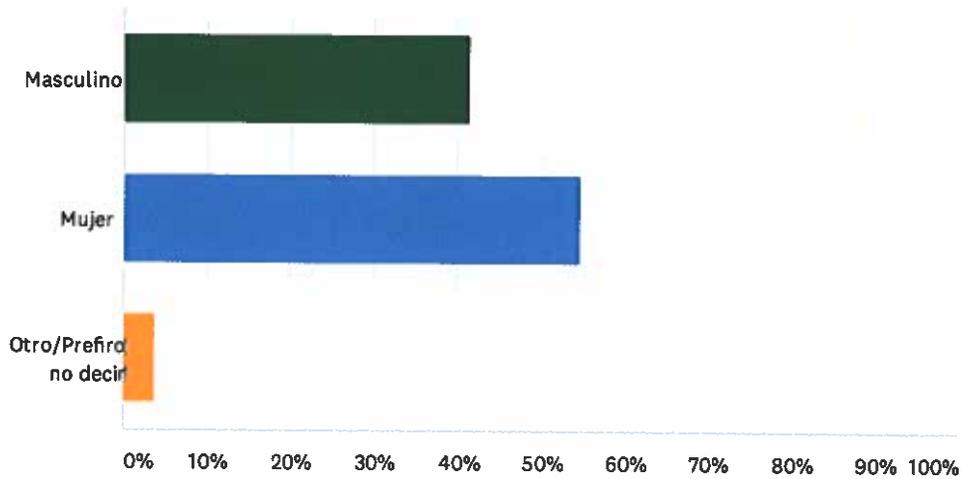
## ENCUESTA DE REFORMA Y REINVENCIÓN DE LA POLICÍA

SurveyMonkey

30	3	3/18/2021 5:24 PM
31	1	3/18/2021 5:19 PM
32	Ninguna	3/18/2021 4:50 PM
33	2	3/13/2021 11:35 PM
34	Mi familia una vez tenia problemas con el vecinos	3/13/2021 11:12 PM
35	Nunca	3/12/2021 11:48 PM
36	1	3/12/2021 11:39 PM
37	2	3/12/2021 9:27 PM
38	Nada	3/12/2021 4:52 PM
39	0	3/12/2021 4:06 PM

## Q12 ¿Cuál de las siguientes opciones describe mejor su identidad de género?

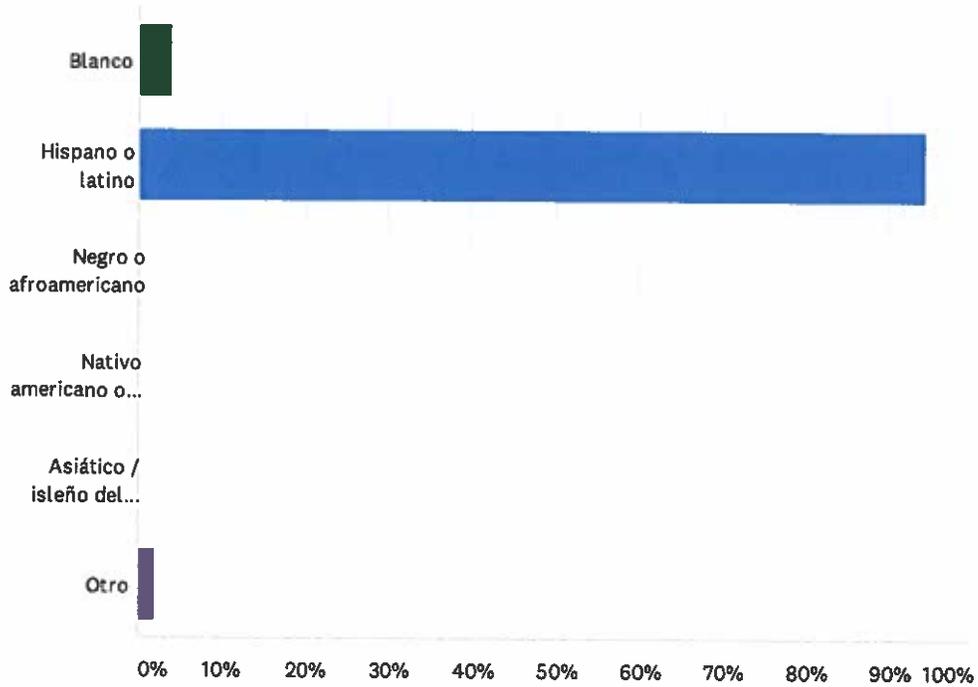
Answered: 53 Skipped: 1



ANSWER CHOICES	RESPONSES	
Masculino	41.51%	22
Mujer	54.72%	29
Otro/Prefiro no decir	3.77%	2
<b>TOTAL</b>		<b>53</b>

## Q13 ¿Cuál es su raza?

Answered: 54 Skipped: 0



ANSWER CHOICES	RESPONSES	
Blanco	3.70%	2
Hispano o latino	94.44%	51
Negro o afroamericano	0.00%	0
Nativo americano o indio americano	0.00%	0
Asiático / isleño del Pacífico	0.00%	0
Otro	1.85%	1
<b>TOTAL</b>		<b>54</b>

## Q14 ¿En que año naciste?

Answered: 45 Skipped: 9

#	RESPONSES	DATE
1	1964	3/25/2021 11:27 AM
2	1946	3/25/2021 11:25 AM
3	1946	3/25/2021 11:24 AM
4	1973	3/25/2021 11:23 AM
5	en los 60	3/25/2021 11:20 AM
6	1953	3/25/2021 11:15 AM
7	1956	3/25/2021 11:13 AM
8	1957	3/25/2021 11:04 AM
9	1954	3/25/2021 10:58 AM
10	1966	3/25/2021 10:55 AM
11	1954	3/25/2021 10:52 AM
12	1967	3/25/2021 10:48 AM
13	1969	3/25/2021 10:41 AM
14	1954	3/25/2021 10:39 AM
15	1970	3/25/2021 10:37 AM
16	1975	3/25/2021 10:37 AM
17	1967	3/25/2021 10:36 AM
18	1979	3/25/2021 10:33 AM
19	1951	3/25/2021 10:30 AM
20	1970	3/24/2021 11:22 AM
21	1954	3/24/2021 10:59 AM
22	Agosto 25 del 1965	3/23/2021 2:55 PM
23	1959	3/19/2021 10:08 AM
24	1971	3/19/2021 10:06 AM
25	July 19, 1960	3/19/2021 10:02 AM
26	1982	3/19/2021 9:47 AM
27	1970	3/18/2021 10:11 PM
28	1991	3/18/2021 9:47 PM
29	1972	3/18/2021 8:59 PM
30	1976	3/18/2021 8:46 PM
31	1981	3/18/2021 6:10 PM
32	1968	3/18/2021 6:02 PM
33	1971	3/18/2021 5:38 PM

## ENCUESTA DE REFORMA Y REINVENCIÓN DE LA POLICÍA

SurveyMonkey

34	1975	3/18/2021 5:24 PM
35	1993	3/18/2021 5:19 PM
36	1979	3/18/2021 4:50 PM
37	1986	3/18/2021 3:02 PM
38	1977	3/13/2021 11:35 PM
39	1973	3/13/2021 11:12 PM
40	26/9/1953	3/13/2021 12:19 PM
41	1976	3/12/2021 11:48 PM
42	1968	3/12/2021 11:39 PM
43	1972	3/12/2021 9:27 PM
44	1962	3/12/2021 4:52 PM
45	1970	3/12/2021 4:06 PM

## Q15 Escriba sus comentarios y sugerencias

Answered: 31 Skipped: 23

#	RESPONSES	DATE
1	La policia nunca esta cuando se necesita y los policías siempre tienen una actitud de arrogancia y prepotente. En especial las persona de alto rango. Gracias y mejoren las relaciones con la comunidad	3/25/2021 11:20 AM
2	Police need to be more involve within the youths and the downtown and have summer jobs for the youth. Julio Sosa and Steven Bencosme are doing a really good job with the community. Thank You	3/25/2021 11:17 AM
3	Esta haciendo buen trabajo.	3/25/2021 11:15 AM
4	Cortlandt Street y Clinton Street se consider Como party de la entrada de Sleepy Hollow numerous eslandalas de music, jovens en la Calle con use de rebids alcoholicos Altas horas de la note en Verano cuando se ilama ala policia no dan attention patrullan y no los mueren los dejan como si nada en las aceras botellas de alcohol. Muchas personas mayores con condiciones de salute deben tomarlas en consideración. La policia debe movermos del area y patrullar con mas frecuencia. No esta dándomela impresión a los visitantes que caminan esa area muchos viene en el tren a visitarnos, la policia debe prestar mas atención a esto varias veces hay pelean y llegan cuando todo has pasado. Necesita tener control con las drogas personas frente a los bodegas fumando yen grupos. Tenemos que cuidar a nuestros niños.	3/25/2021 11:11 AM
5	Me guatrio que la policia cuide mejor las calle y la esquino de Clinton Street en grupo de bombe y joseneo no tienen respecto a los mayores eso espero es un disorder con droga y un fuego con por dinero en la contare en 100 de control hoy negocio de droga. Principalmente piso 5-A no se puede dogma de noche uno el Ona ya la policia no hacen caso pongan atención con los jugadore por dinero y por droga por favor urgente ante que.	3/25/2021 11:04 AM
6	Sleepy Hollow es mui bueno y seguro pero últimos años han legado mucha gente desconosida.	3/25/2021 10:58 AM
7	Remover eso grupos que se reúnen frente a edificios y bodegas haciendo encandalos música alta, fumando y bebiendo altas horas en la noche en el verano.	3/25/2021 10:52 AM
8	Me gustaría que la policia ponga mas control con los jóvenes que usan drogas y los obligaron hacer servidas comunitarios aestudiar y hacer alguno oficio ha escuchar mas a los padres de familia cuando un hijo chama la policia por abuso infantil porque hay hijos que son muy rebeldes y malcriados y se aprovechan de que la policia los apoya sin escachar bien cuales la si tus cion. Que el padre esta pasando con el hijo. Que la policia este vigilando ma y los pongan progre mas de reauilitacion.	3/25/2021 10:48 AM
9	Sleepy Hollow Police Department is a excellent, and nice. Thank you for your service and for protecting all of us.	3/25/2021 10:41 AM
10	Que la policia es muy buena estoy muy agra decia da de esos gladys villa.	3/25/2021 10:39 AM
11	They should talk to store because they have men drinking and smoking in front of the store. That looks very bad. Police don't do anything. The men are smoking and drinking on the sidewalk in front of the store.	3/25/2021 10:33 AM
12	Me interesa que la comunidad y la policia tenga buena relación y comunicación. Dios le vendiga	3/25/2021 10:30 AM
13	Que se tuvieran reuniones y avisador para aciste me gustaoria asistie y participaer como miembou activo gracias.	3/24/2021 11:22 AM
14	A qui en sete pueblo se nesecita un jefe de la policia que tenga mano dura para que puedan simpiar este pueblo de las droga y las delincuente. O me has an este pueblo no tengo nada contra los jobens policia de aqui pero yo pienso que deben tener policia mas mahos y que tengo autoidad como una policia que hay a es una muyer que lo a si tiene autoidad y respecto asi como ella as que este pueblo nesecita policia. Señor jefe de la policia en este pueblo en el	3/24/2021 10:59 AM

1978-79 uego ena banda de delincuente y el jefe de la policia en ese tiempo. Sempio el pueblo a todos los mando a la carrel y los que poriam su musica alta en los carro en la calle le poncian una multa o meyo dicho un ticket asi se simpio North Tarytown

15	Trabajal unido y gue la policías en este verano camines apies y gue controle esto joven y viejo fumando el la calle en lo paragüero y igrecias y gue le den su mutta para gue repesten y no se bean la calle fumando mariguana en toda parte y ver el gefes dela policías caminal por la calle como era ante un pueblos tranquilo	3/23/2021 2:55 PM
16	Que tengas mas control en el pueblo	3/19/2021 10:08 AM
17	No	3/19/2021 10:06 AM
18	Mi comentario es de tratar a todos las personas bien y la segunda porte actuar con las personas que necesitan.	3/19/2021 10:02 AM
19	Interactuar a realizar actividades con nuestra comunidad latina y en especial con lo ninos y la juavantud	3/19/2021 9:47 AM
20	Megorar a la policia en ser mas humanitarios y no agrecibos	3/19/2021 9:42 AM
21	Personal policial de nuestra comunidad	3/18/2021 10:11 PM
22	Seria bueno unas charles en casas para que los ciudadsnis se sientan que los policias son sus amigos y estan para mantener el orden.	3/18/2021 8:59 PM
23	Más autoridad con los jóvenes q manejan en la área usan motos música con alto volumen y no hacen nada he reportado estos incidentes ..	3/18/2021 6:10 PM
24	Más policías y más comunicacion	3/18/2021 5:38 PM
25	Que no actuen viendo las razas de los habitantes.. en otras palabras "los racistas no son buenos para policias"	3/18/2021 5:24 PM
26	Como comunidad q vivimos aqui..Deberiamos estar mas informados y ser mas participes con el pueblo en lo q se pueda ..	3/18/2021 4:50 PM
27	Q se eduquen humanamente.	3/18/2021 3:02 PM
28	Traten con educación a las personas.	3/13/2021 11:35 PM
29	Necedsita ayuda con ninos enla calle con problemas de violancia y gangas da drogas	3/13/2021 11:12 PM
30	Más comunicacion,	3/12/2021 9:27 PM
31	Ver la manera de mantener las calles limpias quizá un albergue para gatos porque en sleepy hollow hay demasiados gatos callejeros . Que amo sleepy hollow	3/12/2021 4:52 PM

# APPENDIX

R

## Use of force 2015-2020

Year	Taser	Impact weapon	Pepper spray	Taser displayed	Weapon displayed
2015	3	0	0	0	3
2016	5	1	0	1	1
2017	0	0	0	1	0
2018	0	0	0	0	0
2019	0	0	0	0	0
2020	0	0	0	0	0

Date	Is Resident	Highest Offense	Class	# Arrests	Race	Ethnicity	Gender	Age
01/12/2018	No			0				0
01/01/2018	Yes	OBSTRUCTING GOVERNMENTAL ADMINISTRATION SECOND	Misdemeanor	1	WHT	HISPANIC	M	21
01/01/2018	Yes	ASSAULT IN THE SECOND DEGREE/PREVENT POLICE	Felony	1	WHT	HISPANIC	F	44
01/01/2018	Yes	ASSAULT IN THE SECOND DEGREE/PREVENT POLICE	Felony	1			M	25
01/01/2018	No	CRIMINAL TRESPASS IN THE THIRD DEGREE	Misdemeanor	39	BLK	NON-HISPANIC	M	37
01/01/2018	No	MENACING SECOND DEGREE	Misdemeanor	1	WHT	NON-HISPANIC	F	21
01/01/2018	No	ASSAULT IN THE THIRD DEGREE//INTENT PHYSICAL INJ	Misdemeanor	1	WHT		M	19
01/01/2018	No	DISORDERLY CONDUCT	Violation	1	WHT	HISPANIC	F	33
01/01/2018	No	DISORDERLY CONDUCT	Violation	1	WHT		M	19
01/01/2018	Yes	DISORDERLY CONDUCT	Violation	3	WHT	HISPANIC	M	19
01/02/2018	Yes	ASSAULT IN THE THIRD DEGREE//INTENT PHYSICAL INJ	Misdemeanor	2	WHT	HISPANIC	F	40
01/02/2018	Yes	AGGRAVATED UNLICENSED OPERATION THIRD DEGREE	Misdemeanor	3	WHT	HISPANIC	M	34
01/04/2018	No	CRIMINAL MISCHIEF IN THE THIRD DEGREE	Felony	1	WHT	NON-HISPANIC	M	20
01/06/2018	No	ARREST ON BENCH WARRANT	Violation	2	OTH	NON-HISPANIC	M	30
01/10/2018	No	AGGRAVATED UNLICENSED OPERATION THIRD DEGREE	Misdemeanor	1	WHT	HISPANIC	M	37
01/10/2018	Yes	OBSTRUCTING GOVERNMENTAL ADMINISTRATION SECOND	Misdemeanor	1	WHT	HISPANIC	M	57
01/11/2018	Yes	CRIMINAL MISCHIEF FOURTH DEGREE/INTEN DAMAGES PROP	Misdemeanor	6	BLK	HISPANIC	M	25
01/12/2018	Yes	ABILITY IMPAIRED BY (DRUGS)	Felony	9	BLK	HISPANIC	M	42
01/13/2018	No	OPERATING MOTOR VEHICLE SUSPENDED REGISTRATION	Misdemeanor	1	BLK	NON-HISPANIC	M	27
01/15/2018	No	OPERATING MOTOR VEHICLE SUSPENDED REGISTRATION	Misdemeanor	1	WHT	HISPANIC	F	38
01/16/2018	No	UNLAWFUL POSSESSION OF MARIHUANA	Violation	1	WHT	HISPANIC	F	27
01/16/2018	No	CRIMINAL POSSESSION OF A CONTROLLED SUBSTANCE 7TH	Misdemeanor	1	WHT	HISPANIC	M	30

01/16/2018	Yes	ENDANGERING THE WELFARE OF A CHILD	Misdemeanor	1	WHT	HISPANIC	M	30
01/22/2018	No	CRIMINAL TRESPASS THIRD DEGREE/BUILDING OR PROP.	Misdemeanor	39	BLK	NON-HISPANIC	M	37
01/22/2018	Yes	CRIMINAL TRESPASS THIRD DEGREE/BUILDING OR PROP.	Misdemeanor	13	BLK	NON-HISPANIC	M	26
01/22/2018	Yes	UNLAWFUL POSSESSION OF MARIHUANA	Violation	1	WHT		F	18
01/22/2018	Yes	UNLAWFUL POSSESSION OF MARIHUANA	Violation	3	BLK		M	18
01/23/2018	No	CRIMINAL SALE OF A CONTROLLED SUBSTANCE 3RD DEGREE	Felony	1	WHT	HISPANIC	M	24
01/23/2018	No	CRIMINAL POSSESSION OF A CONTROLLED SUBSTANCE 7TH	Misdemeanor	1	WHT	HISPANIC	M	33
01/24/2018	Yes	GANG ASSAULT IN THE SECOND DEGREE	Felony	3	WHT	HISPANIC	M	17
01/24/2018	No	CRIMINAL POSSESSION OF A CONTROLLED SUBSTANCE 7TH	Misdemeanor	1	WHT	NON-HISPANIC	F	24
01/24/2018	Yes	CRIMINAL POSSESSION OF A CONTROLLED SUBSTANCE 7TH	Misdemeanor	1	WHT	NON-HISPANIC	M	35
01/25/2018	No			2	WHT	NON-HISPANIC	M	25
01/26/2018	Yes	OPERATING MOTOR VEHICLE SUSPENDED REGISTRATION	Misdemeanor	1	WHT		F	43
01/26/2018	No	UNLAWFUL POSSESSION OF MARIHUANA	Violation	1	WHT	NON-HISPANIC	M	17
01/29/2018	No	CRIMINAL SALE OF A CONTROLLED SUBSTANCE 3RD DEGREE	Felony	1	WHT	HISPANIC	M	30
01/29/2018	Yes	CRIMINAL MISCHIEF FOURTH DEGREE/INTEN DAMAGES PROP	Misdemeanor	5		NON-HISPANIC	M	61
01/30/2018	No	GANG ASSAULT IN THE SECOND DEGREE	Felony	2	WHT	HISPANIC	M	18
01/31/2018	No	UNLAWFUL POSSESSION OF MARIHUANA	Violation	0	WHT	HISPANIC	M	23
01/31/2018	No	UNLAWFUL POSSESSION OF MARIHUANA	Violation	2	WHT	NON-HISPANIC	M	24
02/01/2018	No	CRIMINAL POSSESSION OF A CONTROLLED SUBSTANCE 7TH	Misdemeanor	1	WHT	UNKNOWN	M	21
02/01/2018	No	FALSE PERSONATION	Misdemeanor	1	WHT	HISPANIC	M	35
02/02/2018	No	UNLAWFUL POSSESSION OF MARIHUANA	Violation	1	WHT	NON-HISPANIC	M	20
02/02/2018	No	CRIMINAL POSSESSION OF A CONTROLLED SUBSTANCE 7TH	Misdemeanor	1	UNK	NON-HISPANIC	F	19
02/03/2018	No	UNLAWFUL POSSESSION OF MARIHUANA	Violation	1	WHT	HISPANIC	F	20

