

Minutes of Work Group Meeting for the Coalition on Community Safety and Engagement, Town of Yorktown held via Zoom Video Conference on Thursday, October 8, 2020, 363 Underhill Avenue, Yorktown Heights, New York 10598.

Representatives from the Town of Yorktown Present:

Matthew J. Slater, Supervisor
Thomas P. Diana, Councilman
Edward A. Lachterman, Councilman
Alice E. Roker, Councilwoman

Diana L. Quast, Town Clerk

Robert Noble, Chief of Police
James Graham, Police Lieutenant
John DeIulio, Police Lieutenant
Justin Foley, Police Lieutenant
Thomas Nadoraski, Police Detective, PBA President

Adam Rodriguez, Town Attorney
Robyn Steinberg, Alternate Zoom Host

Members of the Coalition on Community Safety and Engagement Present:

James Poulin
Paul Cirillo
John Lanza
RoseMarie Panio
Toni Reynolds
Liz Rivera
Rabbi Robbie Weiner, CCSE:

Community Partners Present:

Diego Jaramillo, Yorktown for Justice
Daks Armstrong, Yorktown for Justice

Supervisor Matt Slater opened the Work Group Meeting for the Coalition on Community Safety and Engagement:

Good evening, Yorktown. Tonight is Thursday, October 8, 2020. This is the first meeting of the Yorktown Coalition for Community Safety and Engagement. I want to thank everyone for joining us. I'm going to ask that everyone, if you can, please rise and join me in the Pledge of Allegiance.

I pledge allegiance to the flag of the United States of America, and to the republic for which it stands, one nation under God, indivisible, with liberty and justice for all.

Thank you very much. Please join me in a Moment of Silence as we remember the brave men and women serving overseas to protect our freedoms. We pray for families and the 100,000 individuals who have passed this year due to COVID, we pray for those who are battling COVID, and of course, all of our frontline heroes, our first responders, our police, our doctors, our nurses, our sanitation workers, our

grocery store workers, and all those who continue to serve our community during this pressing time. Thank you.

Good evening. Again, as I stated earlier, this is our first meeting of the Yorktown Coalition on Community Safety and Engagement. My name is Matt Slater. I am the Town Supervisor for this phenomenal community. I am joined tonight by a number of individuals that I am excited to introduce. We'll start with introducing members of the Coalition. We're going to begin with Paul Cirillo, he is 18 years old. He lives in Mohegan Lake. He recently graduated from Lakeland High School and is now attending Mercy College, where he's studying accounting, and we're thrilled to have Paul serve as our Youth Representative on the Coalition. We appreciate his volunteerism and willingness to serve his community. Paul, thank you so much for joining us.

Paul Cirillo, CCSE:

Thank you, I'm happy to meet everyone.

Supervisor Matt Slater:

We're also joined by Liz Rivera. Liz is a Yorktown resident for over a decade, has been married for 22 years, and has two boys ages 21 and 15. She moved to Yorktown after a visit with a friend and fell in love with the community and wanted to raise her boys here. She works for Regeneron Pharmaceuticals, where she is a Senior Specialist in the Commercial Operations Department. She feels that this community and the relationship with the Yorktown Police Department is critical and is very happy to join the Coalition to provide insight as a resident. She hopes that we continue to foster a healthy relationship with the Yorktown Police Department. Liz how you doing?

Liz Rivera, CCSE:

I'm doing well. Good evening, everyone. Happy to be here and excited for joining.

Supervisor Matt Slater:

Thank you so much for serving the community again. We appreciate it. The next individual really needs no introduction. He is quite a busy individual around town. You see him all over the place. His name is Jim Poulin, currently serving his third term as the President of the Yorktown Lions. He's also a leader for Relay for Life which is now in its 28th year.

James Poulin, CCSE:

Yes, 28th year and over \$350,000 dollars raised.

Supervisor Matt Slater:

Jim, do you want to highlight tomorrow's event?

James Poulin, CCSE:

We've got "Paint the Town Purple." We usually do it in May but this kind of derailed this year. So, with the approval and thanks to the Town Board we will be out on Commerce Street. Come on by and drop a couple of dollars in our bucket. I guarantee you 100% of the money we collect goes to the American Cancer Society to help you and anybody else who may be in need.

Supervisor Matt Slater:

Excellent, Jim. Thank you. Also, for those who don't know, not only is he an incredible leader civically within our community, Jim also holds a Master's Degree in Mental Health Counseling from Mercy College and worked at Mercy College for 10 years as a Counselor.

James Poulin, CCSE:

That's right. So welcome Paul - Mavericks forever.

Supervisor Matt Slater:

And by the way, I forgot to mention an avid Mets fan. Next, we have with us Peter Lanza. Peter has over 23 years of experience in the property and casualty insurance industry specializing in personal and commercial insurance. He's currently Vice President of the Personal Lines Department at the BNC Insurance Agency in Rye Brook, New York. He holds a Bachelor's Degree, also from Mercy College, and resides in Yorktown Heights with his wife and two children. The hallmarks of his success are professional, responsive and friendly service. Peter served on the Executive Board of the IIAWC for nine years. During his tenure, he co-chaired the organization's largest event, Education Day, and was top partner Chairman in his last two years. Peter is a member of the Yorktown Chamber of Commerce and currently serves on the Executive Board as Vice President. In his free time, he enjoys his classic cars and coaching his son's baseball team. Pete, thanks so much for participating.

Peter Lanza, CCSE:

Thank you. Glad to be here tonight.

Supervisor Matt Slater:

Next, we have Toni Reynolds. Toni and her husband bought their house in 1995. They've been here for 25 years. Her son just graduated from Yorktown High School - go Huskers! And she has two younger boys. Her boys played and continue to play travel soccer for the Yorktown Youth Soccer Club - a great club that I also spent a lot of years with. So needless to say, she's always driving as she likes to say. She works from home as a Payroll HRIS Specialist and originally worked with Alliance Bernstein in the White Plains office for 14 years until their recent move to Tennessee. She hasn't held any positions in any groups in Yorktown. So, she's very excited to be a part of this Coalition. Toni, thank you so much for being here tonight.

Toni Reynolds, CCSE:

Thank you.

Supervisor Matt Slater:

Next, we have Rabbi Robbie Weiner, CCSE; he currently serves as the spiritual leader of Temple Beth Am in Yorktown Heights. He holds dual Master Degrees in Social Work and Jewish Communal Service from the University of Michigan. Rabbi Weiner conducted his Rabbinical Studies at Hebrew Union College Jewish Institute of Religion at their Israel, LA, and New York Campuses. In rabbinical school, Rabbi Weiner received Honors and Awards for his work in Liturgy and Ritual. He currently lives in Yorktown Heights with his wife, Ellen, who's known me since the fourth grade, and three blessed children: Emma, Rachel, and Joshua. Rabbi, it's so great to have you. Thank you so much. Rabbi Robbie is also head of the Interfaith Council.

Rabbi Robbie Weiner, CCSE:

I think it's a taskforce. One bit of clarification for everyone at home. My wife knows Supervisor Slater not as a fellow student in the fourth grade, I want to be clear, all right. I also wanted to make mention that it is an honor to be a part of this Coalition and to be part of something to make this town better. It's extremely important for all of us in the town to put in some service in making this town better. The last thing I want to say is a shout-out to my son's Bar Mitzvah this weekend. So, if I look a little exhausted, that's because we've been working hard in the Weiner household. So, we're super excited. Thank you.

Supervisor Matt Slater:

That's great news. Next, I'm happy to introduce RoseMarie Panio. She and her husband Rocco have been residents of Yorktown for 49 years and has served the community in a number of facets including on the Conservation Board, the original Recycling Committee, the Board of Directors and Foundation Board for the New York Presbyterian Hudson Valley Hospital Center, and the Yorktown Chamber of Commerce. Currently, RoseMarie serves as the Chairperson of the Senior Advisory Committee for the Town of Yorktown, and is an active member of Saint Patrick's Church. RoseMarie, how are you tonight?

RoseMarie Panio, CCSE:

I'm good. How are you all doing? It's a pleasure to see you all.

Supervisor Matt Slater:

The original recycling committee, I can't wait to hear about that.

RoseMarie Panio, CCSE:

Oh, it was fun. Believe me.

Councilwoman Alice Roker:

What year was that RoseMarie?

RoseMarie Panio, CCSE:

Oh, I don't know - 30 or 35 years ago.

Supervisor Matt Slater:

And lastly, I'm honored to be here with our Police Chief Robert Noble. I'm going to explain this later, but there are two mandated individuals that have to be part of the taskforce, they are Chief Elected Officer for the Town, which would be me, and the Chief of Police and partnering with the Chief has been an incredible experience. I'm proud to provide a brief bio which highlights his incredible experience. So, Chief Noble began his law enforcement career as a Police Officer in the City of White Plains in 1993. He subsequently transferred to the Yorktown Police Department and began his YPD career on April 6, 1994. While a patrolman, he was awarded the Meritorious Police Duty Award and several commendations from his supervisors. Chief Noble was promoted to the rank of Sergeant on February 20, 2001. His responsibilities included training, directing, supervising, and evaluating personnel in their assigned duties. While a Sergeant he was assigned as the assistant to the Patrol Division Commander in 2004. Chief Noble was promoted to the rank of Lieutenant on April 6, 2005. He would serve as the Patrol Division Commander overseeing the day to day operations of the Patrol Division from 2005 to 2015, and in 2015 Chief Noble was assigned as the Operations Commander overseeing the Detective Bureau and coordinating all Yorktown Police Department in-service training programs. While a lieutenant, Chief Noble was assigned as the Program Manager for the Yorktown Police Department Accreditation Program successfully coordinating the Achievement of Accreditation in 2006, 2011, and 2016. In 2015, he attended and successfully completed the FBI Law Enforcement Executive Development Seminar held in Princeton, New Jersey. He served as President of the Yorktown PBA in 1998. While a member of the PBA, he served as a trustee from 2000 to 2004 on the Negotiations Committee from 1996 to 2005, and was the Toys for Tots Coordinator from 1996 to 2004. Upon joining the Yorktown SOA in 2005, he served as President of the Association from 2005 to 2013. His community involvement includes many years of service in the Shrub Oak Athletic Club. Chief Noble served as the Director of the SOAC Girls Basketball Program for six years. He was an SOAC Board Member and coach for several different youth sports over a 15-year period for SOAC. Chief Noble is a member of the Alliance for Safe Kids Community Advisory Board. His fraternal club affiliations include the Westchester County Emerald Society, the Yorktown Elks Club, and the FBI Mid Atlantic Law Enforcement Executive Development Association. He was recently awarded a Paul Harris Fellowship by the Yorktown Rotary Club.