02/09/2018	No	AGGRAVATED UNLICENSED OPERATION THIRD DEGREE	Misdemeanor	4	OTH	HISPANIC	M	22
02/11/2018	No	PUBLIC LEWDNESS	Misdemeanor	2	WHT	HISPANIC	M	34
02/12/2018	No	AGGRAVATED UNLICENSED OPERATION THIRD DEGREE	Misdemeanor	1	WHT	HISPANIC	M	32
02/12/2018	No	CRIMINAL SALE OF A CONTROLLED SUBSTANCE 3RD DEGREE	Felony	1	WHT	HISPANIC	M	27
02/12/2018	No			1	WHT	HISPANIC	M	31
02/15/2018	Yes	CRIMINAL POSSESSION OF A CONTROLLED SUBSTANCE 3RD	Felony	9	WHT	HISPANIC	M	30
02/15/2018	Yes	CRIMINAL SALE OF A CONTROLLED SUBSTANCE 3RD DEGREE	Felony	9	WHT	HISPANIC	M	30
02/15/2018	Yes	CRIMINAL SALE OF A CONTROLLED SUBSTANCE 3RD DEGREE	Felony	9	WHT	HISPANIC	M	30
02/15/2018	Yes	CRIMINAL SALE OF A CONTROLLED SUBSTANCE 3RD DEGREE	Felony	9	WHT	HISPANIC	M	30
02/16/2018	No	AGGRAVATED DRIVING WHILE INTOXICATED	Felony	1	WHT	HISPANIC	M	51
02/20/2018	No	CRIMINAL POSSESSION OF A CONTROLLED SUBSTANCE 7TH	Misdemeanor	1	OTH		M	22
02/21/2018	Yes	RESISTING ARREST	Misdemeanor	2	WHT	HISPANIC	M	18
02/21/2018	Yes	ASSAULT IN THE SECOND DEGREE/PREVENT POLICE	Felony	3	BLK	HISPANIC	M	20
02/23/2018	No	CRIMINAL POSSESSION OF A CONTROLLED SUBSTANCE 7TH	Misdemeanor	1	OTH	NON-HISPANIC	M	17
02/25/2018	No	OPERATING MOTOR VEHICLE UNDER THE INFLUENCE ALCOHO	Misdemeanor	1	BLK	NON-HISPANIC	M	27
02/25/2018	No	CRIMINAL POSSESSION OF A CONTROLLED SUBSTANCE 7TH	Misdemeanor	39	BLK	NON-HISPANIC	M	37
02/27/2018	No	CRIMINAL POSSESSION OF A CONTROLLED SUBSTANCE 7TH	Misdemeanor	1	WHT	NON-HISPANIC	M	22
02/28/2018	Yes	AGGRAVATED UNLICENSED OPERATION THIRD DEGREE	Misdemeanor	15	WHT	HISPANIC	M	32
02/28/2018	Yes		Violation	0	WHT	HISPANIC	M	21
02/28/2018	Yes		Violation	0	WHT	HISPANIC	M	19
02/28/2018	Yes		Violation	0		HISPANIC	F	19

03/01/2018	No	AGGRAVATED UNLICENSED OPERATION THIRD DEGREE	Misdemeanor	1	UNK	HISPANIC	M	25
03/01/2018	No	CRIMINAL POSSESSION OF A WEAPON SECOND DEGREE	Felony	1	BLK	NON-HISPANIC	F	28
03/02/2018	Yes	AGGRAVATED UNLICENSED OPERATION THIRD DEGREE	Misdemeanor	2	WHT	HISPANIC	M	18
03/03/2018	No	UNLAWFUL POSSESSION OF MARIHUANA	Violation	1	WHT	HISPANIC	M	23
03/03/2018	No	CRIMINAL POSSESSION OF A CONTROLLED SUBSTANCE 3RD	Felony	10	BLK	NON-HISPANIC	M	49
03/03/2018	No	AGGRAVATED UNLICENSED OPERATION THIRD DEGREE	Misdemeanor	1	WHT		M	22
03/03/2018	Yes	CRIMINAL POSSESSION OF A CONTROLLED SUBSTANCE 7TH	Misdemeanor	3	WHT	HISPANIC	F	28
03/03/2018	No	UNLAWFUL POSSESSION OF MARIHUANA	Violation	1	WHT	NON-HISPANIC	F	19
03/03/2018	No		Violation	1	WHT	NON-HISPANIC	F	19
03/05/2018	Yes	CRIMINAL TRESPASS IN THE SECOND DEGREE	Misdemeanor	13	BLK	NON-HISPANIC	M	26
03/05/2018	No	AGGRAVATED UNLICENSED OPERATION THIRD DEGREE	Misdemeanor	1	WHT	HISPANIC	M	45
03/06/2018	Yes	CRIMINAL MISCHIEF IN THE THIRD DEGREE	Felony	2	WHT	HISPANIC	M	18
03/08/2018	No	UNLAWFUL POSSESSION OF MARIHUANA	Violation	2			M	18
03/08/2018	Yes	UNLAWFUL POSSESSION OF MARIHUANA	Violation	1	WHT	HISPANIC	M	17
03/09/2018	Yes	UNLAWFUL POSSESSION OF MARIHUANA	Violation	2	WHT	NON-HISPANIC	M	22
03/09/2018	Yes	OBSTRUCTING GOVERNMENTAL ADMINISTRATION SECOND	Misdemeanor	13	BLK	NON-HISPANIC	M	26
03/10/2018	No	AGGRAVATED UNLICENSED OPERATION THIRD DEGREE	Misdemeanor	1	WHT	HISPANIC	M	37
03/11/2018	No		Violation	12	WHT		M	24
03/11/2018	No	CRIMINAL POSSESSION OF MARIHUANA SECOND DEGREE	Felony	12	WHT	HISPANIC	M	24
03/16/2018	No	CRIMINAL TRESPASS THIRD DEGREE/BUILDING OR PROP.	Misdemeanor	39	BLK	NON-HISPANIC	M	37
03/19/2018	Yes	FALSELY REPORTING AN INCIDENT IN THE SECOND DEGREE	Felony	2	WHT	NON-HISPANIC	M	50
03/19/2018	Yes	UNLAWFUL POSSESSION OF MARIHUANA	Violation	0	BLK	NON-HISPANIC	F	21
03/19/2018	No	UNLAWFUL POSSESSION OF MARIHUANA	Violation	0	WHT	HISPANIC	M	26

03/20/2018	No	AGGRAVATED UNLICENSED OPERATION THIRD DEGREE	Misdemeanor	1	BLK	NON-HISPANIC	M	20
03/20/2018	Yes	UNLAWFUL POSSESSION OF MARIHUANA	Violation	0	WHT	HISPANIC	M	19
03/20/2018	Yes	AGGRAVATED UNLICENSED OPERATION THIRD DEGREE	Misdemeanor	1	WHT	HISPANIC	M	24
03/21/2018	Yes	AGGRAVATED UNLICENSED OPERATION THIRD DEGREE	Misdemeanor	3	WHT	HISPANIC	M	30
03/21/2018	Yes	ARREST ON BENCH WARRANT	Violation	3	WHT	HISPANIC	M	30
03/23/2018	Yes	ASSAULT SECOND DEGREE: CAUSE PHYS INJ WEAPON/INSTRUM	Felony	4	UNK	NON-HISPANIC	M	57
03/23/2018	No	AGGRAVATED UNLICENSED OPERATION THIRD DEGREE	Misdemeanor	1	WHT	HISPANIC	M	33
03/23/2018	No	CRIMINAL POSSESSION OF A CONTROLLED SUBSTANCE 7TH	Misdemeanor	2	WHT	NON-HISPANIC	M	42
03/25/2018	Yes	UNLAWFUL POSSESSION OF MARIHUANA	Violation	0	WHT	HISPANIC	M	23
03/25/2018	Yes	CRIMINAL POSSESSION OF MARIHUANA FIFTH DEGREE	Misdemeanor	1	WHT		M	16
03/25/2018	No	AGGRAVATED UNLICENSED OPERATION THIRD DEGREE	Misdemeanor	1	BLK	NON-HISPANIC	M	28
03/26/2018	No	CRIMINAL POSSESSION OF A CONTROLLED SUBSTANCE 7TH	Misdemeanor	1		NON-HISPANIC	M	28
03/26/2018	No	OPERATING MOTOR VEHICLE SUSPENDED REGISTRATION	Misdemeanor	1	WHT	HISPANIC	F	33
03/27/2018	Yes	AGGRAVATED UNLICENSED OPERATION THIRD DEGREE	Misdemeanor	1	WHT	HISPANIC	M	23
04/02/2018	No	CRIMINAL POSSESSION OF A CONTROLLED SUBSTANCE 7TH	Misdemeanor	1	OTH	HISPANIC	M	33
04/04/2018	No	UNLAWFUL POSSESSION OF MARIHUANA	Violation	1	WHT	HISPANIC	M	17
04/04/2018	No	CRIMINAL POSSESSION OF A CONTROLLED SUBSTANCE 7TH	Misdemeanor	1	WHT	HISPANIC	M	30
04/04/2018	Yes	UNLAWFUL POSSESSION OF MARIHUANA	Violation	0	BLK	NON-HISPANIC	M	31
04/04/2018	No		Violation	0	BLK	NON-HISPANIC	M	31
04/06/2018	Yes	CRIMINAL TRESPASS THIRD DEGREE/BUILDING OR PROP.	Misdemeanor	6	WHT	HISPANIC	M	19
04/06/2018	Yes	CRIMINAL TRESPASS THIRD DEGREE/BUILDING OR PROP.	Misdemeanor	10	WHT		M	17
04/07/2018	Yes	TRESPASS	Violation	12	WHT	HISPANIC	M	29

04/09/2018	No	BAIL JUMPING IN THE THIRD DEGREE	Misdemeanor	18	BLK	NON-HISPANIC	M	37
04/09/2018	No	CRIMINAL SALE OF A CONTROLLED SUBSTANCE 3RD DEGREE	Felony	18	BLK	NON-HISPANIC	M	37
04/09/2018	No	CRIMINAL SALE OF MARIHUANA IN THE FIFTH DEGREE	Misdemeanor	18	BLK	NON-HISPANIC	M	37
04/09/2018	No	CRIMINAL SALE OF A CONTROLLED SUBSTANCE 3RD DEGREE	Felony	18	BLK	NON-HISPANIC	M	37
04/09/2018	No		Violation	18	BLK	NON-HISPANIC	M	37
04/11/2018	No	UNLAWFUL POSSESSION OF MARIHUANA	Violation	2	WHT	HISPANIC	M	16
04/11/2018	No	UNLAWFUL POSSESSION OF MARIHUANA	Violation	1	WHT	NON-HISPANIC	M	16
04/12/2018	No	THEFT OF SERVICES/REFUSAL PAY FOR SERVICE	Misdemeanor	1	WHT	NON-HISPANIC	M	35
04/12/2018	Yes	CRIMINAL POSSESSION OF A CONTROLLED SUBSTANCE 7TH	Misdemeanor	1	BLK	NON-HISPANIC	M	30
04/13/2018	No	UNLAWFUL POSSESSION OF MARIHUANA	Violation	1	WHT	NON-HISPANIC	F	22
04/13/2018	No	UNLAWFUL POSSESSION OF MARIHUANA	Violation	1	WHT	NON-HISPANIC	F	19
04/13/2018	Yes	RESISTING ARREST	Misdemeanor	5	OTH		M	19
04/14/2018	Yes	WARRANT OF ARREST	Violation	1	BLK	NON-HISPANIC	M	44
04/14/2018	Yes	CRIMINAL POSSESSION OF A CONTROLLED SUBSTANCE 7TH	Misdemeanor	6	BLK	HISPANIC	M	25
04/16/2018	Yes	AGGRAVATED UNLICENSED OPERATION THIRD DEGREE	Misdemeanor	2	WHT	HISPANIC	F	26
04/17/2018	No	CRIMINAL TRESPASS THIRD DEGREE/BUILDING OR PROP.	Misdemeanor	39	BLK	NON-HISPANIC	M	37
04/19/2018	No	UNLAWFUL POSSESSION OF MARIHUANA	Violation	2	WHT	HISPANIC	M	19
04/20/2018	No	MENACING SECOND DEGREE	Misdemeanor	1	WHT	NON-HISPANIC	M	22
04/20/2018	No	AGGRAVATED UNLICENSED OPERATION THIRD DEGREE	Misdemeanor	1	WHT	HISPANIC	M	23
04/20/2018	Yes	UNLAWFUL POSSESSION OF MARIHUANA	Violation	1		HISPANIC	M	23
04/20/2018	No	UNLAWFUL POSSESSION OF MARIHUANA	Violation	1		NON-HISPANIC	M	18
04/20/2018	No	UNLAWFUL POSSESSION OF MARIHUANA	Violation	1	WHT	NON-HISPANIC	M	16
04/20/2018	No	UNLAWFUL POSSESSION OF MARIHUANA	Violation	1	WHT	NON-HISPANIC	M	17
04/20/2018	No	CRIMINAL POSSESSION OF A CONTROLLED SUBSTANCE 7TH	Misdemeanor	1	WHT	NON-HISPANIC	M	17

04/23/2018	Yes	ARREST ON BENCH WARRANT	Violation	2	WHT	HISPANIC	M	30
04/25/2018	No	UNLAWFUL POSSESSION OF MARIHUANA	Violation	1	WHT	HISPANIC	M	25
04/26/2018	No	IMITATION OR COUNTERFEIT CERTIFICATE OF INSPECTION	Misdemeanor	1	WHT	HISPANIC	F	43
04/27/2018	No	CRIMINAL TRESPASS THIRD DEGREE/BUILDING OR PROP.	Misdemeanor	39	BLK	NON-HISPANIC	M	37
04/27/2018	No	CRIMINAL POSSESSION OF A CONTROLLED SUBSTANCE 7TH	Misdemeanor	6		NON-HISPANIC	M	23
04/28/2018	Yes	PUBLIC LEWDNESS	Misdemeanor	18	WHT	HISPANIC	M	34
05/06/2018	Yes	BURGLARY SECOND DEGREE/BUILDING IS A DWELLING	Felony	2	WHT	HISPANIC	M	26
05/06/2018	Yes	BURGLARY SECOND DEGREE/BUILDING IS A DWELLING	Felony	2	WHT	HISPANIC	M	26
05/07/2018	Yes	FORCIBLE TOUCHING	Misdemeanor	18	WHT	HISPANIC	M	34
05/07/2018	No	PETT LARCENY	Misdemeanor	1	UNK	NON-HISPANIC	M	65
05/07/2018	No	OPERATING MOTOR VEHICLE SUSPENDED REGISTRATION	Misdemeanor	1	WHT	HISPANIC	M	20
05/11/2018	No	AGGR UNLICENSED OPER 2ND/THREE OR MORE SUSPENSIONS	Misdemeanor	1	WHT	HISPANIC	M	17
05/11/2018	No	TAMPERING WITH PHYSICAL EVIDENCE	Felony	18	WHT	HISPANIC	M	30
05/12/2018	No	WARRANT OF ARREST	Violation	18	WHT	HISPANIC	M	30
05/13/2018	No	UNLAWFUL POSSESSION OF MARIHUANA	Violation	39	BLK	NON-HISPANIC	M	37
05/14/2018	No	ARREST ON BENCH WARRANT	Violation	16	UNK	HISPANIC	M	33
05/14/2018	No	ARREST ON BENCH WARRANT	Violation	16	UNK	HISPANIC	M	33
05/14/2018	Yes	HARASSMENT SECOND DEGREE	Violation	11	BLK		M	25
05/16/2018	No	CRIMINAL POSSESSION OF A CONTROLLED SUBSTANCE 7TH	Misdemeanor	1	WHT	NON-HISPANIC	M	21
05/16/2018	No	UNLAWFUL POSSESSION OF MARIHUANA	Violation	1	WHT	NON-HISPANIC	M	21
05/17/2018	No	CRIMINAL POSSESSION OF A CONTROLLED SUBSTANCE 7TH	Misdemeanor	1	WHT	NON-HISPANIC	M	22
05/19/2018	Yes	ASSAULT IN THE FIRST DEGREE/INTENT DEADLY WEAPON	Felony	1	BLK	HISPANIC	F	26
05/19/2018	No	AGGR UNLICENSED OPER 2ND/THREE OR MORE SUSPENSIONS	Misdemeanor	1	BLK	NON-HISPANIC	M	27
05/20/2018	Yes	CRIMINAL CONTEMPT SECOND DEGREE/DISOBEDIENCE	Misdemeanor	1	WHT		M	23

05/22/2018	Yes	AGGRAVATED UNLICENSED OPERATION THIRD DEGREE	Misdemeanor	4	WHT	HISPANIC	M	37
05/24/2018	Yes	CRIMINAL POSSESSION STOLEN PROPERTY FIFTH DEGREE	Misdemeanor	7	BLK	HISPANIC	M	27
05/26/2018	No	AGGRAVATED DRIVING WHILE INTOXICATED	Felony	1	WHT	HISPANIC	M	42
05/27/2018	Yes	FALSE PERSONATION	Misdemeanor	2	WHT	HISPANIC	M	34
05/29/2018	Yes	OPERATING MOTOR VEHICLE SUSPENDED REGISTRATION	Misdemeanor	7	BLK	NON-HISPANIC	M	28
05/30/2018	No	AGGRAVATED UNLICENSED OPERATION THIRD DEGREE	Misdemeanor	1	WHT	NON-HISPANIC	F	54
05/31/2018	Yes	ASSAULT SECOND DEGREE:CAUSE PHYS INJ WEAPON/INSTRUM	Felony	13	WHT	HISPANIC	M	29
06/02/2018	No	PETT LARCENY	Misdemeanor	39	BLK	NON-HISPANIC	M	37
06/02/2018	No	CRIMINAL POSSESSION OF A CONTROLLED SUBSTANCE 7TH	Misdemeanor	39	BLK	NON-HISPANIC	M	37
06/05/2018	No	IMITATION OR COUNTERFEIT CERTIFICATE OF INSPECTION	Misdemeanor	1	WHT		M	26
06/08/2018	No	CRIMINAL POSSESSION STOLEN PROPERTY FOURTH DEGREE	Felony	5	BLK	NON-HISPANIC	M	36
06/08/2018	No		Violation	5	BLK	NON-HISPANIC	M	36
06/12/2018	Yes	IMITATION OR COUNTERFEIT CERTIFICATE OF INSPECTION	Misdemeanor	1	WHT	HISPANIC	M	34
06/12/2018	Yes	HARASSMENT SECOND DEGREE - PHYSICAL CONTACT	Violation	1	WHT	NON-HISPANIC	M	43
06/17/2018	Yes	DRIVING WHILE INTOXICATED	Misdemeanor	2	UNK	HISPANIC	M	64
06/18/2018	No	ARREST ON BENCH WARRANT	Violation	16	UNK	HISPANIC	M	33
06/25/2018	Yes	ARREST ON BENCH WARRANT	Violation	18	WHT	HISPANIC	M	35
06/25/2018	Yes	ARREST ON BENCH WARRANT	Violation	18	WHT	HISPANIC	M	35
06/30/2018	Yes	GRAND LARCENY FOURTH DEGREE/EXCEEDS \$100.00 & M.V.	Felony	4	WHT	HISPANIC	M	23
07/01/2018	Yes	OBSTRUCTION OF BREATHING OR BLOOD CIRCULATION	Misdemeanor	1	BLK	HISPANIC	M	23
07/03/2018	No	STALKING IN THE FOURTH DEGREE	Misdemeanor	1	WHT	NON-HISPANIC	M	53
07/04/2018	Yes	RESISTING ARREST	Misdemeanor	3	WHT	HISPANIC	M	31
07/05/2018	No	AGGRAVATED UNLICENSED OPERATION SECOND DEGREE	Misdemeanor	1	WHT	NON-HISPANIC	M	26

07/09/2018	No	AGGRAVATED UNLICENSED OPERATION THIRD DEGREE	Misdemeanor	1	BLK	HISPANIC	F	59
07/10/2018	Yes	AGGRAVATED UNLICENSED OPERATION THIRD DEGREE	Misdemeanor	3	WHT	HISPANIC	M	17
07/11/2018	Yes	CRIMINAL TRESPASS IN THE SECOND DEGREE	Misdemeanor	3	UNK	HISPANIC	F	29
07/12/2018	No	UNLAWFUL POSSESSION OF MARIHUANA	Violation	1	WHT	NON-HISPANIC	M	44
07/13/2018	No	AGGRAVATED UNLICENSED OPERATION THIRD DEGREE	Misdemeanor	1	WHT	NON-HISPANIC	M	23
07/13/2018	Yes	CRIMINAL POSSESSION OF A CONTROLLED SUBSTANCE 7TH	Misdemeanor	6	WHT	NON-HISPANIC	M	23
07/13/2018	Yes	CRIMINAL POSSESSION OF A CONTROLLED SUBSTANCE 7TH	Misdemeanor	1	WHT	NON-HISPANIC	F	23
07/13/2018	Yes	UNLAWFUL POSSESSION OF MARIHUANA	Violation	1	WHT	HISPANIC		21
07/13/2018	No	UNLAWFUL POSSESSION OF MARIHUANA	Violation	2	WHT	HISPANIC	M	23
07/14/2018	Yes	DISORDERLY CONDUCT	Violation	3	WHT	NON-HISPANIC	F	34
07/14/2018	Yes	PETTI LARCENY	Misdemeanor	3	WHT	NON-HISPANIC	F	34
07/15/2018	Yes	DRIVING WHILE INTOXICATED- PREVIOUS CONVICTION	Felony	1	WHT	HISPANIC	M	31
07/16/2018	No	FORCIBLE TOUCHING	Misdemeanor	1	WHT	NON-HISPANIC	M	52
07/21/2018	Yes	UNLAWFUL POSSESSION OF MARIHUANA	Violation	9	WHT	HISPANIC	M	22
07/23/2018	No	CRIMINAL TRESPASS THIRD DEGREE/BUILDING OR PROP.	Misdemeanor	39	BLK	NON-HISPANIC	M	37
07/23/2018	No	ARREST ON BENCH WARRANT	Violation	3	BLK	NON-HISPANIC	F	28
07/23/2018	No	BAIL JUMPING IN THE SECOND DEGREE	Felony	3	BLK	NON-HISPANIC	F	28
07/23/2018	No	ENDANGERING THE WELFARE OF A CHILD	Misdemeanor	2	BLK	NON-HISPANIC	M	31
07/24/2018	Yes	UNLAWFUL FLEEING POLICE OFFICER IN THE 3RD DEGREE	Misdemeanor	2	WHT	HISPANIC	M	24
07/26/2018	No	CRIMINAL POSSESSION OF A CONTROLLED SUBSTANCE 7TH	Misdemeanor	2	WHT	HISPANIC	M	26
07/26/2018	No	UNLAWFUL POSSESSION OF MARIHUANA	Violation	0	WHT	HISPANIC	M	22
07/26/2018	Yes	UNLAWFUL POSSESSION OF MARIHUANA	Violation	1	WHT	HISPANIC	M	27
07/27/2018	No	UNLAWFUL POSSESSION OF MARIHUANA	Violation	1			M	24
07/27/2018	Yes	CRIMINAL CONTEMPT SECOND DEGREE/DISOBEDIENCE	Misdemeanor	23	WHT	NON-HISPANIC	M	24

07/27/2018	Yes	ARREST ON BENCH WARRANT	Violation	23	WHT	NON-HISPANIC	M	24
07/31/2018	Yes	AGGRAVATED UNLICENSED OPERATION THIRD DEGREE	Misdemeanor	9	WHT	HISPANIC	M	22
07/31/2018	Yes	AGGRAVATED UNLICENSED OPERATION THIRD DEGREE	Misdemeanor	1	WHT	HISPANIC	M	45
08/01/2018	Yes	ASSAULT IN THE THIRD DEGREE//INTENT PHYSICAL INJ	Misdemeanor	5	WHT	HISPANIC	M	28
08/02/2018	Yes	SEX OFFENDER FAILURE TO REGISTER	Felony	4	WHT	NON-HISPANIC	M	57
08/07/2018	No	AGGR UNLICENSED OPER 2ND/THREE OR MORE SUSPENSIONS	Misdemeanor	1	WHT	NON-HISPANIC	M	26
08/07/2018	No	FUGITIVE FROM JUSTICE	Felony	1	WHT	NON-HISPANIC	M	56
08/07/2018	Yes	ARREST ON BENCH WARRANT	Violation	6	WHT	HISPANIC	M	19
08/07/2018	Yes	ARREST ON BENCH WARRANT	Violation	6	WHT	HISPANIC	M	19
08/08/2018	No	AGGRAVATED UNLICENSED OPERATION THIRD DEGREE	Misdemeanor	1	UNK	NON-HISPANIC	F	60
08/08/2018	No	MENACING THIRD	Misdemeanor	4	WHT	NON-HISPANIC	M	59
08/08/2018	No	OBSTRUCTING GOVERNMENTAL ADMINISTRATION SECOND	Misdemeanor	4	WHT	NON-HISPANIC	M	59
08/09/2018	Yes	PETT LARCENY	Misdemeanor	1	BLK	HISPANIC	F	17
08/13/2018	No	OPERATING MOTOR VEHICLE UNDER THE INFLUENCE ALCOHO	Misdemeanor	1	WHT	HISPANIC	M	45
08/13/2018	No	AGGRAVATED HARASSMENT IN THE SECOND DEGREEE SECOND	Misdemeanor	0			M	49
08/13/2018	No	CRIMINAL CONTEMPT SECOND DEGREE/DISOBEDIENCE	Misdemeanor	0			M	49
08/13/2018	No	ARREST ON BENCH WARRANT	Violation	3	WHT	NON-HISPANIC	F	31
08/13/2018	No	BAIL JUMPING IN THE THIRD DEGREE	Misdemeanor	3	WHT	NON-HISPANIC	F	31
08/16/2018	No	UNLAWFUL POSSESSION OF MARIHUANA	Violation	1	WHT	NON-HISPANIC	M	21
08/16/2018	No	UNLAWFUL POSSESSION OF MARIHUANA	Violation	4	WHT	HISPANIC	M	20
08/16/2018	Yes	CRIMINAL POSSESSION OF MARIHUANA FIFTH DEGREE	Misdemeanor	0	WHT	HISPANIC	M	19
08/17/2018	No	UNLAWFUL POSSESSION OF MARIHUANA	Violation	1	BLK	NON-HISPANIC	M	18
08/17/2018	No	UNLAWFUL POSSESSION OF MARIHUANA	Violation	1	BLK	NON-HISPANIC	M	18
08/17/2018	Yes	IMITATION OR COUNTERFEIT CERTIFICATE OF INSPECTION	Misdemeanor	1	WHT	HISPANIC	M	61
08/18/2018	No	CONFINEMENT OF COMPANION ANIMALS IN VEHICLES	Violation	1	WHT	UNKNOWN	M	28

08/20/2018	No	CRIMINAL POSSESSION OF A CONTROLLED SUBSTANCE 7TH	Misdemeanor	1	WHT	HISPANIC	M	21
08/20/2018	Yes	ASSAULT IN THE THIRD DEGREE/RECKLESSLY	Misdemeanor	9	WHT	HISPANIC	M	23
08/20/2018	No	AGGRAVATED UNLICENSED OPERATION THIRD DEGREE	Misdemeanor	1	WHT	NON-HISPANIC	M	51
08/27/2018	Yes	WARRANT OF ARREST	Violation	18	WHT	HISPANIC	M	35
09/04/2018	No	AGGRAVATED UNLICENSED OPERATION THIRD DEGREE	Misdemeanor	1	WHT	HISPANIC	M	49
09/07/2018	No	AGGRAVATED UNLICENSED OPERATION THIRD DEGREE	Misdemeanor	1			M	36
09/09/2018	Yes	AGGRAVATED UNLICENSED OPERATION THIRD DEGREE	Misdemeanor	2	WHT		M	21
09/12/2018	No	TRESPASS	Violation	1	WHT	HISPANIC	M	39
09/14/2018	Yes	CRIMINAL POSSESSION OF A CONTROLLED SUBSTANCE 7TH		3	WHT	NON-HISPANIC	M	46
09/14/2018	Yes	UNLAWFUL POSSESSION OF MARIHUANA	Violation	2	WHT	HISPANIC	M	30
09/15/2018	Yes	HARRASSMENT SECOND DEGREE - PHYSICAL CONTACT	Violation	4	WHT	NON-HISPANIC	M	57
09/16/2018	Yes	UNLAWFUL POSSESSION OF MARIHUANA	Violation	0	BLK	NON-HISPANIC	M	18
09/16/2018	Yes	UNLAWFUL POSSESSION OF MARIHUANA	Violation	0	WHT	HISPANIC	M	20
09/16/2018	Yes	CRIMINAL POSSESSION OF MARIHUANA FIFTH DEGREE	Misdemeanor	0	WHT	HISPANIC	M	19
09/17/2018	No	GRAND LARCENY FOURTH DEGREE/CREDIT CARD	Felony	3	WHT	NON-HISPANIC	M	51
09/17/2018	Yes	PETIT LARCENY	Misdemeanor	3	WHT	NON-HISPANIC	F	34
09/17/2018	No	ARREST ON BENCH WARRANT	Violation	1	OTH	HISPANIC	M	45
09/18/2018	No	PETIT LARCENY	Misdemeanor	1	BLK	NON-HISPANIC	M	53
09/23/2018	No	AGGRAVATED DRIVING WHILE INTOXICATED	Misdemeanor	6	WHT	HISPANIC	M	41
09/24/2018	No	ARREST ON BENCH WARRANT	Violation	2	WHT	NON-HISPANIC	M	30
09/26/2018	No		Misdemeanor	1	BLK		M	24
09/26/2018	No	CRIMINAL TRESPASS THIRD DEGREE/BUILDING OR PROP.	Misdemeanor	39	BLK		M	38
09/27/2018	No	CRIMINAL POSSESSION OF A CONTROLLED SUBSTANCE 7TH	Misdemeanor	1	WHT	NON-HISPANIC	M	25
09/28/2018	No		Felony	3	BLK	NON-HISPANIC	M	27
09/28/2018	Yes		Felony	2	BLK	NON-HISPANIC	M	25

09/28/2018	No	BURGLARY SECOND DEGREE/BUILDING IS A DWELLING	Felony	5	BLK	NON-HISPANIC	M	28
10/02/2018	Yes	CRIMINAL POSSESSION OF A CONTROLLED SUBSTANCE 3RD	Felony	11	BLK		M	25
10/03/2018	Yes	HARASSMENT SECOND DEGREE - PHYSICAL CONTACT	Violation	1	BLK	HISPANIC	F	42
10/03/2018	No	HARASSMENT FIRST DEGREE	Misdemeanor	5	WHT	HISPANIC	M	36
10/07/2018	No	OPERATING MOTOR VEHICLE UNDER THE INFLUENCE ALCOHO	Misdemeanor	5	WHT	HISPANIC	M	27
10/08/2018	Yes	CRIMINAL POSSESSION OF A CONTROLLED SUBSTANCE 7TH	Misdemeanor	9			M	22
10/09/2018	Yes	RAPE IN THE SECOND DEGREE	Felony	1	WHT	HISPANIC	M	25
10/09/2018	No	HARASSMENT SECOND DEGREE		1			M	25
10/10/2018	No	AGGRAVATED UNLICENSED OPERATION THIRD DEGREE	Misdemeanor	1	WHT		M	42
10/11/2018	No	UNLAWFUL POSSESSION OF MARIHUANA	Violation	2	WHT	HISPANIC	M	17
10/12/2018	No	AGGRAVATED UNLICENSED OPERATION THIRD DEGREE	Misdemeanor	1	WHT	HISPANIC	M	23
10/13/2018	No	ASSAULT IN THE SECOND DEGREE/PREVENT POLICE	Felony	0	WHT	NON-HISPANIC	M	27
10/15/2018	Yes			1	WHT	HISPANIC	F	25
10/17/2018	No	GRAND LARCENY THIRD DEGREE	Felony	1	WHT	NON-HISPANIC	M	52
10/19/2018	No	UNLAWFUL POSSESSION OF MARIHUANA	Violation	2	UNK	UNKNOWN	M	34
10/19/2018	Yes	CRIMINAL POSSESSION OF A CONTROLLED SUBSTANCE 7TH	Misdemeanor	10	BLK		M	38
10/22/2018	No	UNLAWFUL POSSESSION OF MARIHUANA	Violation	1	WHT	NON-HISPANIC	M	14
10/23/2018	No	LEAVING THE SCENE OF AN AUTO ACCIDENT (INJURY)	Misdemeanor	2	WHT		M	25
10/23/2018	No	OPERATING MOTOR VEHICLE UNDER THE INFLUENCE ALCOHO	Misdemeanor	1	WHT	NON-HISPANIC	F	33
10/29/2018	No	CRIMINAL CONTEMPT SECOND DEGREE/DISOBEDIENCE	Misdemeanor	2	BLK	HISPANIC	M	36
10/29/2018	Yes	UNLAWFUL POSSESSION OF MARIHUANA	Violation	1	WHT	HISPANIC	M	23
10/29/2018	Yes	IMITATION OR COUNTERFEIT CERTIFICATE OF INSPECTION	Misdemeanor	1	WHT	HISPANIC	M	17
10/31/2018	No	UNLAWFUL POSSESSION OF MARIHUANA	Violation	0	WHT	HISPANIC	M	22

11/02/2018	No	CRIMINAL POSSESSION OF A CONTROLLED SUBSTANCE 3RD	Felony	1	WHT	NON-HISPANIC	M	28
11/05/2018	No	ARREST ON BENCH WARRANT	Violation	5	BLK	NON-HISPANIC	M	37
11/06/2018	Yes	GRAND LARCENY THIRD DEGREE	Felony	1	WHT	HISPANIC	M	17
11/08/2018	Yes	AGGRAVATED UNLICENSED OPERATION THIRD DEGREE	Misdemeanor	1	WHT	HISPANIC	M	39
11/08/2018	No	CRIM SALE OF A CONT SUBST IN OR NEAR SCHOOL GROUND	Felony	3	WHT	HISPANIC	M	51
11/08/2018	No	IMITATION OR COUNTERFEIT CERTIFICATE OF INSPECTION	Misdemeanor	1	WHT	HISPANIC	M	61
11/08/2018	No	CRIMINAL POSSESSION OF A CONTROLLED SUBSTANCE 3RD	Felony	3	WHT	HISPANIC	M	51
11/08/2018	No	CRIM SALE OF A CONT SUBST IN OR NEAR SCHOOL GROUND	Felony	3	WHT		M	51
11/09/2018	Yes	CRIMINAL TAMPERING IN THE THIRD DEGREE	Misdemeanor	2	WHT	NON-HISPANIC	M	62
11/11/2018	No	WARRANT OF ARREST	Violation	2	WHT	HISPANIC	M	35
11/17/2018	Yes	CIRCUMVENTION OF INTERLOCK DEVICE	Misdemeanor	5	WHT	NON-HISPANIC	M	53
11/20/2018	Yes	AGGRAVATED UNLICENSED OPERATION THIRD DEGREE	Misdemeanor	4	WHT	HISPANIC	M	19
11/21/2018	No	CRIMINAL CONTEMPT SECOND DEGREE/DISOBEDIENCE	Misdemeanor	5	WHT		M	28
11/25/2018	Yes	ENDANGERING THE WELFARE OF A CHILD	Misdemeanor	1	WHT	HISPANIC	M	31
11/26/2018	Yes	CRIMINAL CONTEMPT SECOND DEGREE/DISOBEDIENCE	Misdemeanor	5	OTH	HISPANIC	M	19
11/26/2018	No	IMITATION OR COUNTERFEIT CERTIFICATE OF INSPECTION	Misdemeanor	2	OTH	NON-HISPANIC	M	31
11/27/2018	No		Misdemeanor	2	WHT	HISPANIC	M	59
11/27/2018	No	CRIMINAL POSSESSION OF A CONTROLLED SUBSTANCE 7TH	Misdemeanor	2	WHT	HISPANIC	M	59
11/29/2018	No	AGGRAVATED UNLICENSED OPERATION THIRD DEGREE	Misdemeanor	1	BLK	NON-HISPANIC	M	40
11/30/2018	Yes	ARREST ON BENCH WARRANT	Violation	4	WHT	HISPANIC	M	23
11/30/2018	Yes	ARREST ON BENCH WARRANT	Violation	6	WHT	HISPANIC	M	20
11/30/2018	Yes	UNLAWFUL POSSESSION OF MARIJUANA	Violation	6	WHT	HISPANIC	M	20
12/01/2018	No	ARREST ON BENCH WARRANT	Violation	3	WHT	NON-HISPANIC	M	21
12/02/2018	No	DISORDERLY CONDUCT	Violation	1	WHT	HISPANIC	M	34
12/02/2018	No	DISORDERLY CONDUCT	Violation	1	WHT	HISPANIC	M	24

12/02/2018	Yes	CRIMINAL MISCHIEF IN THE SECOND DEGREE	Felony	2	WHT	HISPANIC	M	40
12/02/2018	Yes	OPERATING MOTOR VEHICLE UNDER THE INFLUENCE ALCOHO	Misdemeanor	1	WHT	HISPANIC	M	43
12/04/2018	No	AGGRAVATED UNLICENSED OPERATION THIRD DEGREE	Misdemeanor	3	WHT	HISPANIC	M	29
12/04/2018	No		Violation	3	WHT	HISPANIC	M	29
12/04/2018	No		Violation	3	WHT	HISPANIC	M	29
12/07/2018	No	LEAVING THE SCENE OF AN AUTO ACCIDENT (INJURY)	Misdemeanor	1	WHT	NON-HISPANIC	M	48
12/08/2018	No	OPERATING MOTOR VEHICLE UNDER THE INFLUENCE ALCOHO	Misdemeanor	1	WHT	NON-HISPANIC	M	41
12/09/2018	Yes	CRIMINAL POSSESSION OF A WEAPON IN THE THIRD DEGRE	Felony	1	WHT		M	24
12/13/2018	No	UNLAWFUL POSSESSION OF MARIHUANA	Violation	1	WHT		M	26
12/15/2018	Yes	BURGLARY SECOND DEGREE/BUILDING IS A DWELLING	Felony	2	WHT		M	24
12/23/2018	Yes	OPERATING MOTOR VEHICLE UNDER THE INFLUENCE ALCOHO	Misdemeanor	1	WHT		M	36
12/27/2018	No	UNLAWFUL POSSESSION OF MARIHUANA	Violation	2	WHT		M	24
12/27/2018	No	UNLAWFUL POSSESSION OF MARIHUANA	Violation	2	WHT		M	22
12/28/2018	No	NO/EXPIRED INSURANCE	Misdemeanor	1	WHT		M	24
12/28/2018	Yes	CRIMINAL POSSESSION OF A CONTROLLED SUBSTANCE 7TH	Misdemeanor	9	WHT		M	22
12/28/2018	Yes	CRIMINAL CONTEMPT SECOND DEGREE/DISOBEDIENCE	Misdemeanor	1	WHT		M	56
02/22/2018	No	IDENTITY THEFT IN THE SECOND DEGREE	Felony	1			F	25
04/17/2018	Yes	HARASSMENT SECOND DEGREE - PHYSICAL CONTACT	Violation	1			M	63
06/24/2018	Yes	HARASSMENT SECOND DEGREE - PHYSICAL CONTACT	Violation	4	BLK		M	35

Date	Is Resident	Highest Offense	Class	# Arrests	Race	Ethnicity	Gender	Age
01/01/2020	No	OPERATING MOTOR VEHICLE SUSPENDED REGISTRATION	Misdemeanor	3	OTH	HISPANIC	M	62
01/02/2020	No	AGGRAVATED UNLICENSED OPERATION THIRD DEGREE	Misdemeanor	1	WHT	HISPANIC	M	19
01/02/2020	No	AGGRAVATED UNLICENSED OPERATION THIRD DEGREE	Misdemeanor	1	WHT		M	20
01/06/2020	No	HARASSMENT SECOND DEGREE	Violation	6	WHT	NON-HISPANIC	M	56
01/08/2020	Yes	CRIMINAL POSSESSION OF A CONTROLLED SUBSTANCE 7TH	Misdemeanor	6	WHT	HISPANIC	M	21
01/09/2020	No	WARRANT OF ARREST	Violation	1	WHT		M	61
01/10/2020	Yes	FALSELY REPORTING AN INCIDENT IN THE THIRD DEGREE	Misdemeanor	1	WHT	HISPANIC	M	15
01/13/2020	No	ATTEMPTED BURGLARY IN THE SECOND DEGREE	Felony	2	WHT	HISPANIC	M	41
01/13/2020	No	BURGLARY SECOND DEGREE/BUILDING IS A DWELLING	Felony	2	WHT	HISPANIC	M	41
01/14/2020	No	AGGRAVATED UNLICENSED OPERATION THIRD DEGREE	Misdemeanor	1	WHT	NON-HISPANIC	M	38
01/15/2020	Yes	AGGRAVATED UNLICENSED OPERATION THIRD DEGREE	Misdemeanor	1	WHT	NON-HISPANIC	M	25
01/18/2020	No	OBSTRUCTION OF BREATHING OR BLOOD CIRCULATION		8	WHT	HISPANIC	M	30
01/18/2020	No	WARRANT OF ARREST		8	WHT	HISPANIC	M	30
01/20/2020	No	CRIMINAL CONTEMPT SECOND DEGREE/DISOBEDIENCE	Misdemeanor	8	WHT	HISPANIC	M	30
01/21/2020	Yes	CRIMINAL MISCHIEF FOURTH DEGREE/INTEN DAMAGES PROP	Misdemeanor	2	BLK	HISPANIC	M	43
01/21/2020	No	OPERATING MOTOR VEHICLE SUSPENDED REGISTRATION	Misdemeanor	1	WHT	HISPANIC	F	47
01/22/2020	Yes	WARRANT OF ARREST	Violation	4	WHT	HISPANIC	M	20
01/24/2020	Yes	AGGR UNLICENSED OPER 2ND/THREE OR MORE SUSPENSIONS	Misdemeanor	8	WHT	HISPANIC	M	28
02/01/2020	No	ARREST ON BENCH WARRANT	Violation	1	WHT	HISPANIC	M	28
02/02/2020	No	AGGRAVATED UNLICENSED OPERATION THIRD DEGREE	Misdemeanor	1	BLK	NON-HISPANIC	M	32