Police Chief Robert Noble:

And I'm also a Mercy College graduate.

Supervisor Matt Slater:

I also want to introduce several of our elected officials who have joined us tonight we have Councilwoman Alice Roker, Councilman Tom Diana, and Councilman Ed Lachterman. Do we have Councilman Patel on the phone?

Town Clerk Diana Quast:

That's not his number. I don't think that he has come on yet.

Supervisor Matt Slater:

By way of introduction, I want to personally thank our Town Clerk Diana Quast, for helping organize this Coalition and the Zoom events that we are going to be having to make sure that we comply with Executive Order 203, which is what we are here to do. Chief, do you want to introduce your command staff, or do you want to wait until you begin your presentation?

Police Chief Robert Noble:

No, I'd love to. Seated in his vehicle is Lieutenant James Graham who is on vacation; he wanted to be part of this and support it. I thought it was important for everybody to meet my command staff. Lieutenant Graham is a lifelong Yorktown resident, he graduated from Yorktown High School, and wants nothing but the best for this town. Like I said, he makes my job easier every day, as does Lieutenant John DeJulio. Lieutenant Graham oversees our Detective Division. I'm going to go through the Organizational Chart as we go along, but he does oversee our Detective Division, all in-service training, and a lot of our policies. Lieutenant John DeJulio, also a lifelong resident, graduated from Yorktown High School. And, again, he was in patrols. He was Patrol Division Commander for me until recently. Now he's the Staff Division Commander, and he oversees all of our desk officers, dispatchers, civilians, FOIL requests, a lot of different things that go into that job. But again, a reoccurring theme, he makes my job much easier in just day-to-day operations at the police department, he streamlines very efficiently. Lieutenant Justin Foley should be on here as well. Lieutenant Foley was promoted when COVID hit. He was promoted this March and it's been baptism by fire for Lieutenant Foley. He's also a Yorktown grad, his family's been in town a long time, and he brings a lot of experience to the job. He began his career in the NYPD and is a former Canine Officer for Yorktown Police Department. He's done a tremendous job. He was assigned patrols when he was promoted to Lieutenant and I tell you what in the seven months he's been at it, he's done a tremendous job. So again, when you surround yourself with good people, you get good results. And I'm very proud of my command staff. I couldn't ask for any better. Also, on this should be PBA President, Detective Tom Nadoraski and our Vice President Brian Shanahan, they are on and part of this discussion. So you all know where I stand on this, I look at my position as building relationships and it's building positive relationships, not only with the community but with the people that I work with. If we're going to hold people accountable, they've got to have proper training, and they've got to know where their administration kind of stands and where we guide them. Part of that is having an outstanding relationship with the PBA. And, you know, under Tommy Nadoraski, I've been blessed to have very good PBA Presidents since I've been Chief of Police. Tommy and Brian, you know, we've all really had to pull together during COVID and at this time of civil unrest, and like I said, I'm blessed to have the team that I have. And I think that you'll see that the town is the beneficiary because, we don't bat 1000, but we do a tremendous job in this community - keeping it safe, treating people how we want our families to be treated. We try, and like I said we don't bat 1000 but we get pretty close with empathy, compassion, and professionalism. I think it's demonstrated from the top on down, and where the rubber meets the road are the officers that go out there and answer the calls. And I think if you meet them, you come away impressed

with any conversation you would have with them. That's unscripted. This is very honest. I'm proud of my staff, and I think it'll show throughout this process.

Councilwoman Alice Roker:

I am proud of you guys.

Supervisor Matt Slater:

Thank you. So, I want to begin just as a review of Executive Order 203. I will explain how we got here, what the purpose of this Coalition is, and where we are going with this. I'm going to go through a presentation that I made to the Town Board a few weeks back. And then I'm going to hand it over to Chief Noble and he has a presentation about several topics that I think are important for the panel to be educated on and for the public to be educated on. I can say definitively that no one, including myself, has seen Chief Noble's presentation. So, we're all going to be educated together, which I think is great. This all stems from the heinous death of George Floyd on May 25, 2020. The Town Board unanimously and vocally passed a resolution condemning the death of Mr. Floyd and the tragic events that took place that led to his death and Chief Noble sat here in the boardroom with me also condemning the actions taken by the Minneapolis Police Officers involved. He made some very clear statements about not accepting the behavior that was shown, unfortunately, to Mr. Floyd. So since then, obviously, there was a lot of public outcry nationally, across the country, demanding frankly, I think what we're doing here, which is a conversation, and a review about our police departments or individual police departments, and finding ways to foster a dialogue with all aspects of our community. And to make sure, frankly, that we have a police department that properly serves our community. And that's part of the focus that we are tasked with here today is fostering that dialogue. This is a dialogue that we're going to have over the next several weeks and months. The Governor of the State of New York, Andrew Cuomo, signed Executive Order 203. The Executive Order he signed on June 12, 2020 puts into motion this Coalition and some of the things that he specifically states within EO 203 are tasking each local government entity with a police agency operating with police officers, as defined under 1.20. The Criminal Procedure Law must perform a comprehensive review of current police force deployment strategies, policies, procedures, practices, and develop a plan to improve such deployment strategies, policies, procedures, and practices for the purpose of addressing the particular needs of the communities served by such police agency. So again, we're specifically about the Town of Yorktown and the Town of Yorktown Police Department. That's our focus. That's the conversation I understand. Frankly, I think we're going to see and what we're going to learn is that we are, as a community, for lack of a better word spoiled, because we do have a police department that does a terrific job and serves this community with dignity, with incredible empathy and care. Unfortunately, for others they may not have a police department that does that. But regardless, we are here to comply with Executive Order 203, which also tasks the Chief Executive of each local government to convene the head of the local police agency and stakeholders in the community to develop such a plan, which shall consider evidence based policing strategies, including but not limited to, use of force policies. I think that's something we're going to hear about tonight: procedural justice, any studies addressing systemic racial bias or racial justice in policing, implicit bias awareness training, de-escalation, training practices, law enforcement assisted diversion programs, restorative justice practices, community based outreach and conflict resolution, problem oriented policing, hotspots, 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, something that I mentioned before. When reading Chief Noble's biography, I'm going to just share my screen. Am I able to do that, Diana - I have the capability of doing that?