02/03/2020	Yes	AGGRAVATED UNLICENSED OPERATION THIRD DEGREE	Misdemeanor	1	WHT	HISPANIC	M	60
02/05/2020	Yes	AGGRAVATED UNLICENSED OPERATION THIRD DEGREE	Misdemeanor	2	WHT	HISPANIC	M	50
02/07/2020	Yes	IMITATION OR COUNTERFEIT CERTIFICATE OF INSPECTION	Misdemeanor	3	WHT	HISPANIC	M	38
02/08/2020	No	AGGRAVATED DRIVING WHILE INTOXICATED	Felony	1	WHT	HISPANIC	M	29
02/09/2020	No	PETT LARCENY	Misdemeanor	6	WHT	NON-HISPANIC	M	56
02/10/2020	No	AGGRAVATED UNLICENSED OPERATION THIRD DEGREE	Misdemeanor	1	WHT	NON-HISPANIC	M	58
02/12/2020	Yes	CRIMINAL TRESPASS THIRD DEGREE/BUILDING OR PROP.	Misdemeanor	10	WHT	HISPANIC	M	19
02/13/2020	No	MENACING THIRD	Misdemeanor	4	WHT	HISPANIC	M	21
02/14/2020	Yes	CRIMINAL CONTEMPT SECOND DEGREE/DISOBEDIENCE	Misdemeanor	2	BLK	NON-HISPANIC	F	38
02/15/2020	No	AGGRAVATED UNLICENSED OPERATION THIRD DEGREE	Misdemeanor	1	WHT	HISPANIC	M	35
02/18/2020	Yes	PETT LARCENY	Misdemeanor	2	WHT	HISPANIC	M	19
02/18/2020	No	AGGRAVATED UNLICENSED OPERATION THIRD DEGREE	Misdemeanor	1	WHT	HISPANIC	M	32
02/19/2020	Yes	OPERATING MOTOR VEHICLE SUSPENDED REGISTRATION	Misdemeanor	1	UNK	HISPANIC	F	40
02/19/2020	Yes	PETT LARCENY	Misdemeanor	4	WHT	HISPANIC	M	20
02/25/2020	Yes	GRAND LARCENY FOURTH DEGREE/CREDIT CARD	Felony	1	WHT	HISPANIC	F	42
03/02/2020	No	WARRANT OF ARREST	Violation	1	BLK	NON-HISPANIC	M	36
03/04/2020	Yes	CRIMINAL MISCHIEF IN THE THIRD DEGREE	Felony	1	WHT	HISPANIC	M	24
03/05/2020	Yes	CRIMINAL POSSESSION OF A CONTROLLED SUBSTANCE 3RD	Felony	13	BLK	NON-HISPANIC	M	28
03/18/2020	Yes	PETT LARCENY	Misdemeanor	2	WHT	NON-HISPANIC	M	53
03/23/2020	Yes	CRIMINAL CONTEMPT SECOND DEGREE/DISORDERLY BEHAV	Misdemeanor	2	WHT		M	43
03/27/2020	Yes	BURGLARY SECOND DEGREE/BUILDING IS A DWELLING	Felony	10	WHT	HISPANIC	M	19
03/29/2020	No	DRIVING WHILE INTOXICATED	Felony	1	WHT	HISPANIC	F	28
03/31/2020	Yes	ASSAULT IN THE THIRD DEGREE//INTENT PHYSICAL INJ	Misdemeanor	1	OTH	HISPANIC	M	33

04/05/2020	No	OBSTRUCTING GOVERNMENTAL ADMINISTRATION SECOND	Misdemeanor	16	UNK	HISPANIC	M	35
04/15/2020	Yes	GRAND LARCENY FOURTH DEGREE/CREDIT CARD	Felony	2	WHT	HISPANIC	M	21
04/19/2020	Yes	CRIMINAL POSSESSION OF A WEAPON IN THE THIRD DEGRE	Felony	1	WHT	NON-HISPANIC	M	32
04/28/2020	No	GRAND LARCENY FOURTH DEGREE/EXCEEDS \$1,000.00	Felony	16	UNK	HISPANIC	M	35
05/01/2020	No	PETT LARCENY	Misdemeanor	6	WHT	NON-HISPANIC	M	56
05/06/2020	No	GRAND LARCENY FOURTH DEGREE/EXCEEDS \$100.00 & M.V.	Felony	3	WHT	NON-HISPANIC	M	32
05/12/2020	No	DRIVING WHILE INTOXICATED	Felony	2	BLK	NON-HISPANIC	F	33
05/13/2020	No	CRIMINAL POSSESSION OF A CONTROLLED SUBSTANCE 7TH	Misdemeanor	1	WHT	NON-HISPANIC	M	59
05/13/2020	No	CRIMINAL POSSESSION OF A CONTROLLED SUBSTANCE 3RD	Felony	38	BLK	NON-HISPANIC	M	35
05/20/2020	No	ATT ASSAULT IN THE 3RD DEGREE//INTENT PHYSICAL INJ	Misdemeanor	1	BLK	NON-HISPANIC	F	25
05/27/2020	Yes	CRIMINAL POSSESSION OF A CONTROLLED SUBSTANCE 7TH	Misdemeanor	1	WHT	HISPANIC	F	24
05/28/2020	No	ASSAULT IN THE THIRD DEGREE//INTENT PHYSICAL INJ	Misdemeanor	1	BLK	NON-HISPANIC	M	34
06/11/2020	Yes	ASSAULT IN THE THIRD DEGREE//INTENT PHYSICAL INJ	Misdemeanor	1	BLK	HISPANIC	M	25
06/13/2020	No	ASSAULT IN THE THIRD DEGREE//INTENT PHYSICAL INJ	Misdemeanor	2	WHT	HISPANIC	M	58
07/01/2020	Yes	AGGRAVATED UNLICENSED OPERATION THIRD DEGREE	Misdemeanor	1	WHT	HISPANIC	M	17
07/05/2020	No	WARRANT OF ARREST		1	OTH	HISPANIC	M	24
07/13/2020	No	FORGERY IN THE FIRST DEGREE/MONEY,STAMPS,SECURITY	Felony	1	BLK	NON-HISPANIC	M	29
07/29/2020	Yes	AGGRAVATED UNLICENSED OPERATION THIRD DEGREE	Misdemeanor	1	WHT	HISPANIC	M	27
08/01/2020	No	OPERATING MOTOR VEHICLE UNDER THE INFLUENCE ALCOHO	Misdemeanor	1	WHT	UNKNOWN	M	29
08/14/2020	No	CRIMINAL POSSESSION OF STOLEN PROPERTY THIRD	Felony	2	BLK	NON-HISPANIC	M	20

08/14/2020	No	CRIMINAL POSSESSION OF STOLEN PROPERTY FOURTH	Felony	2	BLK	NON-HISPANIC	M	20
08/27/2020	Yes	UNLAWFULLY DEALING WITH A CHILD FIRST DEGREE	Misdemeanor	1			F	22
08/28/2020	Yes	CRIMINAL TRESPASS IN THE SECOND DEGREE	Misdemeanor	9	OTH	HISPANIC	M	24
09/02/2020	Yes		Felony	1	BLK	NON-HISPANIC	M	19
09/04/2020	Yes	GRAND LARCENY FOURTH DEGREE/CREDIT CARD	Felony	1	WHT	HISPANIC	M	20
09/04/2020	No	GRAND LARCENY FOURTH DEGREE/EXCEEDS \$100.00 & M.V.	Felony	1	WHT	NON-HISPANIC	M	20
09/04/2020	No		Felony	1	BLK	UNKNOWN	M	22
09/05/2020	Yes	ASSAULT IN THE THIRD DEGREE//INTENT PHYSICAL INJ	Misdemeanor	2	WHT	HISPANIC	M	36
09/05/2020	Yes	CRIMINAL TRESPASS THIRD DEGREE/BUILDING OR PROP.	Misdemeanor	9	OTH	HISPANIC	M	24
09/08/2020	Yes	DRIVING WHILE INTOXICATED	Felony	1	WHT	HISPANIC	M	40
09/08/2020	Yes	PETT LARCENY	Misdemeanor	6	WHT	NON-HISPANIC	F	46
09/12/2020	Yes	CRIMINAL CONTEMPT SECOND DEGREE/DISOBEDIENCE	Misdemeanor	8	WHT	HISPANIC	M	31
09/22/2020	Yes	BURGLARY SECOND DEGREE/ CAUSES PHYSICAL INJURY	Felony	10	WHT	HISPANIC	M	19
09/22/2020	Yes	WARRANT OF ARREST	Violation	10	WHT	HISPANIC	M	19
09/23/2020	No	AGGRAVATED UNLICENSED OPERATION THIRD DEGREE	Misdemeanor	1	OTH	HISPANIC	M	25
09/23/2020	Yes	CRIMINAL CONTEMPT FIRST DEGREE	Felony	10	WHT	HISPANIC	M	19
09/28/2020	No			1	WHT	NON-HISPANIC	M	30
10/07/2020	No	HARASSMENT SECOND DEGREE - PHYSICAL CONTACT	Violation	1	BLK	NON-HISPANIC	F	29
10/18/2020	No	MENACING THIRD	Misdemeanor	4	WHT	HISPANIC	M	22
10/20/2020	Yes	WARRANT OF ARREST	Violation	9	WHT	HISPANIC	M	24
10/27/2020	No	AGGRAVATED DRIVING WHILE INTOXICATED	Misdemeanor	1	WHT	HISPANIC	M	35
02/24/2020	No	HARASSMENT SECOND DEGREE - PHYSICAL CONTACT	Violation	1			F	18
11/01/2020	No		Felony	2	BLK	NON-HISPANIC	M	25
11/05/2020	No		Felony	2	BLK	NON-HISPANIC	M	25

11/05/2020	No	CRIMINAL POSSESSION OF STOLEN PROPERTY FOURTH	Felony	1	BLK	NON-HISPANIC	M	22
11/07/2020	Yes	OPERATING MOTOR VEHICLE UNDER THE INFLUENCE ALCOHO	Misdemeanor	2	WHT	HISPANIC	M	21
11/08/2020	Yes	CRIMINAL MISCHIEF FOURTH DEGREE/RECKLESSLY DAMAGES	Misdemeanor	1	WHT	HISPANIC	M	27
11/23/2020	No	ARREST ON BENCH WARRANT	Violation	1	WHT	NON-HISPANIC	M	65
11/23/2020	Yes	CRIMINAL POSSESSION OF A CONTROLLED SUBSTANCE 7TH	Misdemeanor	1	BLK	HISPANIC	M	21
11/23/2020	Yes		Violation	1	BLK	HISPANIC	M	18
11/24/2020	No	ARREST ON BENCH WARRANT	Violation	38	BLK	NON-HISPANIC	M	35
11/24/2020	Yes	ARREST ON BENCH WARRANT	Violation	8	WHT	HISPANIC	M	31
12/01/2020	Yes	CRIMINAL MISCHIEF IN THE SECOND DEGREE	Felony	1	BLK	HISPANIC	M	35
12/06/2020	No	GRAND LARCENY FOURTH DEGREE/EXCEEDS \$100.00 & M.V.	Felony	3	WHT	HISPANIC	M	32
12/06/2020	No	ARREST ON BENCH WARRANT	Violation	3	WHT	HISPANIC	M	32
12/11/2020	Yes	CRIMINAL CONTEMPT SECOND DEGREE/DISOBEDIENCE	Misdemeanor	2	WHT	HISPANIC	M	36
12/18/2020	No	CRIMINAL MISCHIEF IN THE SECOND DEGREE	Felony	2	WHT	NON-HISPANIC	M	45
12/23/2020	No	BURGLARY IN THE THIRD DEGREE	Felony	1	WHT		M	36
12/29/2020	Yes	AGGRAVATED UNLICENSED OPERATION THIRD DEGREE	Misdemeanor	10	WHT		M	19
12/30/2020	No	ARREST ON BENCH WARRANT	Violation	1	BLK		M	53
12/30/2020	Yes	ENDANGERING THE WELFARE OF A CHILD	Misdemeanor	1	BLK	HISPANIC	M	25
07/16/2020	Yes	HARASSMENT SECOND DEGREE - PHYSICAL CONTACT	Violation	2	WHT		M	66
10/20/2020	No	CRIMINAL CONTEMPT FIRST DEGREE	Felony	2	WHT	HISPANIC	M	59

Date	Is Resident	Highest Offense	Class	# Arrests	Race	Ethnicity	Gender	Age	Condition
10/14/2019	No	CRIMINAL POSSESSION STOLEN PROPERTY FIFTH DEGREE	Misdemeanor	1	BLK	UNKNOWN	M	28	APP NORM
12/30/2019	No	AGGRAVATED UNLICENSED OPERATION THIRD DEGREE	Misdemeanor	1	WHT	NON-HISPANIC	M	30	APP NORM
12/29/2019	No	CRIMINAL MISCHIEF IN THE THIRD DEGREE	Felony	2	BLK	NON-HISPANIC	M	33	APP NORM
12/24/2019	No	ARREST ON BENCH WARRANT	Violation	17	BLK	NON-HISPANIC	M	33	APP NORM
12/20/2019	No	AGGRAVATED UNLICENSED OPERATION THIRD DEGREE	Misdemeanor	1	BLK	NON-HISPANIC	M	24	APP NORM
12/18/2019	No	WARRANT OF ARREST	Violation	13	BLK	NON-HISPANIC	M	38	APP NORM
12/16/2019	No	ARREST ON BENCH WARRANT	Violation	3	WHT	NON-HISPANIC	M	52	APP NORM
12/16/2019	No	BAIL JUMPING IN THE SECOND DEGREE	Felony	3	WHT	NON-HISPANIC	M	52	APP NORM
12/15/2019	Yes	RESISTING ARREST	Misdemeanor	1	WHT	NON-HISPANIC	M	44	IMPAIRED ALCO
12/13/2019	No	CRIMINAL MISCHIEF FOURTH DEGREE/INTEN DAMAGES PROP	Misdemeanor	6	WHT	NON-HISPANIC	M	55	APP NORM
12/09/2019	No	AGGRAVATED UNLICENSED OPERATION THIRD DEGREE	Misdemeanor	1	WHT	NON-HISPANIC	F	33	APP NORM
12/04/2019	No	AGGR UNLICENSED OPER 2ND/THREE OR MORE SUSPENSIONS	Misdemeanor	6	WHT	NON-HISPANIC	M	24	APP NORM
11/15/2019	No	WARRANT OF ARREST	Violation	1	BLK	NON-HISPANIC	M	30	MENTAL DIS
11/14/2019	Yes	CRIMINAL POSSESSION OF A CONTROLLED SUBSTANCE 3RD	Felony	13	BLK	NON-HISPANIC	M	28	APP NORM
11/04/2019	No	IMPROPER U-TURN	Violation	1	BLK	NON-HISPANIC	M	36	APP NORM
11/04/2019	No	CRIMINAL POSSESSION OF A FORGED INSTRUMENT SECOND	Felony	1	BLK	NON-HISPANIC	F	28	APP NORM
11/04/2019	Yes	CRIMINAL POSSESSION OF A CONTROLLED SUBSTANCE 7TH	Misdemeanor	13	BLK	NON-HISPANIC	M	37	IMPAIRED DRUGS
11/03/2019	No	OPERATING MOTOR VEHICLE UNDER THE INFLUENCE ALCOHO	Misdemeanor	1	WHT	NON-HISPANIC	M	36	IMPAIRED ALCO
10/26/2019	No	DISORDERLY CONDUCT	Violation	1	WHT	NON-HISPANIC	M	39	IMPAIRED ALCO
10/22/2019	No	IMITATION OR COUNTERFEIT CERTIFICATE OF INSPECTION	Misdemeanor	1	BLK	NON-HISPANIC	M	39	APP NORM
10/16/2019	No	STALKING IN THE FOURTH DEGREE	Misdemeanor	1	BLK	NON-HISPANIC	M	24	APP NORM
10/07/2019	No	PETTIT LARCENY	Misdemeanor	1	WHT	NON-HISPANIC	M	32	APP NORM
09/11/2019	No	DISORDERLY CONDUCT	Misdemeanor	1	WHT	NON-HISPANIC	M	30	APP NORM
08/29/2019	Yes	CRIMINAL TRESPASS THIRD DEGREE/BUILDING OR PROP.	Misdemeanor	39	BLK	NON-HISPANIC	M	38	APP NORM
08/08/2019	Yes	CRIMINAL TRESPASS THIRD DEGREE/BUILDING OR PROP.	Misdemeanor	39	BLK	NON-HISPANIC	M	38	APP NORM
08/07/2019	No	CRIMINAL IMPERSONATION SECOND DEGREE/REP OF ORGAIZ	Misdemeanor	1	WHT	NON-HISPANIC	M	29	APP NORM
08/05/2019	Yes	PUBLIC LEWDNESS	Misdemeanor	1	WHT	NON-HISPANIC	M	55	APP NORM
08/05/2019	Y	ARREST ON BENCH WARRANT	Violat	6	WHT	NON-HISPANIC	F	45	APP NORM

08/05/2019	No	ASSAULT IN THE THIRD DEGREE/INTENT PHYSICAL INJ	Misdemeanor	3	BLK	NON-HISPANIC	F	36	APP NORM
08/04/2019	Yes	ASSAULT IN THE THIRD DEGREE/INTENT PHYSICAL INJ	Misdemeanor	1	WHT	NON-HISPANIC	M	20	APP NORM
08/01/2019	No	ARREST ON BENCH WARRANT	Violation	1	WHT	NON-HISPANIC	M	30	APP NORM
07/31/2019	Yes	WARRANT OF ARREST	Violation	39	BLK	NON-HISPANIC	M	38	APP NORM
07/28/2019	No	CRIMINAL TRESPASS THIRD DEGREE/BUILDING OR PROP	Misdemeanor	12	BLK	NON-HISPANIC	M	33	APP NORM
07/24/2019	No	OPERATING MOTOR VEHICLE SUSPENDED REGISTRATION	Misdemeanor	1	WHT	NON-HISPANIC	M	16	APP NORM
07/22/2019	No	AGGRAVATED UNLICENSED OPERATION THIRD DEGREE	Misdemeanor	1	BLK	NON-HISPANIC	M	30	APP NORM
07/22/2019	No	AGGRAVATED UNLICENSED OPERATION THIRD DEGREE	Misdemeanor	1	WHT	NON-HISPANIC	M	22	APP NORM
06/28/2019	No	CRIMINAL POSSESSION OF A CONTROLLED SUBSTANCE 7TH	Misdemeanor	2	OTH	NON-HISPANIC	M	55	APP NORM
06/28/2019	No	FALSIFYING BUSINESS RECORDS IN THE FIRST DEGREE	Felony	2	OTH	NON-HISPANIC	M	55	APP NORM
06/22/2019	No	CRIMINAL POSSESSION OF A CONTROLLED SUBSTANCE 3RD	Felony	38	BLK	NON-HISPANIC	M	34	IMPAIRED DRUGS
06/03/2019	No	ARREST ON BENCH WARRANT	Violation	2	WHT	NON-HISPANIC	M	31	APP NORM
05/29/2019	No	AGGRAVATED UNLICENSED OPERATION THIRD DEGREE	Misdemeanor	1	WHT	NON-HISPANIC	M	21	APP NORM
05/28/2019	No	CRIMINAL POSSESSION OF A CONTROLLED SUBSTANCE 7TH	Misdemeanor	1	OTH	NON-HISPANIC	M	28	IMPAIRED DRUGS
05/15/2019	Yes	CRIMINAL CONTEMPT SECOND DEGREE/DISOBEDIENCE	Misdemeanor	5	WHT	NON-HISPANIC	M	36	APP NORM
05/09/2019	Yes	CRIMINAL CONTEMPT SECOND DEGREE/DISOBEDIENCE	Misdemeanor	5	WHT	NON-HISPANIC	M	36	APP NORM
05/08/2019	Yes	ASSAULT IN THE FIRST DEGREE/INTENT DEADLY WEAPON	Felony	5	WHT	NON-HISPANIC	M	36	APP NORM
05/01/2019	Yes	ENDANGERING THE WELFARE OF A CHILD	Misdemeanor	1	WHT	NON-HISPANIC	M	17	APP NORM
04/09/2019	Yes	CRIMINAL POSSESSION OF A CONTROLLED SUBSTANCE 7TH	Misdemeanor	3	BLK	NON-HISPANIC	M	17	APP NORM
04/09/2019	Yes	MEANACING SECOND DEGREE	Misdemeanor	3	BLK	NON-HISPANIC	M	17	APP NORM
04/09/2019	Yes	MEANACING SECOND DEGREE	Misdemeanor	3	BLK	NON-HISPANIC	M	17	APP NORM
04/08/2019	No	CRIMINAL POSSESSION OF A CONTROLLED SUBSTANCE 7TH	Misdemeanor	1	WHT	NON-HISPANIC	F	25	APP NORM
04/03/2019	No	AGGRAVATED UNLICENSED OPERATION SECOND DEGREE	Misdemeanor	1	BLK	NON-HISPANIC	F	46	APP NORM
04/02/2019	Yes	CRIMINAL POSSESSION OF A CONTROLLED SUBSTANCE 7TH	Misdemeanor	6	WHT	NON-HISPANIC	F	45	APP NORM
04/02/2019	Yes	ARREST ON BENCH WARRANT	Violation	6	WHT	NON-HISPANIC	F	45	APP NORM