Town Clerk Diana Quast:

Yes.

Supervisor Matt Slater:

Thank you. I'm going to share my screen, if I can.

Police Chief Robert Noble:

I need the PowerPoint from Robyn.

Supervisor Matt Slater:

Okay, I just want to go through this one more time. This is the same presentation I gave to the Board, but I don't think it hurts repeating ourselves because there may be people listening today who weren't listening during that presentation. So, I'm happy to just walk through this again. I stated earlier, this is all to comply with Executive Order 203, the statement of the Town of Yorktown was, I think, very adamant and clear: as a Town Board, we had all intentions of complying with Executive Order 203. As I stated, it requires a comprehensive review of the pool of current police force deployment strategies, policies, procedures and practices. Again, that applies to the Town of Yorktown Police Department, within the Town of Yorktown. As I stated earlier, as dictated by Executive Order 203, the Chief Executive is the one who convenes said Taskforce, and the Chief of Police is the only other mandated member, and also community stakeholders. So, one of our objectives is to consult with members of the community, which is what we're doing here, not for profits, faith-based community groups, the local office of the district attorney and local public defenders. I talked about this earlier while reading the Executive Order, again, we're reviewing specific policies as they apply to the Town of Yorktown Police Department and how the Town of Yorktown Police Department applies those policies and practices during their day to day interaction with the residents of our town. I am a big fan of those who've been paying attention and those who have partnered with me in the past. For me, it comes down to process. That's what I've been tasked with is ensuring an inclusive process. And so, part of that process includes transmitting a report, a signed certification form to the Director of the Division of Budget by April 1, 2021. That's when this Coalition's duties and responsibilities will cease. And we will meet our objective. All meetings, like I said, during my presentation originally will take place virtually, we are ensuring that they are all open to the public. They're being currently broadcasted on our government access channels, on both Optimum and FIOS. It's also being streamed live on the town's website. So again, to make sure we're clear when we say open to the public, we provided an abundance of opportunities for anyone in the community to participate in this forum. We've also advertised it, thank you again, Diana Quast and the Town Clerk's Office, we've advertised it in the newspapers, we've put out press releases, we shared it on our social media channels. And here we are, again, and we will continue to do that for the subsequent meetings as they are scheduled. Our minutes again, thanks to our Town Clerk's office, will be recorded for all meetings. As I stated earlier, thanks to Diana Quast and her staff, they will be included as part of the town's final report, which will be transmitted to the Director of the Division of Budget. I just want to re-emphasize again, the focus of all these discussions will be on the Town of Yorktown. We do have a timeline of activity. We are now obviously in the first box, which is a taskforce formation and commencing our listening sessions, which, if I can take a step back, there was a guidebook that was released by the Governor's Office, which proposed a similar timeline. So, we are working off of that timeline. We will be having our listening sessions then we will begin as a Coalition drafting a proposed plan to identify any shortfalls that we may discuss and identify what the remedies for those improvements will be. That plan will then be publicly disseminated for review, and then we will once again open it up for another round of public comments on that report in the month of February. Ultimately in the month of March, though, it will be ratified by the Town Board and again by April 1, 2021 transmitted to the Division of Budget. We are on October 8th. Our next listening session will not be on October 15, I apologize, it should say October 22, 2020. Again, my apologies. We will have our next Work Group on November 12, 2020, and another Listening Session on November 19, 2020. Once we are through with the session on November 19, 2020 the Coalition will decide if we want to continue with another Work Group and Listening Session in December or begin drafting the plan. The report and plan we introduce tonight, to our Coalition members, a very diverse Coalition in so many different ways that I think it is a great representation of as many aspects of our community as we can find, which we are very

proud and thank them again for their service to our community. We have invited community participants and community partners, and these are organizations that we feel can provide a very unique perspective for this panel. I'm very much looking forward to hearing from all of them. We're missing a few on here, and also the Yorktown Central School District, as well as the Lakeland Central School District who will be participating. So, I apologize for that not being on that slide.

Police Chief Robert Noble:

Along with the local Westchester County District Attorney's Office.

Supervisor Matt Slater:

Correct, I apologize. And so those are some of our invited community partners and participants that we're going to begin hearing from tonight. We will open it up for a statement based on tonight's presentation for any one of those individuals who are here on behalf of those invited community participants to say a few words. That's the background of how we got here and that's the objective of what we're doing here, again, fostering a dialogue about the police department in the Town of Yorktown and reviewing their procedures and policies and implementations. That's where we're heading, which at the end of the day, is a report and plan transmitted to the Director of Budget by April 1, 2021. Are there any questions from the members of the taskforce before we hand it off to Chief Noble?