04/01/2019	No	AGGRAVATED HARASSMENT IN THE SECOND DEGREE	Misdemeanor	1	ASN	NON-HISPANIC	F	20	APP NORM
04/01/2019	No	REGISTRATION PLATE DISPLAY VIOLATION		1	WHT	NON-HISPANIC	F	28	APP NORM
03/29/2019	No	CRIMINAL CONTEMPT SECOND DEGREE/DISOBEDIENCE	Misdemeanor	3	WHT	NON-HISPANIC	M	47	APP NORM
03/26/2019	Yes	WARRANT OF ARREST	Violation	2	WHT	NON-HISPANIC	M	62	APP NORM
03/23/2019	No	CRIMINAL MISCHIEF FOURTH DEGREE/INTEN DAMAGES PROP	Misdemeanor	1	BLK	NON-HISPANIC	M	27	APP NORM
03/22/2019	No	CRIMINAL POSSESSION OF MARIHUANA FIFTH DEGREE	Misdemeanor	1	WHT	NON-HISPANIC	M	26	APP NORM
03/20/2019	No	ARREST ON BENCH WARRANT	Violation	1	WHT	NON-HISPANIC	F	52	APP NORM
03/01/2019	Yes	MENACING SECOND DEGREE	Misdemeanor	3	WHT	NON-HISPANIC	M	47	APP NORM
03/01/2019	No	CRIMINAL POSSESSION OF A CONTROLLED SUBSTANCE 3RD	Felony	18	BLK	NON-HISPANIC	M	38	APP NORM
03/01/2019	No	ARREST ON BENCH WARRANT	Violation	18	BLK	NON-HISPANIC	M	38	APP NORM
03/01/2019	No	ARREST ON BENCH WARRANT	Violation	18	BLK	NON-HISPANIC	M	38	APP NORM
03/01/2019	No		Felony	1	BLK	NON-HISPANIC	M	25	APP NORM
02/19/2019	No	CRIMINAL CONTEMPT SECOND DEGREE/DISOBEDIENCE	Misdemeanor	3	WHT	NON-HISPANIC	M	30	APP NORM
02/13/2019	No	AGGRAVATED HARASSMENT IN THE SECOND DEGREE	Misdemeanor	1	WHT	NON-HISPANIC	M	25	APP NORM
02/11/2019	Yes	DRIVING WHILE INTOXICATED	Felony	5	WHT	NON-HISPANIC	M	62	IMPAIRED ALCO
02/06/2019	Yes	CRIMINAL CONTEMPT SECOND DEGREE/DISOBEDIENCE	Misdemeanor	5	WHT	NON-HISPANIC	M	62	IMPAIRED ALCO
02/03/2019	No	AGGRAVATED UNLICENSED OPERATION THIRD DEGREE	Misdemeanor	1	BLK	NON-HISPANIC	M	21	APP NORM
01/31/2019	No	OBSTRUCTING GOVERNMENTAL ADMINISTRATION SECOND	Misdemeanor	1	WHT	NON-HISPANIC	M	46	APP NORM
01/28/2019	No	BURGLARY SECOND DEGREE/BUILDING IS A DWELLING	Felony	3	WHT	NON-HISPANIC	M	30	APP NORM
01/28/2019	No	GRAND LARCENY FOURTH DEGREE/CREDIT CARD	Felony	3	WHT	NON-HISPANIC	M	30	APP NORM
01/27/2019	No	IMITATION OR COUNTERFEIT CERTIFICATE OF INSPECTION	Misdemeanor	1	WHT	NON-HISPANIC	M	28	APP NORM
01/24/2019	No	CRIMINAL POSSESSION OF A CONTROLLED SUBSTANCE 7TH	Misdemeanor	1	WHT	NON-HISPANIC	M	30	APP NORM
01/18/2019	Yes	ASSAULT IN THE THIRD DEGREE//INTENT PHYSICAL INJ	Misdemeanor	2	WHT	NON-HISPANIC	M	52	APP NORM
01/09/2019	No		Felony	1	BLK	NON-HISPANIC	M	24	APP NORM
01/09/2019	No	UNLAWFUL POSSESSION OF MARIHUANA	Violation	1	WHT	NON-HISPANIC	F	19	APP NORM
01/09/2019	No	AGGRAVATED UNLICENSED OPERATION THIRD DEGREE	Misdemeanor	1	WHT	NON-HISPANIC	F	33	APP NORM
01/08/2019	No	CRIMINAL POSSESSION OF A CONTROLLED SUBSTANCE 7TH	Misdemeanor	1	WHT	NON-HISPANIC	M	20	APP NORM
01/03/2019	No	IDENTITY THEFT IN THE THIRD DEGREE	Misdemeanor	1	WHT	NON-HISPANIC	M	72	APP NORM

10/01/2019	Yes	FUGITIVE FROM JUSTICE	Violation	1	1	WHT	NON-HISPANIC	M	27	APP NORM
11/13/2019	Yes	ASSAULT IN THE THIRD DEGREE//INTENT PHYSICAL INJ	Misdemeanor	1	1	WHT	HISPANIC	F	15	
12/29/2019	No	AGGRAVATED UNLICENSED OPERATION THIRD DEGREE	Misdemeanor	1	1	WHT	HISPANIC	M	45	APP NORM
12/25/2019	Yes	CRIMINAL TAMPERING IN THE THIRD DEGREE	Misdemeanor	2	2	WHT	HISPANIC	M	21	APP NORM
12/21/2019	Yes	AGGRAVATED UNLICENSED OPERATION THIRD DEGREE	Misdemeanor	1	1	BLK	HISPANIC	M	32	APP NORM
12/17/2019	No		Violation	2	2	UNK	HISPANIC	M	25	APP NORM
12/16/2019	No	ARREST ON BENCH WARRANT	Violation	5	5	WHT	HISPANIC	M	29	APP NORM
12/16/2019	No	ARREST ON BENCH WARRANT	Violation	5	5	WHT	HISPANIC	M	29	APP NORM
12/15/2019	Yes	RESISTING ARREST	Misdemeanor	2	2	WHT	HISPANIC	M	25	IMPAIRED ALCO
12/05/2019	Yes	AGGRAVATED UNLICENSED OPERATION THIRD DEGREE	Misdemeanor	7	7	BLK	HISPANIC	M	20	APP NORM
12/04/2019	No	UNLAWFUL FLEEING POLICE OFFICER IN THE 3RD DEGREE	Misdemeanor	1	1	WHT	HISPANIC	M	20	APP NORM
11/29/2019	Yes	CRIMINAL CONTEMPT SECOND DEGREE/DISOBEDIENCE	Misdemeanor	5	5	OTH	HISPANIC	M	20	APP NORM
11/22/2019	Yes	CRIMINAL MISCHIEF IN THE THIRD DEGREE	Felony	2	2	WHT	HISPANIC	M	29	APP NORM
11/20/2019	No	AGGRAVATED UNLICENSED OPERATION THIRD DEGREE	Misdemeanor	1	1	WHT	HISPANIC	F	22	APP NORM
11/16/2019	Yes	AGGR UNLICENSED OPER 2ND/THREE OR MORE SUSPENSIONS	Misdemeanor	2	2	WHT	HISPANIC	M	25	APP NORM
11/13/2019	No	ARREST ON BENCH WARRANT	Violation	1	1	WHT	HISPANIC	M	63	APP NORM
11/10/2019	No	AGGRAVATED UNLICENSED OPERATION THIRD DEGREE	Misdemeanor	1	1	WHT	HISPANIC	M	54	APP NORM
11/09/2019	No	FORGERY IN THE SECOND DEGREE/OFFICAL INSTRUMENT	Felony	1	1	WHT	HISPANIC	M	33	APP NORM
11/08/2019	No	AGGRAVATED UNLICENSED OPERATION THIRD DEGREE	Misdemeanor	1	1	BLK	HISPANIC	M	37	APP NORM
11/08/2019	No	AGGRAVATED UNLICENSED OPERATION THIRD DEGREE	Misdemeanor	0	0	WHT	HISPANIC	M	33	APP NORM
11/04/2019	Yes	CRIMINAL TRESPASS THIRD DEGREE//BUILDING OR PROP.	Misdemeanor	1	1	BLK	HISPANIC	M	45	IMPAIRED ALCO
11/01/2019	No	AGGRAVATED UNLICENSED OPERATION THIRD DEGREE	Misdemeanor	1	1	WHT	HISPANIC	M	40	APP NORM
10/27/2019	No	OPERATING MOTOR VEHICLE SUSPENDED REGISTRATION	Misdemeanor	1	1	WHT	HISPANIC	M	31	APP NORM
10/23/2019	Yes	IMITATION OR COUNTERFEIT CERTIFICATE OF INSPECTION	Misdemeanor	1	1	WHT	HISPANIC	M	35	APP NORM
10/21/2019	No	ARREST ON BENCH WARRANT	Violation	3	3	UNK	HISPANIC	M	28	APP NORM
10/18/2019	No	AGGR. UNLICENSED OPER 1ST/10 OR MORE SUSPENSIONS	Felony	1	1	WHT	HISPANIC	M	33	APP NORM
10/16/2019	Y	CRIMINAL CONTEMPT SECOND DEGREE/DISOBEDIENCE	Misdemeanor	1	1	BLK	HISPANIC	M	45	APP NORM

10/14/2019	Yes	AGGRAVATED UNLICENSED OPERATION THIRD DEGREE	Misdemeanor	1	WHT	HISPANIC	M	20 APP NORM
10/13/2019	Yes	DISORDERLY CONDUCT	Violation	2	WHT	HISPANIC	M	20 IMPAIRED ALCO
10/13/2019	No	DISORDERLY CONDUCT	Violation	2	WHT	HISPANIC	M	24 IMPAIRED ALCO
10/12/2019	Yes	WARRANT OF ARREST	Violation	2	WHT	HISPANIC	M	48 IMPAIRED ALCO
10/12/2019	Yes	AGGRAVATED DRIVING WHILE INTOXICATED	Felony	2	WHT	HISPANIC	M	48 IMPAIRED ALCO
10/05/2019	No	OPERATING MOTOR VEHICLE UNDER THE INFLUENCE ALCOHO	Misdemeanor	1	WHT	HISPANIC	F	40 IMPAIRED ALCO
10/04/2019	Yes	AGGRAVATED UNLICENSED OPERATION THIRD DEGREE	Misdemeanor	3	WHT	HISPANIC	M	26 APP NORM
10/02/2019	No	AGGRAVATED UNLICENSED OPERATION THIRD DEGREE	Misdemeanor	1	BLK	HISPANIC	M	24 APP NORM
09/30/2019	Yes	AGGRAVATED UNLICENSED OPERATION THIRD DEGREE	Misdemeanor	1	BLK	HISPANIC	M	21 APP NORM
09/27/2019	No	AGGRAVATED UNLICENSED OPERATION THIRD DEGREE	Misdemeanor	1	BLK	HISPANIC	M	31 APP NORM
09/21/2019	Yes	OPERATING MOTOR VEHICLE UNDER THE INFLUENCE ALCOHO	Misdemeanor	1	BLK	HISPANIC	M	36 IMPAIRED ALCO
09/21/2019	Yes	OPERATING MOTOR VEHICLE UNDER THE INFLUENCE ALCOHO	Misdemeanor	1	WHT	HISPANIC	M	16 IMPAIRED ALCO
09/19/2019	Yes	AGGRAVATED UNLICENSED OPERATION THIRD DEGREE	Misdemeanor	2	WHT	HISPANIC	M	26 APP NORM
09/18/2019	No	AGGRAVATED UNLICENSED OPERATION THIRD DEGREE	Misdemeanor	1	WHT	HISPANIC	M	28 APP NORM
09/11/2019	Yes	AGGRAVATED UNLICENSED OPERATION THIRD DEGREE	Misdemeanor	5	WHT	HISPANIC	M	36 APP NORM
09/09/2019	Yes	CRIMINAL MISCHIEF FOURTH DEGREE/INTEN DAMAGES PROP	Misdemeanor	1	WHT	HISPANIC	M	47 APP NORM
09/08/2019	Yes	IMITATION OR COUNTERFEIT CERTIFICATE OF INSPECTION	Misdemeanor	1	BLK	HISPANIC	M	23 APP NORM
09/08/2019	Yes	DISORDERLY CONDUCT	Violation	7	WHT	HISPANIC	M	40 IMPAIRED ALCO
09/06/2019	No	CRIMINAL MISCHIEF FOURTH DEGREE/INTEN DAMAGES PROP	Misdemeanor	1	WHT	HISPANIC	F	26 APP NORM
09/05/2019	Yes	IMITATION OR COUNTERFEIT CERTIFICATE OF INSPECTION	Misdemeanor	1	BLK	HISPANIC	M	22 APP NORM
09/02/2019	Yes	AGGRAVATED UNLICENSED OPERATION THIRD DEGREE	Misdemeanor	1	WHT	HISPANIC	M	26 APP NORM
08/28/2019	Yes	OPERATING MOTOR VEHICLE SUSPENDED REGISTRATION	Misdemeanor	1	WHT	HISPANIC	M	25 APP NORM
08/24/2019	No	IMITATION OR COUNTERFEIT CERTIFICATE OF INSPECTION	Misdemeanor	1	BLK	HISPANIC	M	28 APP NORM
08/22/2019	Yes	ARREST ON BENCH WARRANT	Violation	9	OTH	HISPANIC	M	23 APP NORM
08/20/2019	Yes	ARREST ON BENCH WARRANT	Violation	3	WHT	HISPANIC	M	18 APP NORM
08/17/2019	Yes	CRIMINAL CONTEMPT SECOND DEGREE/DISOBEDIENCE	Misdemeanor	9	WHT	HISPANIC	M	24 APP NORM
08/12/2019	No	AGGRAVATED UNLICENSED OPERATION THIRD DEGREE	Misdemeanor	1	WHT	HISPANIC	F	36 APP NORM

08/11/2019	Yes	DISORDERLY CONDUCT	Violation	1	WHT	HISPANIC	M	38	IMPAIRED ALCO
08/11/2019	Yes	DISORDERLY CONDUCT	Violation	1	WHT	HISPANIC	M	40	IMPAIRED ALCO
08/08/2019	No	AGGRAVATED UNLICENSED OPERATION THIRD DEGREE	Misdemeanor	1	WHT	HISPANIC	M	56	APP NORM
08/07/2019	Yes	AGGR UNLICENSED OPER 2ND/THREE OR MORE SUSPENSIONS	Misdemeanor	1	WHT	HISPANIC	M	32	APP NORM
08/06/2019	Yes	ARREST ON BENCH WARRANT	Violation	2	WHT	HISPANIC	M	25	APP NORM
08/05/2019	Yes	IMITATION OR COUNTERFEIT CERTIFICATE OF INSPECTION	Misdemeanor	1	LNK	HISPANIC	M	37	APP NORM
08/04/2019	Yes	CRIMINAL MISCHIEF FOURTH DEGREE/INTEN DAMAGES PROP	Misdemeanor	1	LNK	HISPANIC	M	28	APP NORM
07/30/2019	Yes	AGGR UNLICENSED OPER 2ND/THREE OR MORE SUSPENSIONS	Misdemeanor	9	WHT	HISPANIC	M	24	APP NORM
07/25/2019	No	AGGRAVATED UNLICENSED OPERATION THIRD DEGREE	Misdemeanor	1	WHT	HISPANIC	M	48	APP NORM
07/16/2019	Yes	HARRASSMENT SECOND DEGREE - PHYSICAL CONTACT	Violation	2	WHT	HISPANIC	M	43	APP NORM
07/16/2019	Yes	RAPE IN THE SECOND DEGREE	Felony	4	WHT	HISPANIC	M	38	APP NORM
07/15/2019	No	AGGR UNLICENSED OPER 2ND/THREE OR MORE SUSPENSIONS	Misdemeanor	1	WHT	HISPANIC	M	38	APP NORM
07/11/2019	No	AGGR UNLICENSED OPER 2ND/THREE OR MORE SUSPENSIONS	Misdemeanor	1	WHT	HISPANIC	F	36	APP NORM
07/09/2019	Yes	ENDANGERING THE WELFARE OF A CHILLD	Misdemeanor	2	WHT	HISPANIC	F	21	APP NORM
07/09/2019	Yes	UNLAWFULLY DEALING WITH FIREWORKS	Violation	2	WHT	HISPANIC	M	25	APP NORM
07/08/2019	Yes	WARRANT OF ARREST	Violation	2	WHT	HISPANIC	M	60	APP NORM
07/08/2019	Yes	ATT ASSAULT IN THE 3RD DEGREE//INTENT PHYSICAL INJ	Misdemeanor	3	OTH	HISPANIC	M	18	APP NORM
07/04/2019	No	ASSAULT IN THE SECOND DEGREE/PREVENT POLICE	Felony	3	WHT	HISPANIC	M	20	IMPAIRED ALCO
07/04/2019	Yes	DISORDERLY CONDUCT	Misdemeanor	5	WHT	HISPANIC	M	36	APP NORM
07/03/2019	No	CIRCUMVENTION OF INTERLOCK DEVICE	Misdemeanor	1	WHT	HISPANIC	M	33	APP NORM
06/30/2019	Yes	CRIMINAL POSSESSION OF MARIHUANA FIFTH DEGREE	Misdemeanor	3	WHT	HISPANIC	F	29	APP NORM
06/30/2019	Yes	OBSTRUCTING GOVERNMENTAL ADMINISTRATION SECOND	Misdemeanor	1	OTH	HISPANIC	M	60	IMPAIRED ALCO
06/24/2019	No	DISORDERLY CONDUCT	Misdemeanor	6	WHT	HISPANIC	M	30	APP NORM
06/18/2019	Yes	CRIMINAL CONTEMPT SECOND DEGREE/DISOBEDIENCE	Misdemeanor	5	OTH	HISPANIC	M	20	APP NORM
06/18/2019	Yes	ARREST ON BENCH WARRANT	Violation	5	OTH	HISPANIC	M	20	APP NORM
06/17/2019	Yes	OPERATING MOTOR VEHICLE UNDER THE INFLUENCE ALCOHO	Misdemeanor	2	WHT	HISPANIC	M	60	IMPAIRED ALCO
06/15/2019	Yes		Violation	1	OTH	HISPANIC	F	20	IMPAIRED ALCO
06/15/2019	No	CRIMINAL POSSESSION OF A CONTROLLED SUBSTANCE 7TH	Misdemeanor	2	WHT	HISPANIC	M	19	IMPAIRED ALCO
06/12/2019	No	AGGRAVATED UNLICENSED OPERATION THIRD DEGREE	Misdemeanor	1	WHT	HISPANIC	M	46	APP NORM