Police Chief Robert Noble:

Okay, if you would, Supervisor, go back to the screen that you had the list of topics that we needed to discuss, because I just wanted to point out to the Coalition that we're going to discuss use of force policies this evening.

Supervisor Matt Slater:

Hold on one second. There you go.

Police Chief Robert Noble:

Use of Force. We're going to talk implicit bias awareness training, de-escalation, law enforcement, assisted diversion programs, and community-based outreach, and conflict resolution. All five of those topics are going to be what we're discussing this evening. And like I said, when I do begin, if anybody has any questions, please just ask; I'll do the best I can to give you a good answer, if I can't, like I said, my command staff is here. They can jump in if I'm leaving anything out, but the goal here is to work towards making us as good as we can be. And we're all about that. So, with that being said, Supervisor, I'll turn it back over you. But I just thought that screen was important to look at. That's what we're going to do tonight.

Supervisor Matt Slater:

Excellent. All right. If there's no questions from the Coalition, then I'm actually going to just pass it right back to you. And we can begin the presentation.

Police Chief Robert Noble:

All right. And before we do, I need to thank Robyn Steinberg for all of her help with this. This just doesn't get done as cohesively and as easy to get through as I think tonight could possibly be without Robyn's help. So, thank you very much, Robyn, for your assistance. All right, let it roll. Listen, before we begin, if any type of fly lands on my head, and I don't see it please somebody give me a heads up.

RoseMarie Panio, CCSE:

Don't let anybody whack him, please.

Councilwoman Alice Roker:

No.

Police Chief Robert Noble:

All right. So, you know, like I said, you heard my bio, and I thank you very much for being a part of this Coalition. You know, it's not an easy task. This is like you said, that it can be controversial, but I think you'll see that at the Yorktown Police Department we do things and we've always done things quite well with its policies and procedures. Most importantly, it's having the right people and we certainly do have that quality of character in the people in our building. We work very cohesively with the Town Board, who are here tonight, and they are positive and supportive and always willing to listen, they ask very good questions. It's having those positive relationships that allow us to serve this community at a very high level. So, with that, we can start going through the PowerPoint. It begins and ends with our principal mission, the Yorktown Police Department, which is to preserve the rights of citizens and reduce fear in the community through the prevention of crime, protection of persons and property, the maintenance of order in public places, and to anticipate and respond to events that threaten public order, and a protection of life and property. Fairly straightforward, easy to understand. Our Code of Ethics, I know our pictures are basically blocking this thing, but I can read it right here while you all look. As a law enforcement officer, my fundamental duty is to serve the community to safeguard lives and property, to protect the innocent against deception, the weak against oppression or intimidation, against violence or disorder, and to respect the Constitutional Rights of Law, to Liberty, Equality, and Justice. I will keep my private life unsullied as an example to all and will behave in a manner which does not bring discredit to me or my agency. I will maintain courageous calm in the face of danger, scorn or ridicule, develop self-restraint, and be constantly mindful of the welfare of others, honest in the thought and deed in both my personal and official life, I will be exemplary and obeying the law and regulations of my department. Whatever I see or hear of a confidential nature, or that is confided to me in my official capacity, will be kept ever secret unless revelation is necessary. In the performance of my duty, I will never act officiously or permit personal feelings, prejudices, political beliefs, aspiration, animosities, or friendships, to influence my decisions. With no compromise for crime, and with the relentless prosecution of criminals, I will enforce law courteously and appropriately, without fear or favor, malice, or ill will never employ unnecessary force, or violence, and never accepting gratuities. I recognize the badge of my office as a symbol of public faith and I accept it as a public trust to be held. So long as I am true to the ethics of the police service, I will never engage in acts of bribery, nor will I condone such acts by other police officers. I will cooperate with all legally authorized agencies and their representatives in the pursuit of justice. I know that I alone am responsible for my own standard of professional performance and will take every opportunity to enhance and improve my level of knowledge and competence. I will constantly strive to achieve these objectives and ideals that I am dedicating myself before God to my chosen profession - Law Enforcement. And that's it the core, for all of us in law enforcement - it's a very powerful, powerful oath. You get into this line of work - you know the most common answer is, well, I want to help people. You find out pretty quick if people are really sincere about that, and they want to help people. That's an easy thing to see. So again, I'm blessed to have a lot of good people, surrounded by a lot of good people, who adhere to that oath and do a very good job. Next up is the Yorktown Police Department Organizational Chart. This way, you have an idea of how we're structured staffed. Obviously, the Chief and three Lieutenants that served directly under me, one Patrol Division Commander, one Operations Officer, one Staff Division Commander, patrols is obviously uniform patrols. He oversees our Sergeants, most of them anyway. We have eight Sergeants; one Sergeant serves at the leisure of the Operations Officer. He is our Detective Bureau Sergeant, Lieutenant Graham. Sergeant Rapisarda serves under him. Three lieutenants, eight sergeants. Our Detectives. We have four General Bureau Detectives who investigate serious crimes, most felonies, and other technical crimes. We have two Detectives who are Youth Officers or Juvenile Officers, one of those teaches DARE in our middle school in 8th grade. We have one Detective; he is a Detective because he earned that assignment. It is with him only. He serves directly under the Staff Division Commander, Detective Bill Goordineer. Bill's been with us 30 years and I'd be remiss not to say he assisted me greatly with data that I needed to give to you, everybody here, which is not a Detective position. The body of work that Bill Goordineer put forth, the Town Board agreed that he was worthy of a Detective