06/07/2019	Yes	ARREST ON BENCH WARRANT	Violation	9	OTH	HISPANIC	M	23	APP NORM
06/03/2019	No	CRIMINAL POSSESSION OF MARIJUANA FIFTH DEGREE	Misdemeanor	3	WHT	HISPANIC	M	21	APP NORM
06/01/2019	No	AGGRAVATED UNLICENSED OPERATION THIRD DEGREE	Misdemeanor	1	WHT	HISPANIC	M	44	APP NORM
05/31/2019	No	AGGRAVATED UNLICENSED OPERATION THIRD DEGREE	Misdemeanor	1	WHT	HISPANIC	M	47	APP NORM
05/26/2019	Yes	MENACING SECOND DEGREE	Misdemeanor	1	WHT	HISPANIC	F	29	APP NORM
05/26/2019	Yes	AGGRAVATED UNLICENSED OPERATION THIRD DEGREE	Misdemeanor	1	WHT	HISPANIC	M	25	APP NORM
05/25/2019	No	IMITATION OR COUNTERFEIT CERTIFICATE OF INSPECTION	Misdemeanor	1	WHT	HISPANIC	M	28	APP NORM
05/24/2019	Yes	AGGRAVATED UNLICENSED OPERATION THIRD DEGREE	Misdemeanor	5	WHT	HISPANIC	M	36	APP NORM
05/23/2019	No	CRIMINAL POSSESSION OF MARIJUANA FIFTH DEGREE	Misdemeanor	4	WHT	HISPANIC	M	41	APP NORM
05/23/2019	Yes	CRIMINAL POSSESSION OF MARIJUANA FIFTH DEGREE	Misdemeanor	9	WHT	HISPANIC	M	23	APP NORM
05/17/2019	Yes	ENDANGERING THE WELFARE OF A CHILD	Misdemeanor	1	OTH	HISPANIC	F	41	APP NORM
05/15/2019	Yes	WARRANT OF ARREST	Violation	9	OTH	HISPANIC	M	23	APP NORM
05/13/2019	No	AGGRAVATED UNLICENSED OPERATION THIRD DEGREE	Misdemeanor	4	UNK	HISPANIC	M	59	APP NORM
05/12/2019	Yes	DISORDERLY CONDUCT	Violation	1	WHT	HISPANIC	M	28	APP NORM
05/12/2019	No	ASSAULT IN THE THIRD DEGREE//INTENT PHYSICAL INJ	Misdemeanor	1	WHT	HISPANIC	M	25	APP NORM
05/12/2019	No	ATT ASSAULT IN THE 3RD DEGREE//INTENT PHYSICAL INJ	Misdemeanor	1	WHT	HISPANIC	F	22	APP NORM
05/01/2019	No	ASSAULT SECOND DEGREE CAUSE PHYS INJ WEAPN/INSTRUM	Felony	2	WHT	HISPANIC	M	17	APP NORM
04/26/2019	No	ENDANGERING THE WELFARE OF A CHILDD	Misdemeanor	2	WHT	HISPANIC	M	17	APP NORM
04/26/2019	Yes	ATT ROBBERY IN THE SECOND DEGREE/AIDED BY ANOTHER	Felony	6	WHT	HISPANIC	M	20	APP NORM
04/25/2019	Yes	AGGRAVATED UNLICENSED OPERATION THIRD DEGREE	Misdemeanor	1	BLK	HISPANIC	M	28	APP NORM
04/25/2019	No	AGGRAVATED UNLICENSED OPERATION THIRD DEGREE	Misdemeanor	1	WHT	HISPANIC	M	29	APP NORM
04/19/2019	No	AGGRAVATED UNLICENSED OPERATION THIRD DEGREE	Misdemeanor	1	BLK	HISPANIC	M	49	
04/19/2019	No	AGGR UNLICENSED OPER 2ND/THREE OR MORE SUSPENSIONS	Misdemeanor	1	WHT	HISPANIC	M	57	APP NORM
04/15/2019	No	AGGRAVATED UNLICENSED OPERATION SECOND DEGREE	Misdemeanor	1	WHT	HISPANIC	M	31	APP NORM
04/12/2019	Yes	AGGRAVATED UNLICENSED OPERATION THIRD DEGREE	Misdemeanor	1	WHT	HISPANIC	M	38	APP NORM

04/07/2019	No	ASSAULT IN THE SECOND DEGREE/PREVENT POLICE	Felony	1	WHT	HISPANIC	M	23	IMPAIRED ALCO
04/07/2019	Yes	ASSAULT SECOND DEGREE-CAUSE PHYS INJ WEAPON/INSTRUM	Felony	2	WHT	HISPANIC	M	43	IMPAIRED ALCO
03/31/2019	Yes	AGGRAVATED UNLICENSED OPERATION THIRD DEGREE	Misdemeanor	2	WHT	HISPANIC	M	41	APP NORM
03/30/2019	Yes	HARASSMENT SECOND DEGREE	Violation	5	WHT	HISPANIC	F	43	APP NORM
03/27/2019	No	IMITATION OR COUNTERFEIT CERTIFICATE OF INSPECTION	Misdemeanor	1	WHT	HISPANIC	M	35	APP NORM
03/26/2019	Yes	CRIMINAL MISCHIEF FOURTH DEGREE/INTEN DAMAGES PROP	Misdemeanor	2	BLK	HISPANIC	M	44	IMPAIRED ALCO
03/24/2019	No	AGGR UNLICENSED OPER 2ND/THREE OR MORE SUSPENSIONS	Misdemeanor	6	WHT	HISPANIC	M	24	APP NORM
03/22/2019	No	AGGRAVATED UNLICENSED OPERATION THIRD DEGREE	Misdemeanor	1	WHT	HISPANIC	M	29	APP NORM
03/20/2019	Yes	CRIMINAL POSSESSION STOLEN PROPERTY FIFTH DEGREE	Misdemeanor	1	WHT	HISPANIC	F	24	APP NORM
03/14/2019	No	CRIMINAL POSSESSION OF A CONTROLLED SUBSTANCE 7TH	Misdemeanor	2	WHT	HISPANIC	M	25	APP NORM
03/11/2019	No	ARREST ON BENCH WARRANT	Violation	5	WHT	HISPANIC	M	28	APP NORM
03/05/2019	Yes	OPERATING MOTOR VEHICLE SUSPENDED REGISTRATION	Misdemeanor	1	BLK	HISPANIC	M	53	APP NORM
03/04/2019	Yes	ARREST ON BENCH WARRANT	Violation	9	OTH	HISPANIC	M	23	
03/04/2019	No	AGGRAVATED UNLICENSED OPERATION THIRD DEGREE	Misdemeanor	1	WHT	HISPANIC	M	21	APP NORM
03/03/2019	Yes	ASSAULT IN THE THIRD DEGREE//INTENT PHYSICAL INJ	Misdemeanor	2	WHT	HISPANIC	M	35	IMPAIRED ALCO
03/02/2019	No	AGGRAVATED UNLICENSED OPERATION THIRD DEGREE	Misdemeanor	1	WHT	HISPANIC	M	21	APP NORM
02/26/2019	Yes	ATTEMPT ASSAULT IN THE THIRD DEGREE//RECKLESSLY	Misdemeanor	4	WHT	HISPANIC	M	33	APP NORM
02/22/2019	No	AGGR. UNLICENSED OPER 2ND/REFUSED CHEMICAL TEST	Misdemeanor	1	WHT	HISPANIC	M	28	APP NORM
02/21/2019	Yes	DISORDERLY CONDUCT		3	OTH	HISPANIC	M	18	APP NORM
02/20/2019	Yes	CRIMINAL POSSESSION STOLEN PROPERTY FOURTH DEGREE	Felony	1	WHT	HISPANIC	M	25	APP NORM
02/20/2019	No	CRIMINAL MISCHIEF FOURTH DEGREE/INTEN DAMAGES PROP	Misdemeanor	2	WHT	HISPANIC	M	54	APP NORM
02/17/2019	No	CRIMINAL CONTEMPT FIRST DEGREE	Felony	2	BLK	HISPANIC	M	36	APP NORM
02/15/2019	No	BENCH WARRANT	Violation	3	WHT	HISPANIC	F	42	APP NORM
02/15/2019	Yes	AGGRAVATED UNLICENSED OPERATION THIRD DEGREE	Misdemeanor	1	UNK	HISPANIC	M	53	APP NORM
02/14/2019	No	AGGRAVATED UNLICENSED OPERATION THIRD DEGREE	Misdemeanor	0	WHT	HISPANIC	F	20	APP NORM
02/14/2019	N	AGGRAVATED UNLICENSED OPERATION THIRD DEGREE	Misdemeanor	1	WHT	HISPANIC	M	44	APP NORM

02/12/2019	Yes	OPERATING MOTOR VEHICLE SUSPENDED REGISTRATION	Misdemeanor	1	WHT	HISPANIC	M	57	APP NORM
02/07/2019	Yes	ARREST ON BENCH WARRANT	Violation	9	OTH	HISPANIC	M	23	APP NORM
02/07/2019	Yes	ARREST ON BENCH WARRANT	Violation	9	OTH	HISPANIC	M	23	APP NORM
02/06/2019	No	AGGRAVATED DRIVING WHILE INTOXICATED	Misdemeanor	1	WHT	HISPANIC	M	31	IMPAIRED ALCO
02/01/2019	Yes	CRIMINAL SALE OF A CONTROLLED SUBSTANCE 3RD DEGREE	Felony	8	UNK	HISPANIC	M	37	APP NORM
01/31/2019	No	CRIMINAL POSSESSION OF A CONTROLLED SUBSTANCE 7TH	Misdemeanor	1	WHT	HISPANIC	M	31	APP NORM
01/31/2019	Yes	PETT LARCENY	Misdemeanor	1	WHT	HISPANIC	M	59	APP NORM
01/29/2019	No	MENACING SECOND DEGREE	Misdemeanor	1	OTH	HISPANIC	F	19	APP NORM
01/26/2019	Yes	OPERATING MOTOR VEHICLE SUSPENDED REGISTRATION	Misdemeanor	1	BLK		M	42	APP NORM
01/26/2019	No	AGGRAVATED UNLICENSED OPERATION THIRD DEGREE	Misdemeanor	1	OTH		M	27	APP NORM
01/24/2019	Yes	WARRANT OF ARREST	Violation	2	OTH		F	24	APP NORM
01/24/2019	Yes	AGGRAVATED UNLICENSED OPERATION THIRD DEGREE	Misdemeanor	2	OTH		F	24	APP NORM
01/23/2019	Yes	AGGR. UNLICENSED OPER 2ND/REFUSED CHEMICAL TEST	Misdemeanor	2	UNK		M	31	APP NORM
01/21/2019	No	AGGRAVATED UNLICENSED OPERATION THIRD DEGREE	Misdemeanor	1	WHT		M	24	APP NORM
01/19/2019	No	AGGR. UNLICENSED OPER 2ND/REFUSED CHEMICAL TEST	Misdemeanor	1	WHT		M	34	APP NORM
01/18/2019	No	AGGRAVATED HARASSMENT IN THE SECOND DEGREE	Misdemeanor	1	WHT		F	42	APP NORM
01/16/2019	Yes	ABILITY IMPAIRED BY (DRUGS)	Misdemeanor	3	WHT		F	29	IMPAIRED DRUGS
01/11/2019	Yes	STRANGULATION 2ND	Felony	1	WHT		M	36	APP NORM
01/11/2019	No	AGGRAVATED UNLICENSED OPERATION THIRD DEGREE	Misdemeanor	1	WHT		M	30	APP NORM
01/07/2019	No	AGGRAVATED UNLICENSED OPERATION THIRD DEGREE	Misdemeanor	1	WHT		M	23	APP NORM
01/04/2019	No	AGGRAVATED UNLICENSED OPERATION FIRST DEGREE	Felony	1	WHT		M	28	APP NORM
01/03/2019	No	OPERATING MOTOR VEHICLE UNDER THE INFLUENCE ALCOHO	Felony	2	WHT		F	41	IMPAIRED ALCO
01/02/2019	No	UNLAWFUL POSSESSION OF MARIHUANA	Violation	2	WHT		M	23	APP NORM
01/02/2019	No	UNLAWFUL POSSESSION OF MARIHUANA	Violation	1	WHT		M	23	APP NORM
01/02/2019	Yes	AGGRAVATED UNLICENSED OPERATION THIRD DEGREE	Misdemeanor	4	UNK		M	58	APP NORM
12/18/2019	No	CRIMINAL POSSESSION OF A CONTROLLED SUBSTANCE 7TH	Misdemeanor	1			F	28	APP NORM
12/06/2019	No		Felony	1			F	29	APP NORM
09/07/2019	No		Misdemeanor	1	WHT		M	21	IMPAIRED ALCO
06/28/2019	No	AGGRAVATED UNLICENSED OPERATION THIRD DEGREE	Misdemeanor	1			M	46	APP NORM

05/12/2019	Yes	DISORDERLY CONDUCT	Violation	1			M	25 APP NORM
05/07/2019	Yes	FUGITIVE FROM JUSTICE	Felony	1			M	30 APP NORM
04/25/2019	No	CRIMINAL POSSESSION OF A CONTROLLED SUBSTANCE 7TH	Misdemeanor	1	WHT		M	59 APP NORM
04/11/2019	No	OPERATING MOTOR VEHICLE SUSPENDED REGISTRATION	Misdemeanor	1			F	28 APP NORM
04/05/2019	No	OPERATING MOTOR VEHICLE UNDER THE INFLUENCE ALCOHO	Misdemeanor	1	WHT		F	40 IMPAIRED ALCO
03/15/2019	No	CRIMINAL POSSESSION OF MARIJUANA FIFTH DEGREE	Misdemeanor	1			M	39 APP NORM
02/26/2019	No	CRIMINAL POSSESSION OF A CONTROLLED SUBSTANCE 7TH	Misdemeanor	1	WHT		M	31 APP NORM
02/13/2019	Yes		Misdemeanor	2			M	49 APP NORM
01/02/2019	No	UNLAWFUL POSSESSION OF MARIJUANA	Violation	1			M	24 APP NORM
12/31/2019	No	AGGRAVATED UNLICENSED OPERATION THIRD DEGREE	Misdemeanor	1			M	22 APP NORM

**APPENDIX**

**S**

## Summary of Collaborative Recommendations

Topic	Source	Sample Size	Data Points	Proposed Recommendation
Speeding/Traffic and Safety	SH Police Advisory Committee	Monthly Meetings	50% of the complaints related to traffic/speed and safety	Develop a team of volunteers who will establish a presence at troubled spots throughout the Village. The intended effect would be safer intersections and crosswalks to include pedestrian only sidewalks and vehicular speed control.
Citizen Oversight to Determine Effect Contribution	Municipal Models	3 - Chicago, NY, Baltimore	Perception that Data is incomplete	Create Citizen Oversight Committee
Community Outreach to Hispanic Community	Local Resident - Inner Village	Representative of the Inner Village	Inner Community consists of Churches, Residents, Business Owners	Communication in both English and equally Spanish and other languages for open communication to feel welcomed, safe, leading to trust.
Community Outreach to Hispanic Community	Local Resident - Kendal	1	Anecdotal	Access to Spanish translation, insure that all Police Officers treat everyone with respect. Review internal culture of PD to define criteria for hiring, assigning duties and promoting Police Officers.
Community Outreach to Hispanic Community	Community Meetings: 10/16/18, 10/4/20, 11/15/20		1) Individuals loitering on Cortlandt and Clinton; after contacting the police department, but to no avail. 2) Resident of Sleepy Hollow, suggests to hold everyone accountable for their actions, even the police department. Police department show nepotism to those they know. 3) Too many people doing drugs and police is not acting appropriately when called. 4) A month ago, a friend of the speaker called the ambulance on behalf of an individual needing immediate care though the ambulance never arrived. The friend had to travel to go get the sick person to the hospital. 5) Complaints of speeding around Sleepy Hollow.	<ul style="list-style-type: none"> <li>* Create more meetings so the Hispanic community can voice their opinions and clarify concerns by surveys,</li> <li>* Have more bilingual officers.</li> <li>* Communication needs to be more clear and police should use platforms to reach the community.</li> <li>* Police officers should be trained to guide undocumented residents to the proper organization based on the individuals needs for example know the difference between a character letter vs a foil letter.</li> <li>* Announcements posted on the Police Department facebook page should be presented in English and Spanish besides flyers.</li> <li>* Create programs for young teenagers and parents to get them on the right path.</li> <li>* Women &amp; Men are afraid to report domestic violence. Police should create more workshops to educate men on the opportunities available</li> </ul>
			4a) Residents have voiced their concerns to the police about the substance abuse seen around though the police avoids confronting the issues due to fear.	
			4b) Parents are worried about their children walking on the streets due to individuals openly using substances on the sidewalk.	
			5) When the kid was murdered in Barnhardt Park, where were the 25 police officers that should have been on duty to prevent this? More police officers need to be present in the inner village of Sleepy Hollow.	
			6) From McDonalds to Clinton on Cortland looks like the Bronx, not the rest of the village need more light, street cleaning, police present.	
			7) Why I get a parking ticket somewhere and others don't?	
			8) Call several time the police department about Depeyster St for people smoking drugs, drinking alcohol beverages outside, indecent exposure such as urinating in public	

# APPENDIX

# T

**Feedback From Sleepy Hollow Residents  
Shared with Mayor Wray – March 3, 2021**

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**Comments #1**

**Received, February 12, 2021**

Hello Miss Charles,

I was an attendee at the Police Reform- Village of Sleepy Hollow meeting last night. I don't know if you know this and you very well may but I feel the need to share with you some information about our village. I have lived in Sleepy Hollow for the past 14 years and I love my village. However, this village is very broken and racism is a strong current flowing through it. I'm sending you this information requesting complete anonymity as I do not want my family to pay the price for my speaking out.

I pray that you make an impact in our village. God bless you for the work you are doing to fight the good fight.

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**Comments #2**

**Received, February 13, 2021**

Dear Dr. Charles,

Thank you for working with our village. Please keep this email confidential out of concern for repercussions.

I hope this task force can become more inclusive and transparent.

Mayor Wray has the right to handpick the same people invited to most village committees – frequent flyers who live primarily in the wealthy area. And to only announce the meeting to those who happen to look at the village website. But imagine if the committee reflected our community (people of color are 56% of Sleepy Hollow and 80%+ of the mostly unrepresented center village). And if the community had been notified and invited to participate.

The things that need to be addressed are done in the shadows. Out of view. A discrimination lawsuit filed by Officer Rosario of SHP shows hidden racism among those in power that spilled over into social media. My heart broke seeing his son try to hold his head high while he attended our high school knowing what his father was facing in his job. I saw no public statement acknowledging that suit and that we have work to do.

Tarrytown and Irvington were transparent and opened their process to volunteers. Invited committee members who look like those who might be profiled. Sent multiple surveys to get community input. Actively send emails and media alerts on their meetings. They also started work months ago showing the value they put on this work.

A few small steps in the right direction would be to post the video of proceedings on the village website. And to real-time translate the meetings into Spanish. Better yet - stream them on Spanish social media. All our official village proceedings should be translated routinely given our village make up. Not on request of a specific committee member,

Our community needs help. This task force can either check off a box or start us on a path of some necessary hard work.

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### **Comments #3**

**Received, February 23, 2021**

Dear Dr. Charles,

I attended the Reform the Police Zoom meeting for Sleepy Hollow on February 11th. You did a fantastic job moderating, and I got the sense that you would be a safe person to whom I could voice my concerns. I had been looking for a way to get more involved in the community, and when Governor Cuomo announced back in June 2020 his executive order to form the NYS Police Reform and Reinvention Collaborative, I thought I had found a way to contribute in an area I feel passionately about. But, getting involved turned out to be difficult. The whole process of forming the committee seemed opaque and shrouded in mystery. How the members of Mayor Wray's committee were selected--I have no idea.

The only way I even found out about the meeting on Feb. 11th was because a friend alerted me. She just so happened to see it on the Village of Sleepy Hollow website--the only place it was announced to the public. So, only people who are in the practice of checking the English-only website frequently would find out about the meeting. Clearly a more good faith effort to involve members of the community needs to be made. We have a golden opportunity to effect real CHANGE in the way our community is policed. But, I don't see how that can happen if the voices of the community are not heard.

At some point last June--not long after the murder of George Floyd and the resulting global uprising--an ENORMOUS TRUMP 2020 banner appeared down the side of the Stiloski's Auto Body + Truck Repair building. Flanking the TRUMP 2020 banner were the yellow Gadsden "Don't Tread on Me" flag (a symbol of white nationalism, seen at Trump rallies and the attack on the Capitol), the "thin blue line" flag (seen

carried by the protestors at Charlottesville, Trump rallies, and the attack on the Capitol--also a symbol of white nationalism), a banner that read "Creepy Joe" with a photo of Joe Biden with his hands on the shoulders of a young woman, and last but not least, was a "BACK the BLUE" banner. I found out that technically the building is in Tarrytown, but directly on the border with SH at the bottom of one of the main streets where hundreds of immigrant residents live. Anyone going to our MacDonald's or Walgreen's passed by it. I drove by that display every day, several times a day and felt sick. That display of hate and intolerance was only taken down recently. Obviously, Stilowski's has every right to support any political candidate they want. But, the average observer would not be wrong in getting the message that there is some connection between the police and white nationalism. I don't understand why the SHPD did not demand the BACK the BLUE sign be taken down as it constituted the intimidation of an entire community. Or why didn't they work with the Tarrytown Police department to have that sign taken down? Were the SHPD and the TPD not--at the very least--concerned about the optics?

Dr. Charles, my request for confidentiality is out of fear of retaliation. Retaliation is a very REAL thing with the SHPD. You may already know about Officer Hector Rosario's lawsuit, but just in case you don't (or were not told about it)... A Sleepy Hollow police officer, Hector Rosario, reported three white male police officers for making racist, life-threatening comments about himself and two Black male officers on an interactive video game called Call of Duty. He also reported a white officer for making a racist, misogynistic comment about a Black female officer on FB. This was back in 202. A sham investigation led by now Chief of Police Buetti resulted in no suspension of or disciplinary action against the three white officers. Instead what followed was years of retaliation against and harassment of Officer Rosario. For DOING THE RIGHT THING. Officer Rosario finally sued the Village of Sleepy Hollow and just this past October 2020 a jury ruled in his favor. It didn't occur to me that there would be racism on the levels evident in the NYPD and the LAPD. I was wrong. It may be on a microcosm-level, but racism is alive and well in the SHPD.