position and assignment and I was proud to see that happen. I was very appreciative of the Town Board for making a very good decision in awarding him that gold shield. There's one Traffic or Road Safety Officer. You know, unfortunately, we're down positions that weren't refilled. We used to have a squad of Special Patrol Operations. They were Traffic Officers, and with the advent of school Resource Officers, and as you see on the screen, we have seven of them, the most in the County, including Westchester County Police Department. That is something that I am especially proud of is our relationship with the Yorktown Central School District and the Lakeland Central School District. We do an outstanding job in those schools, otherwise, we would not be in those schools. We're building positive relationships in those schools every day and you'd quickly see if that was not the case. To have those School Resource Officers is just an outstanding achievement for our agency, the newest ones are with three elementary school Resource Officers in the Lakeland Central School District. You want to talk about changing a narrative. Hopefully, these kids will be exposed to Yorktown Police Officers from kindergarten/first grade all the way up and they'll be able to form their own decisions about police officers based on their own relationships rather than watching TV and watching the ugliness that you see on the news every night. That's taken that broad brush right away and hopefully these young minds will be able to, like I say, speak to some of our officers who are in the schools who do a very good job there. The Crime Initiative Officer that you see, that's basically our Narcotics Officer. He works with the Northern County Taskforce in conjunction with the Westchester County Police Department; we share resources and you know, I'd like to have more - the officer does do a very good job in trying to uncover narcotic activity in our town. So those are patrols, essentially right there that you see, who the sworn personnel. Lieutenant DeJulio, obviously the Staff Division Commander, he oversees the three dispatchers, three officers' assistants, our Community Service Worker who is also the Animal Control Officer, and then a maintenance mechanic and a laborer. Lieutenant DeJulio oversees our building and grounds. He assists me greatly - he basically takes over and helps present the budget with me to the Town Board. So, are there any questions on the Organizational Chart of our agency?

James Poulin, CCSE:

Is there any social work, and how do you bring in the mental health aspect to your organization?

Police Chief Robert Noble:

Well, that's a very good question. We do have a mental health liaison with St. Vincent's. So, we do have that liaison, but the issue with having that liaison with St. Vincent's is that it is down in Harrison. So, you know, as well as I do, Jim, that when we get a call - one call that we had recently had was from a family who had a young man with an altered mental status and he had a large butcher knife in the residence. That's where police are expected to be a jack of all trades, and I'm proud that my staff, the officers that responded that day, did all the right things: time, distance, de-escalation - and just did an outstanding job. We can have at the end, if you'd like, more of a conversation because that is something that I have my own ideas about regarding assistance with mental health. But it does suffice right now.

James Poulin, CCSE:

Yes.

Police Chief Robert Noble:

Okay. Like I said, I'll be happy to jump in, at the end and we can roundtable, that type of thing, because I do have ideas and suggestions. Because, I tell you what, in this day and age, for my cops who go in to these houses and answer these calls, they're very complex and difficult calls for service. Mental health and domestic violence, calls for this service are dangerous, unpredictable and it's not a perfect science. It's not like you see in the movies; every situation is unique, troublesome, and that we handle it as well as we do is a testament to our officers.

James Poulin, CCSE:

Thank you.

Police Chief Robert Noble:

Robyn, if we could go to the next chart. There you see it. That's our Organizational Chart. If you're seeing the same thing I'm seeing, the window of us is covering the gold or orange color. That's our Staff Division, like I said, the civilian personnel that work at the Yorktown Police Department. This is pretty easy to read and the flow and supervision at every level. All right. I don't think there were any questions. We'll get right into the use of force, which, like I said, this is what brought us to the table, the conversation that we're having this evening, and I want to go through our policies, share some data, and obviously, answer any questions that you may have. As you can see, the revisions have been coming with more frequency. If you look at the bottom, November 2018, November 2019, and we're also revising this year as well. So now we can go forward. The purpose is to establish the policy and procedure in the department for use of physical force, including deadly physical force, as described in General Order 3.01. Such forces, objectively reasonable in the performance of our official duties - is there any way to get the picture screen off because I'm getting cut off on this?

Robyn Steinberg:

Right. So, if you look at the top of your picture screen there, you can actually minimize it.

Police Chief Robert Noble:

I just got it. I'm good. Okay, thank you very much. Officers are expected to use only such force as is objectively reasonable in the performance of their official duties. As you will see, as we go through these slides, objective, reasonable, objective reasonableness or objectively reasonable is going to pop up quite frequently in our policy. That's the standard that we are judged by. Members of the department may only use the level of physical force necessary to affect lawful objectives and the performance of their duties within the limits established in Article 35 of the New York State Penal Law, and the standard of objective reasonableness established by the United States Supreme Court in *Graham versus Connor*. It is the responsibility of each member of our agency to be aware of the requirements of each of the foregoing and be guided accordingly. As the Supreme Court has recognized, this reasonableness inquiry embodies allowance for the fact that police officers are often forced to make split second judgments in circumstances that are tense, uncertain, and rapidly evolving about the amount of force that is necessary in a particular situation. Again, that's the standard that we have to meet. And it allows for, like I said, the understanding that, again, the circumstances are tense, uncertain, and rapidly evolving. You have to make split second decisions and you hopefully have to be right. That's why we train, train and train. We train as much or more than any agency, I believe, in this area. It's all about muscle memory, and putting our officers in the best possible position to make those good decisions and procedure. Generally members may use force in the performance of their duty when it is reasonably believed to be necessary to prevent the commission of a breach of the peace or other unlawful act, prevents a person from injuring him or herself, affect the lawful arrest of persons resisting arrest or attempting to flee from custody, in self-defense or in the defense of another person. If physical force is used, the officer shall, as soon as possible, evaluate the need for medical assistance and if necessary, arrange for such attention. Only issues and/or approved equipment will be carried on duty and used when applying physical force, except in an emergency when the officer may use other resources at his or her disposal. Does anybody have any questions thus far?

RoseMarie Panio, CCSE:

No.

Police Chief Robert Noble:

All right, and I think it's important to see that it is addressed, what we expect of our officers if they do use force to get that medical attention as soon as it is safe to do so.

Rabbi Robbie Weiner, CCSE:

Chief, quick question, and you can say that it's going to come up later on, what about the intensity of the force or the type of force that's used in any of these situations? Does that get addressed in policy as well as in the interoperating procedures and things of that sort?

Police Chief Robert Noble:

We're going to get there, Rabbi. Yes, it's going come up. Objectively reasonable, and objective standard are used to judge an officer's actions. Under this standard, a particular application of force must be judged through the perspective of a reasonable officer facing the same set of circumstances, without the benefit of 20/20 hindsight, and be based on the totality of the facts that are known to that officer at the time that the force was used. So again, that's the objective reasonableness that I discussed. That is a standard policy and it was mentioned by the Supervisor, we are an accredited agency in New York State. Only 29% of police agencies in New York State reach that standard of accreditation. Our use of force policy has consistently met or exceeded the DCJS, which is the Division of Criminal Justice Services in New York State, their use of force standards. Any questions about this?

Supervisor Matt Slater:

Chief, quick question, when you say meet or exceeds, can you just dive a little deeper into that to make sure we understand what that means. You can go back one slide Robyn.

Police Chief Robert Noble:

I don't know how I could go through that, Supervisor.

Supervisor Matt Slater:

I didn't know how they measured it. So that's why I was curious. My apologies.

Police Chief Robert Noble:

This is the standard.

Supervisor Matt Slater:

Got it.

Police Chief Robert Noble:

Our use of force policy technically is more restrictive than Article 35. It generally makes it easier for our officers to apply and what you will see here is our policy, which like I said, meets or exceeds any standard that is out there.

Supervisor Matt Slater:

Got it.

Police Chief Robert Noble:

Deadly physical force, which I will go into, that's General Order 3.01. But the definition is here, physical force, which under the circumstances in which it is used, is readily capable of causing death or other serious physical injury. Physical injury is the impairment of physical condition or substantial pain. Serious physical injury is physical injury which creates a substantial risk of death or which causes death or serious or protracted disfigurement, protracted impairment of health, or protracted loss or impairment of the function of any bodily organ. Regarding physical injury, you'll see our use of force worksheet and how we document use of force. If anybody complains of any type of pain - not even an impairment of a physical condition or substantial pain - if they complain of pain, we document that on our use of force form. Unreasonable force: force which can be reasonably believed to be clearly beyond that, which is objectively

reasonable under the circumstances to accomplish a lawful objective. I'm losing my voice. I'm sorry. This next one is important. Duty to intervene: any officer present and observing another officer using force that he or she reasonably believes to be clearly beyond what is objectively reasonable, under the circumstances, shall intercede, to prevent the use of unreasonable force if and when the officer has a realistic opportunity to prevent harm and properly report his or her observations to a Supervisor. Does anybody have any questions on these?

RoseMarie Panio, CCSE:

No, very clear.

Police Chief Robert Noble:

We talk about this at our police department, it's a conversation, we have quite a bit at roll calls. It's all about supporting each other out there in the field. If somebody's getting a little hot, or there's somebody getting under one of the officer's skin, that partner is supposed to step in there and take over that call, and make sure we have a very sound resolution. And like I said, the data will show that we de-escalate every day. And that duty to intervene - it's been policy and as a policy that we follow, use of force incident reports and our incidents, this is how we count them. If two officers used force on the same incident, and on the same individual, this is counted as two use of force incidents. It would be easy just count them as one, we actually count them (both). You know, if two officers-one incident, we count it as two use of force incidents. If they both use force, and one uses a Taser, or pepper spray, we count that as three use of force incidents. So again, we document these very, very well. Any questions? Okay, next slide. So, I'd like to discuss these numbers because when we talk about de-escalation, we do it every day. And we do it well. Class One Use of Force, the non-injurious use of or an accidental discharge of a firearm. This classification will also include the destruction of any animal. Now, these numbers are from January 1, 2016 through June 13, 2020. Why 2016? That was because that is when I took over as Chief of Police and this administration came to bear. And here we are at present day. So, it goes through January of 2016, through June 13, 2020. Class 1, 180 incidents in four and a half years. Unfortunately, we live up here in the country. There's a lot of deer being struck by vehicles, and a lot of animals in distress that need to be put under - basically rabid raccoons, rabid skunks, you name it. That's what these incidents are, there have been no accidental discharge of firearms. One hundred eighty incidents, 61% of our use of force incidents are Class 1, and all we're doing is humanely and safely dispatching animals. Class 2, the injurious, visible or not visible use of non-deadly force: 12 in four and a half years, 12 people complained of injuries. None of them were broken bones, or anything that required hospitalization. If somebody we arrest or deal with requests to go to the hospital, we send them; but again, of all of the use of force reports 12 of them in that time, we've made over 1500 arrests. Again, only 12 incidents of injuries use of non-deadly force.