After being a silent witness (rather than an active community participant) at the February 11th Zoom meeting, I decided I wanted to have a real conversation with a family friend who has been part of the Spanish-speaking community in Sleepy Hollow for more than two decades. Fear of the police is such a palpable reality for people who are here under questionable immigration status. I decided to just flat out ask her what the relationship was between the SHPD and her community. At first, she looked stunned by my question and even a little afraid. I explained that I had attended the Reform the Police Zoom meeting the week before. (Of course, she had heard nothing about the meeting.) She relayed to me that she, personally, had not had any bad dealings with the police, but that many of her "immigrant friends" had. She said the

SH police had been "nasty, very nasty" to her friends. She reiterated the words "nasty, very nasty" throughout the conversation. She said her friends had been called names, told to "go back where you came from", and threatened with being reported to ICE. This treatment didn't happen during an arrest or a traffic stop (not that it would make a difference!). It was spoken from the open windows of slow-driving patrol cars.

I was concerned when Mayor Wray said in the Feb. 11th meeting that even though the plan was due April 1st, there was obviously no way they would be able to make that deadline. Other nearby municipalities have been working on a plan since June. And, it's not an option. An amendment to the governor's executive order says that if a plan has not been received by April 1st, 2021, that municipality would not be eligible for future state funding.

If you are still reading this, I thank you. I understand the police feel under attack right now and are in defensive mode. And I know there are many, many "good" cops. Last week an interesting book came out. It's called *Tangled Up In Blue: Policing The American City* by Rosa Brooks. I'm just throwing the title out there because it might be a book Mayor Wray, Chief Bueti, his officers and the committee may want to check out. It neither trashes the police, nor defends them, but rather deals with the complexities of it all--for those who think the police can do no wrong and those who think they can do no right.

Thank you for helping our village. And for taking the time to read this.

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#### **Comments #4**

**Received. February 27, 2021**

Ms. Charles,

Thank you for your leadership and redirection of the issues at hand, issues that have been historically brushed under the Manors own, "Unite Sleepy Hollow" carpet.

During the second meeting on 2/25, Mayor Wray stated that moving forward, the police reform meetings would be uploaded to the Village of Sleepy Hollow's website on the homepage. To date the meetings have not uploaded anywhere for the public to hear/view.

This is a common practice in neighboring, Tarrytown and Irvington who both after their meetings make them publicly accessible on the village website's and Facebook pages.

Why is Sleepy Hollow not making these meetings accessible to village residents?

Thank you again, your discretion and transparency by including all comments made during our last meeting while protecting the identities of the authors. It is a great comfort while at the same time the necessity of such speaks volumes.

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**Comments #5**  
**Received, March 2, 2021**

Hello Dr. Charles,

There are still no videos of the task force meetings on the village website, although videos of trustee and other meetings are routinely posted within minutes of completion. And still no outreach/publicity about the meeting this Thursday other than if someone knows to check the village website.

I hope that residents can have access to learn about this important work, at least after the fact by watching a video, even if the village does not reach out to notify in advance. There is a village election on March 16 that I hope is not affecting the posting of the videos.

I once again have to ask for confidentiality for fear of repercussions.

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## **Written comments from March 18, 2021 Police Reform Public Meeting**

- 1) Char Weigel to Panelists: Hello, This is Char Weigel on River Street. I appreciate the progress you have made on the recommendations. I wonder if there can be a concerted effort to work on many of these recommendations through trusted entities such as the LIFE Center, St. Teresa's, Rock of Salvation, Open Door and the Community Food Pantry. Including collecting feedback through these entities.
- 2) Haleh to Panelists: I arrived a little late. Can someone let me know what the goal is for the police reform committee? Or is it just taking questions? Is there an agenda? Thank you
- 3) Glen Taylor to Everyone: Please see below <https://www.governor.ny.gov/news/governor-cuomo-announces-new-guidance-police-reform-collaborative-reinvent-and-modernize>
- 4) RGM to Panelists: Has there been any discussion about the possibility of working with other police departments (Tarrytown, etc.) on these matters?
- 5) Haleh to Panelists: Will there be an opportunity for a public forum after this committee produces its report and recommendations? What's the timing? How many public meetings will we have?
- 6) Michael Blalock to Panelists: Who' make up the police reform committee?
- 7) Suzanne Stephans to Panelists: I'd like to know why we as a village had to look at large white nationalist banners hanging from Stilowski's business for months on end?
- 8) Haleh to Panelists: Does' SHPD pass hate crime complaints to the Westchester DA? How has the relationship structured, especially with the recent task forces established by the Westchester DA? Will there be cooperation between municipalities and the county DA?
- 9) Joe Cesarano to Panelists: This is Joe Cesarano from the Tarrytown/Sleepy Hollow Human Rights Action residents group. I would like to know where the collaborative stands on civilian oversight of complaints against police officers, a professional community responder program for mental health and other non life-threatening calls, and the need for more vigorous de-escalation and antiracist training. Thank you.
- 10) OFFICE to Panelists: Can the reform push for NEW YORK STATE DMV to have a mandatory class on license renewal that teaches operators of vehicles in a traffic stop what to expect and how to comply
- 11) OFFICE to Panelists: On Sunday Yonkers police had a welfare check which you would think a social worker would be needed .8 minutes into the call the person opened fire on them
- 12) Yelice Toribio to Panelists: Can Ms. Loja please say Afro-Americanos and not negros

13) Char Weigel to Panelists: From Char Weigel. Listening to these comments, it strikes me that we know our own experience but cannot imagine what it is like to live in our shared village with different color skin, different language skills or come from a different culture. Or to be a police officer. My experience is also that we do not have a well-integrated village where people naturally meet and explore those differences. If we can humanize each other, could that help us move forward as a village? Do you know any smart ways that other villages have helped residents envision the experience of others and then to start to work together?

14) Michael Blalock to Panelists: Are there anyone on the police reform committee African American?

15) Marianne Hagan to Panelists: Don't think my question about mental health calls was answered?

16) Dana Tavano to Panelists: It's unreasonable to ask a small village like SH to create a mental health task force. That needs to be done on a bigger scale. The same way the Town of Mt. Pleasant provides a paramedic for ALS calls the town should create a mental health task force made up of the villages within the town of Mt. Pleasant. When a call comes in for a mental health emergency they would contact Mt. Pleasant and request the mental health task force the same way they request a paramedic. An officer would respond for safety reasons. The villages within the town should collaborate and get Mt. Pleasant on board.

17) Henrietta Brand to Panelists: My name is Henrietta Brand. I'm 78 years old and my family has lived and owned a home on lower Cortlandt Street for almost 80 years. I'm a black woman. I was here when the lower village was mostly black. I just want to say that there is a clear difference in the way our area of the village is patrolled and tended to compared to the Manor. That goes for other services as well. Last summer there was a party in the parking lot of 100 College almost every night. We either don't see any officers down here, or we see the same 3 patrolling down here. Officers need to be seen and get out of their cars and interact with the community. They look uncomfortable down here. And there aren't just Hispanic families down here. We have a lot of black families still living in the lower village who don't feel like they matter. Why aren't more black residents on this panel?

18) Marianne Hagan to Panelists: Oh. Ok I don't know, maybe SH Police don't get many mental health calls? But, I don't want the police putting themselves at risk on these type of calls that could ruin their lives with one wrong move.

19) RGM to Panelists: Since this is a listening session, will there be another meeting where the village officials will address constituents' questions and concerns from today?

20) Yelice Toribio to Panelists: Besides these emails what else is being done to get the community involved with the committee? Especially people from the most policed areas of the village.

21) OFFICE to Panelists: Police are on patrol protecting us and keeping quality of life. Take her off the 911 list

22) OFFICE to Panelists: life

23) Unknown to Everyone: seems the black residents are being removed by the host! Dana is trying to get back on and was removed.

24) Jose Quinoy to Panelists: Is somebody going to defend the police against that girls comments?

25) C to Panelists:?

26) Henrietta Brand to Everyone: My name is Henrietta Brand. I'm 78 years old and my family has lived and owned a home on lower cortlandt street for almost 80 years. I'm a black woman. I was here when the lower village was mostly black. I just want to say that there is a clear difference in the way our area of the village is patrolled and tended to compared to the Manor. That goes for other services as well. Last summer there was a party in the parking lot of 100 college almost every night. We either don't see any officers down here, or we see the same 3 patrolling down here. Officers need to be seen and get out of their cars and interact with the community. They look uncomfortable down here. And there aren't just Hispanic families down here. We have a lot black families still living in the lower village who don't feel like they matter. Why aren't more black residents on this panel?

27) Jose Quinoy to Panelists: She accused the police of murdering people???

28) OFFICE to Panelists: amen Henrietta

29) C to Panelists: Training

30) C to Panelists: The character of those working, those hired, promoted.

31) C to Panelists: And support from the legal system(local court) is important

32) OFFICE to All panelists: meet at JP DOYLES

33) Christina Kharem to All panelists: My hand has been up to speak

34) Christina Kharem to All panelists: May I please speak?

35) Sandra Spiro to Dana Tavano and all panelists: Hi Christina, I will tell Anthony

36) Unknown: not just more diversity, but more African Americans residents from downtown.

37) Char Weigel: I wish Henrietta Brand's comment could be read. It is very important.

38) Suzanne Stephans to All panelists: Where is Henrietta's ???

39) Haleh to All panelists: Thanks for the meeting and giving us the opportunity to speak and also I'd like to commend Ms Henrietta's comment.

40) Marianne Hagan to All panelists: I've been waiting for Henrietta's comment acknowledged. Thank you.

41) Unknown to All panelists: thank you young lady

42) Jose Quinoy to All panelists: This police reform is more like a police bashing! Maybe some people need to put on a uniform and walk in a cops shoes for a day

43) OFFICE to All panelists: Henrietta has always been real.God bless

44) Dana: Why was I blocked off the zoom meeting by the host after asking my question? Who is the host? Because this action was totally unacceptable! This shows why issues will always be an issue. I will be emailing someone

45) Marianne Hagan to All panelists: Yay Diana!!! Thank you!

46) Rob Wingate to All panelists: Gracia

47) Rob Wingate to All panelists: gracias para su traduccion

48) Dana: Make sure that everyone gets a survey. Not just who request it. Because there are elderly people who don't do zoom and email

## Police Reform and Reinvention Collaborative Chat Comments 3/25/2021

From Char Weigel: We did this for our League of Women Voters forum and would be happy to share how to do this with you. But the Zoom "translate" in close caption is not really accurate yet... similar to using Google translate.

From Char Weigel: These are sensitive issues and are worth a professional interpreter. Again, the technical part of Zoom is easy peasy.

From Rothman to All panelists: Totally agree. Why is there nothing for Black folks

From Char Weigel: Can you share Alberta's and other recommendations/observations that did not make it into the published list of recommendations?

From Rothman to All panelists: Can Alberta tell us out of 19 suggestions which was Alberta's?

From Char Weigel: Hear you on the deadline and appreciate all the work on this important issue... but did we start as early as other villages? And please recognize that by putting out some recommendations but not all recommendations, the perception may be set. Especially if some recommendations yet to come are more impactful for people who have the most stake in this process.

From Rothman to All panelists: It was a decade ago. spend more money?

From Jose Quinoy to All panelists: Because he won does not mean that his complaint was legitimate

From Char Weigel: If you pre-publish recommendations before the committee finishes its work, could you ensure that the recommendation is not of the nature that might be reversed. For example, I have heard support for a police officer in the school and against. Seems like some of the recommendations might be different if they are allowed to mature with full response.

From Char Weigel: Consider the use of saying "with equity" rather than "equally"

From Marianne Hagan to All panelists: The Executive Order was issued in June 2020. The April 1 deadline was set in August of 2020. When was this collaborative formed?

From Marianne Hagan to All panelists: Sorry, I'm just confused.

**From:** john stiloski

**Sent:** Saturday, February 27, 2021 8:20 AM

**To:** Anthony Giaccio <agiaccio@sleepyhollowny.org>; Anthony Bueti <abueti@sleepyhollowny.org>

**Subject:** Fwd: Reform member question regarding back the blue

Good morning all,

I just would like you to share this with the Mayor and Board. I think there's a lot of False narrative in some of the police reform members' input. Let me start by addressing "Back the Blue" in which I supported and helped to organize two local events. The movement is to show appreciation for the members of our law enforcement community who perform a difficult job and are being chastised and scrutinized by the liberal media and extreme leftist activists with false narratives. It was never a push back or meant to go against "BLM" or what they stand for. That being said I have a two hour video of our event in the park that shows our local priests, reverends and residents of Tarrytown, Sleepy Hollow and Irvington. We started our event with the pledge of allegiance and went onto two prayers from local clergymen. Then our beloved "Chick" invited members of the community to come speak from the heart. That is where local residents expressed their support of the local law enforcement and gave examples of how our police had helped and saved them on countless occasions. At this point we were then blessed with a female and male who had BLM signs and FUCK THE POLICE attire on and stood in front of the stage. They proceeded to give "Chick" the finger and curse him out. Real dialog. We continued as they would not be heard over all the nice community support from real town people.

That brings me to the other side of the Park. The "BLM" had a leader curse the Police (fuck the pigs") told a white female who wanted to speak on stage that she had no voice there and would not give her the microphone. The BLM counter protest event was all cursing, no dialog, They also yelled "All life don't matter", all laid down to the American flag and songs and screamed and cursed at our Police who have nothing to do with seen spotlight events. They also screamed at a African American Tarrytown police officer and told him he was not "Black" he was blue.

I would also like to bring to everyone's attention the last BLM event which a member of your police reform committee sponsored. The event described by SANDRA ADREMI as a "healing event- more community building than anti BACK THE BLUE". Then the healing and community building began! THEY SAID "i don't care about burning your buildings" "That's not murder" She dismissed recent immigrants for coming to America by choice "Wait their is more, they then called out one of the half-dozen Tarrytown police officers by name, due to a legitimate arrest of a woman's son fifteen years ago. One of many arrests made on the individual in question who was fired from our school system.

I see a member wants to know who supports "Back the Blue". Who is ok with burning buildings down? I can surmise illegal immigrants don't matter? I guess when they burn down our buildings that is what they mean by community building? I would like to know how many DEATHS Back the Blue has caused? How many Police stations have they burned down? When did they loot, When did they cause damages to others property or cities? Now can you do the figures on the "BLM" MOVEMENT. If they want statistics let's give them to our police reform committee. Should we just go with false narratives?

I would like for you to address any false statements which are false or found to be false. A member of your police reform committee spoke at the last police reform meeting in Tarrytown giving a false narrative that the police had murdered Jacob Blake. Help me out if you are murdered are you dead? How about when Jacob Blake is alive and. The officer was cleared by Kenosha Wisconsin top prosecutor and Blake reached a deal where the sexual assault was dropped and plead guilty to misdemeanor disorderly conduct. Blake was sentenced to two years of probation. Some must understand their will be absolutely no way to make certain people happy running on FALSE

NARRATIVES and statistics that don't add up to the agenda they have with made up problems. We can all agree that the Police officer in the Floyd arrest was a killer and viciously murdered a man. The fact of the matter is if our town people supported school teachers and had an event would teachers be ridiculed if they attended in pride of their profession? Should they not support each other in this time of need ?

It's simple 78 percent of Americans support Law and Order and the Village of Sleepy Hollow knowing its Police Force and members chosen to protect us by members of the Board we have the best of the best and never would support people who look for failure.

I completely understand you must comply with the governors guidelines... But you should not feel the need to find issues that are not in the Sleepy Hollow Police Department or seen in our Back the Blue Events.

Thank you Mr. Wray, Mr. Giaccio and Ms. Spiro

## **Why we must "Back the Blue"**

### **Date of Issuance:**

Thursday, February 7, 2019

### **Body:**

The recent news of law enforcement officers killed or injured in the line of duty over these past few weeks is sickening, alarming, and overwhelmingly frustrating. It is a stark and sober reminder that every day hundreds of thousands of men and women across this country – police officers, deputy sheriffs, state troopers, special agents -- put themselves in harm's way to keep us safe.

With the recent dramatic rise in assaults, ambushes, attacks, and murders of police officers, there is good reason for them to feel threatened and become hyper-vigilant. And now more than ever, there is an urgent call for all Americans to respect and support law enforcement.

In 2018, 144 law enforcement officers made the ultimate sacrifice in the line of duty – a 12-percent increase compared to 2017. FBI data shows that firearms-related fatalities were the leading cause of officer deaths last year, and a significant number of those deaths were the result of premeditated or unprovoked attacks.

This deadly trend seems to be getting worse. Preliminary data shows that officer deaths through the first month of 2019 are up 38 percent from the same period last year.

In February 2017, just weeks after taking office, President Trump issued an executive order - the "Back the Blue" order - that directed the Department of Justice to enhance the protection and safety of our law enforcement.

This is a high priority and critical mission for us. Law enforcement is a noble profession and one that demands respect. Police officers are the thin blue line that stands between law-abiding people and criminals, between order and lawlessness. They protect our communities, and by enforcing our laws, they enable those communities to flourish. I believe it is one of the highest callings of my job as United States Attorney to call attention to the successes of law enforcement

and to encourage our fellow citizens to support police officers in their difficult and dangerous work.

The police officer is the very personification and embodiment of the Executive Branch of any government - federal, state, or local. Law enforcement officers have taken an oath to faithfully execute and enforce the laws of our cities, counties, states, and nation. They are literally the business end of where legislation meets the people.

But their actual day-to-day duties go way beyond these fundamental ones. After all, a high degree of professional conduct is expected of our law enforcement officers.

We expect them to have the compassion of a pastor, bravery of a soldier, reflexes of a cat, memory of an elephant, accuracy of an accountant, diplomacy of a congressman, patience of a teacher, articulation of a lawyer, knowledge of a professor, and impartiality of a judge. As the Tennessee Supreme Court has so aptly observed, "Police officers are society's problem-solvers when no other solution is apparent or available."

Yes, we expect law enforcement officers to do all these things, all at once, and while earning a paycheck that is equal to only a fraction of their true worth as public servants. And, we also expect them not to die in the line of duty. But, tragically, they do. Police officers have extensive training, but they are human. They run to danger when everyone else is running away.

All too often critics of law enforcement talk about police officers like they are the problem, instead of the solution to crime. Those who feel sorry for criminals and seek to excuse or even celebrate their lawless, antisocial and immoral behavior now engage in dangerous rhetoric to encourage people to "resist" all forms of authority, including law enforcement.

In fact, there is a whole social movement which has co-opted the term to encourage persons to defy and ignore laws and policies that they don't like, and to actively oppose any attempts by law enforcement to enforce those laws. The cognitive dissonance is staggering, and it's dangerous. This is wrong, and it's a slander of the honorable men and women in law enforcement. This slander must stop—and it must stop right now. This rhetoric, unfortunately, has consequences. It discourages cooperation with law enforcement, making us less safe. And it can even encourage violence. It's no surprise, then, that we see rising levels of violence against law enforcement.

Today we are facing troubling new challenges. Our law enforcement officers are being asked to do more with less, and it is putting their lives at risk. In addition to their conventional crime-fighting responsibilities, our officers are on the front lines facing an increase in violent crime, a rise in criminal gangs, the threat of terrorism, an unprecedented drug epidemic, and cultural trends that too often show a disturbing disrespect for the rule of law.

Yet, there are fewer officers on the street, and other precious resources such as training and equipment dollars are also being cut as a result of smaller budgets. At the same time, we have seen law enforcement be constantly attacked, maliciously targeted, and unfairly maligned. And as recent events show us, there is now a more brazen criminal prowling the streets of America, and our law enforcement officers are uniformed targets for these criminals. These trends cannot be allowed to continue, and we must meet them with a firm resolve and effective measures.

Here in the U.S. Attorney's Office, we partner with our federal component law enforcement agencies to promote proven and effective best practices in policing, professionalism from all levels and ranks, and respect for law enforcement within the communities that they serve. And as federal prosecutors, we will not tolerate malicious acts of violence against law enforcement. We will aggressively prosecute any assault or murder of a police officer in violation of federal law, and bring the full weight and power of the government to bear to hold offenders accountable.

The most important thing that any government does is keep its citizens safe, and that means we must all support, respect, and honor those who protect us every day. A few practical suggestions: Call on your local and state elected leaders to adequately hire, fund, train, and equip police officers in our communities. Encourage victims and witnesses of crime to report, come forward and cooperate with police investigations. Teach your children to respect and comply with proper authority in our society, especially police officers. Reject and condemn hostile and divisive anti-police rhetoric. Go out of your way to give an encouraging word of thanks and appreciation to an officer for their service. And pray for the families and departments of officers killed in the line of duty.

It takes courage to wear a badge for even one day. It takes even more courage to respond to a robbery call, to engage a dangerous suspect, or to confront a terrorist. But for police — that's just part of the job.

My office, the Department of Justice and the Trump Administration are proud to stand with law enforcement as they continue to do this honorable work. We will always have their back and they will always have our thanks.

*D. Michael Dunavant is the United States Attorney for the Western District of Tennessee*

**From:** peter Oppenheim  
**Sent:** Monday, March 01, 2021 2:44 PM  
**To:** SH Collaborative <SHCollaborative@sleepyhollowny.org>  
**Subject:** Data Point Recommendation

Regarding the data point from the SH Policy Advisory Committee stating that roughly 50% of Committee Meeting topics relate to traffic/speed and safety, a recommendation:

Develop a team of volunteers who will establish a presence at trouble-spots throughout the Village. The intended effect would be safer intersections and crosswalks, pedestrian-only sidewalks and vehicular speed control.

**From:** Glen Taylor  
**Sent:** Monday, March 01, 2021 2:27 PM  
**To:** SH Collaborative <SHCollaborative@sleepyhollowny.org>  
**Subject:** Citizen Oversight

**My recommendation is to assess the existing involvement of citizen oversight as referenced below to determine if our citizens are contributing enough in collaboration with this effort.**

Thank you

Glen

### **Citizen Oversight and Other External Accountability**

Does or should your department have some form of civilian oversight over misconduct investigations or policy reform?

If you consider establishing an entity outside the police department to review citizen complaints of excessive force or other police misconduct, here are some relevant questions:

- What level of review should it conduct? Should it review the findings of an Internal Affairs Bureau or conduct its own investigation?
- What power should it have to interview officers or other witnesses, to compel officers or other witnesses to be interviewed, and to review documents, recordings, interviews conducted by Internal Affairs or other evidence?
- Should it be empowered to impose disciplinary action, recommend disciplinary action, or simply to substantiate complaints?
- Should it be authorized to formally refer cases to the Attorney General or District Attorney?
- What mechanisms are in place to ensure subject and witness officers fully cooperate with civilian oversight investigations?

**There are a number of existing oversight entities to look to as models**

*The New York City board is composed of 13 members: five appointed by the Mayor, five appointed by the City Council, and three appointed by the Police Commissioner. The board has power to investigate complaints, including subpoena power, and can recommend discipline. However, the Police Commissioner has final authority over the imposition of discipline.*

*The Chicago board is composed of nine members appointed by the Mayor with the consent of the City Council. The board has investigative and subpoena power, and power to impose disciplinary measures.*

*The Baltimore board is composed of nine voting members nominated by the Mayor and confirmed by the City Council, along with five non-voting members from community stakeholders. The board does not have power to investigate or impose discipline. It may simply review complaints.*

- Is there an easy, accessible and well-publicized process for members of the public to report complaints about police misconduct?
  - Are investigation outcomes reported to the complainant? Are they reported to the public? Should the department or the citizen complaint review entity, if any, accept anonymous complaints?
  - Does your local legislature engage in formal oversight of the police department? Should any changes be made in the legislature's oversight powers or responsibilities?
  - Is your police department accredited by any external entity?
  - Does Your Police Department Do an Annual Community Survey to Track Level of Trust?

**From:** Diana Loja <dloja@sleepyhollowny.org>  
**Sent:** Wednesday, March 03, 2021 5:22 PM  
**To:** SH Collaborative <SHCollaborative@sleepyhollowny.org>  
**Subject:** Police Reform Recommendation

Based on our past meetings held on October 16, 2018, October 4th, 2020, November 15, 2020.

Here are some of the public's comments: For privacy purposes the individuals' names are taken out.

Church meeting – Police concerns:

1) Individuals loitering on Cortlandt and Clinton; after contacting the police department, but to no avail.

2, resident of Sleepy Hollow, suggests to hold everyone accountable for their actions, even the police department. Police department show nepotism to those they know.

3a) Too many people doing drugs and police is not acting appropriately when called.

3b) A month ago, a friend of the speaker called the ambulance on behalf of an individual needing immediate care though the ambulance never arrived. The friend had to travel to go get the sick person to the hospital.

3c) Complaints of speeding around Sleepy Hollow.

4a) Residents have voiced their concerns to the police about the substance abuse seen around though the police avoids confronting the issues due to fear.

4b) Parents are worried about their children walking on the streets due to individuals openly using substances on the sidewalk.

5) When the kid was murdered in Barnhardt Park, where were the 25 police officers that should have been on duty to prevent this? More police officers need to be present in the inner village of Sleepy Hollow.

6) From McDonalds to Clinton on Cortlandt looks like the Bronx, not the rest of the village need more light, street cleaning, police present.

7) Why I get a parking ticket somewhere and others don't?

8) Call several times the police department about Depeyster St for people smoking drugs, drinking alcohol beverages outside, indecent exposure such as urinating in public

**Recommendations:**

- 1) Create events that integrate the Hispanic community.
- 2) Create more meetings so the Hispanic community can voice their opinions and clarify concerns by surveys,
- 3) Have more bilingual officers.
- 4) Communication needs to be more clear and police should use platforms to reach the community.
- 5) Police officers should be trained to guide undocumented residents to the proper organization based on the individuals needs for example know the difference between a character letter vs a foil letter.
- 6) Announcements posted on the Police Department facebook page should be presented in English and Spanish besides flyers.
- 7) Create programs for young teenagers and parents to get them on the right path.
- 8) Women & Men are afraid to report domestic violence. Police should create more workshops to educate men on the opportunities available to them since most suicides are committed by men, less shelters for men than for women, men lose children easier in divorce courts. Two family households are shown to be beneficial for the childs upbringing.
- 9) Improving in different ways that Police communicates between the community.

IF you have any questions feel free to contact me.

Thank you and stay Safe!

Diana Loja  
Community Liaison  
(Se Habla Espanol)

Village of Sleepy Hollow  
28 Beekman Avenue  
Sleepy Hollow NY 10591  
Telephone (914) 438-7987  
Fax (914) 332-7074  
[dloja@sleepyhollowny.org](mailto:dloja@sleepyhollowny.org)

**From:** Lina Tapia  
**Sent:** Wednesday, March 03, 2021 5:07 PM  
**To:** SH Collaborative <SHCollaborative@sleepyhollowny.org>;  
**Subject:** Data Point. Lina Tapia V.

Antonio;

My Data Point is:

Communication with the community: Open, transparent, often, bilingual, constant, equal, proactive, objective, impartial. It implies to keep informed of basic rules, events, laws, changes and in a way that the whole community including illiterates will understand, absorb what is needed to learn, to follow and to understand, defend, protect themselves. It will be ideal in English, Spanish and any other language needed to make the whole community feel welcomed, safe and hopefully that will lead to trust. When there is trust people are willing to be more cooperative and proactive.

Thank you.

Lina Tapia

**From:** Anne White  
**Sent:** Wednesday, March 03, 2021 11:51 AM  
**To:** SH Collaborative <SHCollaborative@sleepyhollowny.org>  
**Subject:** Recommendation related to data points

The collaborative should focus on **reinventing and redefining** the role of the Sleepy Hollow Police Department, putting more emphasis on working with our Spanish-speaking residents and other under-represented groups to develop programs and services to help them feel safe and supported by police.

Essential to building trust in the Latinx community is more access to Spanish translation and ensuring that all police officers treat everyone with respect. This issue must be addressed as it affects both external interactions with community members and the internal culture of the Police Department, including criteria for hiring, assigning duties and promoting police officers.

Finally, I attach a first draft of a new SHPD Mission and Values statement that I presented at the last meeting. It is intended only as a possible starting point for collaborative discussion on a reinvented Mission and Values statement.

Anne White

**From Anne White**

## **MISSION STATEMENT**

The **MISSION** of the Sleepy Hollow Police Department is to **PROTECT** all residents and neighborhoods from harm by working with the community in accordance with constitutional rights to provide a safe environment and enhance the quality of life in the Village.

## **VALUES**

### **IN PARTNERSHIP WITH THE COMMUNITY, WE PLEDGE TO:**

- Value every human life, **RESPECT** the dignity of each individual and serve all members of the community with courtesy and civility.
- Build strong **CONNECTIONS** with all neighborhoods in the Village to reduce fear and ensure that community members feel safe.
- **PROTECT** the lives and property of all Village residents and impartially enforce the law.
- Fight crime by working to prevent it and aggressively pursuing violators of the law, with an emphasis on holding them accountable for their actions and encouraging them to help repair damage done to individuals and to the community.
- Limit the use of force and maintain a higher standard of integrity and accountability than is generally expected of others because so much is expected of us as Police Officers.

**From:** john stiloski

**Sent:** Wednesday, March 03, 2021 2:45 PM

**To:** Anthony Giaccio <agiaccio@sleepyhollowny.org>; Anthony Bueti <abueti@sleepyhollowny.org>

**Subject:** Back the Blue

Dear Sirs

I understand a reform member has an issue with Back The Blue and blue line flags and group. Let it be very clear that at no point has blue line or back the Blue been a Hate group or racist group and because a person doesn't agree with the group doesn't make it bad. I would like to draw your attention to BLM in which the same person promoted people that stated burning down buildings was ok. 25 deaths and Billions in damage and we are worried about a group with no deaths and damages.

**From:** john stiloski

**Sent:** Tuesday, March 23, 2021 11:23 AM

**To:** Anthony Giaccio <agiaccio@sleepyhollowny.org>; Anthony Bueti <abueti@sleepyhollowny.org>

**Subject:** comment of White supremacist flag on Stiloski's building

Good Morning

In reference to the anonymous comment regarding my building having a white supremacist flag. I would like to start by saying that Sleepy Hollow schools have failed this poor person. He never learned about 1st amendment rights. The fact of the matter is a "Trump flag or a Back the Blue flag" are not classified as a hate group at all. Just because some people disagree with our flags don't make them in their shallow minds anything but our right to express our 1st amendment rights. Trying to bully people to remove same or scare them by making them flags of hate when they are not.

I was thinking about calling in to express the same but fighting an invisible man made no sense. In my opinion how does an anonymous comment have any standing? In a report so important, going to New York State. Should speakers not state their names and address for the record. It's the same when a 4 year old is brainwashed by a parent to speak on this reform. Some may think it was cute. But how is it cute when you use a little child and scare them of the police? Some start, Think about the first things you remember as a child, It was years after the children that spoke. Please forward this to the Police reform committee and can I please have a response from Dr Charles on the Blue line flag and if it is someone's 1st amendment right to display the same? And if it's recognized as a hate group?

JOHN STILOSKI

**From:** Anne White

**Sent:** Friday, March 26, 2021 4:39 PM.org; Anthony Giaccio, Ken Wray

**Subject:** Re: link Police Reform Packet

Hi, Ken.

Thank you for putting together this draft of two recommendations to submit to the Governor by April 1st. As you noted, this is a tough topic that requires much more work by the Collaborative in the coming year, and the points of agreement may be limited at this stage.

That said, I do have two suggestions for changes in the wording of the first recommendation that I believe are important and that I hope we can all agree on. Also one small addition to suggest for the second recommendation. Here first are my reasons for suggesting the changes:

1. The first problem for me is with the phrase "to ensure that communities of color in SH are both treated and supported equally". **Being treated equally is not equity**; I believe it is equity we are seeking to ensure.

2. The second issue I hope we can agree should be addressed, which is omitted from this recommendation, is to identify, address and end any policies or practices that are racist or could be racist within the police department itself, in addition to communities of color in the Village. Unfortunately, there are a fair number of people that I have talked to who are concerned about the possibility of bias within the department. Whatever the suspicions, which may or may not be true, if people have doubts related to equity, both within SHPD and in the community, it will be impossible to build trust and overcome the fear that stops people from calling the police. (I recognize, of course, this situation is exacerbated by fear of ICE.) I believe it is in the interests of both the SHPD and the community to provide more transparency.

3. For the second recommendation, I suggest two small changes: First, "ensure consistent and frequent information exchange. Second, add a phrase at the end about offering ways to contact police anonymously and securely. Many suggestions for the Collaborative have been put forward through Diana Loja, who has established herself as a Trusted Advocate for the Spanish-speaking communities, who will not reveal a person's identity if they do not wish to be known.

This is what I'm proposing as a redraft of Recommendation #1:

1) Continue the work of the Collaborative through the end of 2021. Specifically, the Collaborative will continue to review and analyze the policies and the work practices of the SHPD to ensure equitable treatment and support for communities of color in SH, and that policies or practices that are racist or could be racist are identified, addressed and ended, both within the Police Department and in interactions in the Village.

And for Recommendation #2, with the only change being to the last phrase:

2) Provide real time Spanish – English translation (and other translation services as they are identified) at all Village meetings. Strengthen existing and develop/implement new communication channels with Spanish-speaking residents and with all communities of color with SH to ensure consistent and frequent information exchange, support and transparency, with

options for residents to report or comment without revealing their identity if they do not wish to be known.

Thank you for considering these suggestions. I look forward to hearing the views of others. And thanks to all members of the Collaborative for participating in this important work.

Anne White

**Police Reform and Reinvention Collaborative**  
**Anne White Recommendations for Priorities**

I suggest that the Collaborative should set a limited number of priorities and recommend 5 that I believe emerged from our discussions. More specific items from the list of 19 can then be inserted under one of the five priorities. Here's my proposed list:

1. **Police Internal and External Review** of incidents that led to lawsuit and \$250,000 award to Latino police officer, and steps being taken, including changes in policies, procedures and training, to avoid incidents of this sort occurring in the future and to root out bias, boost morale and create a culture of equity and teamwork within the department. Given that this involves personnel matters, the review should probably be done by an outside consultant, with a report issued to the public to restore trust in the ability and commitment of our Police Department to treat all residents with respect and offer equal support and protection to all our residents and neighborhoods.

In addition to the issues included in the list of 19, I recommend adding the need to review the Union contract to ensure that it does not offer undue protection to officers when complaints are received or arrests contested. And the question of whether there should be a standing Civilian Police Review Committee should be considered.

Also, the public listening session made clear that there needs to be an increased police presence, on foot, in the downtown area, to keep people safe from crime, to calm traffic and to help people on foot cross safely at intersections, to curb loud gatherings, especially at night, and to support neighborhood improvement projects by helping to host events like volunteer flower planting and trash pickup days. (This would push back against the current perception that police, when they do patrol downtown, are focused on writing parking tickets.)

One more suggestion, not among the 19, would be to help educate people on their rights with regard to ICE, for example, when agents knock on the door and demand entry. I'm not sure if this is legal or wise, but could help overcome the fear that any contact with police may bring unwanted attention from ICE.

**2. Building Trust in Police and Village Government:** An increased focus on serving and connecting with our most vulnerable, underserved communities is essential if the police are to succeed in engaging groups of residents whose voices are currently missing in Village conversations. This should not only be a police priority, but a Village government priority, reflected in budget allocations to ensure that all residents have easy access to communications from all Village departments, including Police, and that there are ways that people can submit ideas and complaints without attending Board meetings in-person, and also anonymously. To this end, all communications and proceedings should be translated into Spanish and made available on multiple platforms. And for the police reform process (and other sensitive issues that arise), small gatherings of Spanish-speaking residents should be convened by trusted hosts at trusted locations to collect ideas on how best to address issues of concern.

To make this possible, I recommend that the Village hire a second Liaison to the Spanish-speaking communities to assist Diana with translations and other ways of increasing the voices of those who do not feel safe and are reluctant to publicly share concerns. With two liaisons, part of their responsibilities could be to help the Police Department find effective ways to connect with and earn the trust of Spanish-speaking residents, POC, etc.

2. **Communications:** Improve and increase transparency and communications to the public in person and on multiple platforms. As the Collaborative continues its work and new Police Dept policies and procedures are developed in response to issues identified by the Collaborative in the coming year, both the Police Department and the Village should keep the public updated on proposed changes. Also, there should be multiple ways for members of the public to comment anonymously, if desired. Short surveys could be conducted from time to time. (The current survey is much too long and difficult even for a well-informed person like myself.) And if members of the Collaborative agree, perhaps our names and contact information could be shared with the public, so that individuals could contact one of us that they know and trust, and ask us to bring their concerns to the attention of the Collaborative if they don't feel comfortable doing so in person.

As recommended in #2, all communications should be available in English and Spanish and residents should be able to comment in Spanish, with translation, at all meetings.

4. **Reinvention with Community-First Public Safety mission:** This approach is now being widely adopted by local, county and state governments, it will be important for the SH Collaborative and Board of Trustees to review the current PD mission, policies and responsibilities to determine whether the role and structure of the PD remains appropriate to meet the needs of our Village in the 21<sup>st</sup> century.

With many District Attorneys (including our new Westchester DA) shifting their focus from Enforcement and Punishment to Healing Harm and Rehabilitating Offenders (Restorative Justice, offered if they accept responsibility for their actions and are willing to work toward becoming responsible, contributing members of their community), our Police and Village need to decide if/how we wish to participate in this shift and how this affects all aspects of policing, from budgets and personnel to required training and patrolling assignments.

5. **Reinvention through Collaboration:** As part of reinvention, how can our small, local Police Department become more effective by collaborating with others? If we cannot afford our own mental health or opioid specialists, should we partner with other villages, the county or a private provider? When we upgrade our data collection systems (which SHPD agrees is needed) should we collaborate with nearby villages and the county to determine what data to collect, how to analyze it and how to use it to inform decisions and to ensure that information can easily be shared with other agencies? And what can we learn from the successes or failures of others?

**From:** DANA DICKEY  
**Sent:** Friday, March 26, 2021 9:59 AM  
**To:** SH Collaborative <SHCollaborative@sleepyhollowny.org>  
**Cc:** Kenneth Wray, Anthony Giaccio  
**Subject:** More Concerns for Police Reform

Good Morning,

Here are few more concerns that individuals in our community feel needed to be addressed.

After our last email, it appears that surveys were not received on or before the deadline date. Which is concerning because accurate data cannot be obtained for this process.

There are also many concerns regarding issues of undesirable activities near Cortlandt Street and Valley Street. 105 Cortlandt Street loud music, loitering, traffic and beer drinking. It has been noticed by the residents when there is presence of an officer, the music gets turned down briefly and there is nothing done. They feel the officer just looks away and continues driving through as though nothing is wrong. Near or around 124 Valley Street Dump is where the racing of cars occurs. The tenants are also unable to park due to the aforementioned activities. This poses the question of, what happened to police bike patrol?

This may be something that the committee should examine and consider implementing.

Concerns regarding police response time on emergency calls is another major concern as well as officers attitudes and demeanor when they do have interactions with this area of our community, which consist of mainly black and brown individuals. The consensus is that the officers are very negative, rude, unethical and unempathetic. This makes the individuals uncomfortable and scared. Mainly with the tone of events that's have occurred within our country over the last year. Our community should have a sense of security instead of a sense of uneasiness.

It is also concerning that Mayor Wray and the chief of police are not known to this area of the community. The constituents would like to know who they are and what are their ideas for this part of the community. Making their presence known would be a way to bring forth communication and a clearer understanding as well as a form a unity.

Hopefully full consideration of the issues brought forth will be addressed and resolved.

Thank you,  
Dana Newland

From Alberta Jarane

## **DRAFT RECOMMENDATIONS**

The VSH Police Reform and Reimagination Collaborative is an active, motivated, and committed group of local stakeholders including representatives from local residential, business, government and police communities. While we understand the April 1 deadline put forth by NYS, we have elected to continue working on a publishable report beyond the stated deadline.

To satisfy the NYS deadline, the Collaborative agrees unanimously to submit the following recommendations as an early, interim step. We remain committed to identifying additional recommendations as the Collaborative continues its work. We expect that additional recommendations will be implemented by the Village, reviewed by the Collaborative to see if they are working, and revised again, as needed.

As we are working against a NYS deadline that requires a submission of a report by VSH on April 1<sup>st</sup>, the Collaborative is making the following initial recommendations to the VSH Board of Trustees:

- 1) Continue the work of the Collaborative through the end of 2021. Specifically, the Collaborative will continue to review and analyze the policies and work practices of the SHPD — internally and externally — to ensure that communities of color and other marginalized communities in SH are treated and supported equally and equitably.
- 2) Identify, address and end policies, practices and/or procedures that are racist, discriminatory, inequitable and/or deemed obstructive toward the fair and legitimate relationships and interactions of all marginalized communities with SHPD.
- 3) Strengthen existing and develop/implement new communication channels with all SH residents to ensure consistent, reliable and timely information exchange, support and transparency. The purpose of these new communication channels will be to encourage greater participation in and foster new relationships with the Spanish-speaking\* residents, communities of color and all representatives of marginalized communities within SH.
- 4) Provide immediate, constant, reliable, accurate, and real time English-to-Spanish\* translation (and other translation services as they are identified) at all Village meetings.

*\*Spanish-speaking or English-to-Spanish translations will be evaluated to determine which types of Spanish (e.g., Dominican, Ecuadorian, Puerto Rican, Mexican, etc.) will most effectively represent the needs*

**From:** Glen Taylor  
**Sent:** Wednesday, March 31, 2021 10:39 PM  
**To:** Ken Wray

Thank you Ken for coordinating this. I support Anne's and Alberta's review and support these edits for inclusion into the recommendations.

Thank you,

Glen