Rabbi Robbie Weiner, CCSE:

This is really some wonderful information. I just need a clarification and that is documenting because I'm just a little confused. Is this documenting when someone made a complaint ...

Police Chief Robert Noble:

No.

Rabbi Robbie Weiner, CCSE:

or is this your officers documenting? If they used force that was non-deadly in this arrest, or something like that.

Police Chief Robert Noble:

We document our use of force; there's a form that you will see if somebody complains of pain. That's Class 2, it's designated as Class 2.

Rabbi Robbie Weiner, CCSE:

Got it.

Police Chief Robert Noble:

So that's exactly what that is. If somebody resists and somebody is non-compliant, and we have to wrestle them and or use Taser or pepper spray and they get scratched up or bruised, we document that.

Lieutenant Graham:

Chief, can I interrupt for a second?

Police Chief Robert Noble:

Yes.

Lieutenant Graham:

These use of force incidents - they also get filled out when we use force on non-arrest situations - if we have an emotionally disturbed person who needs to go to the hospital involuntarily. It also includes that when there's not an arrest.

Police Chief Robert Noble:

Yes.

Lieutenant Graham:

That's all.

Police Chief Robert Noble:

So again, in four and a half years, 12. Class 3, the injurious use of deadly force - 0. Class 4, the fatal use of deadly force - 0. In my career here, I don't know of an incident where any of us have ever fired our weapon at another human being. So again, thankfully, we've been able to de-escalate. And we've been able to follow policy. And we have not had to use injurious use of deadly physical force, or fatal use of deadly physical force. Class 5, the non-injurious use of non-deadly force means we used force. But there were no injuries, 88 incidents, or 29%, the Class 2 was only 4% of our incidents, but the non-injurious use of non-deadly force is 88 in four and a half years. So again, it's the documentation that we did have to use force. I will get into the review of that force as we go along. But again, that's the documentation. Right there, 88 incidents in four and a half years, we would hope to have none, we would hope there'd be no resisting, no objection of governmental administration. But again, sometimes in this line of work, you have to use force. Class 6 is brandishing, the unholstering of a firearm. That's, 13 incidents. We began tracking that I believe in 2019. Per Law 837T. Lieutenant Graham can correct me if I'm wrong, but that's the unholstering of a firearm. And that can also be one incident, as you may see in an upcoming slide. Are there any questions on this? All right, there's the slide I'm talking about. It takes you from 2016 through 2020. If you go all the way from top to bottom Class 1 - 180 total broken down by year. Class 2, that's the injurious as you can see, nine of those were arrest-based injuries. So again, we made over 1500 arrests resulting in nine complaints of physical injury. EDP stands for emotionally disturbed person and it looks like that we had with a taser use; somebody complained of pain after using the taser. But again, there was no protracted injury in that use. We've never had any type of serious physical injury involving Taser or OC, pepper spray. Class 3 and Class 4, zero straight down the line. Class five, by year, and you will see most of those are arrests, or as Lieutenant Graham pointed out, emotionally disturbed persons. As I touched on before, those are dangerous calls for law enforcement personnel. Thankfully, the majority the majority of them we were able to handle without having to use force. De-escalation works well for us. But like I said, it's a very uncertain and troublesome call. We do have to use force from time to time to safely get people where they get them the treatment that they need or to subdue them and stop them from harming themselves or somebody else. Class 6: brandish. As you can see in 2019, I'll point out ERPO, that is an

extreme risk protection order, you'll see six on that incident in 2019. What that is, is a Red Flag Law. If that sounds familiar to anybody, that is where we initiate, the school initiates, or family member initiates proceedings, where we have to take guns away from a gun owner - and you want to talk about a dangerous call. That was an incident, we did have a perimeter around the house, there were weapons drawn, thankfully, no shots fired. De-escalation was used and was another incident that we handled safely and very well. But again, 13 incidents in close to a year. Any questions on the chart?

Supervisor Matt Slater:

So Chief, just to make sure I'm clear, we're talking the total count of 293 out of approximately 1500 arrests.

Police Chief Robert Noble:

No, that's incorrect. A total of about 100 because 180 were us dispatching animals. We didn't arrest anyone.

Supervisor Matt Slater:

The 293 included the animals. I got you.

Police Chief Robert Noble:

Yes.

Supervisor Matt Slater:

Thank you for clarifying.

Police Chief Robert Noble:

All right, we'll move on to the Use of Firearms and Deadly Physical Force - General Order 3.01. And we can go to the next slide. As you can see, there have been several revisions in the last few years. Our purpose is to establish clear guidelines for officers regarding the use of deadly force. Officers of the department have traditionally displayed commendable restraint in resorting to the use of deadly physical force. The irreversible consequences of such force A) places the responsibility on the department to establish a policy, which clearly guides personnel in its application, B) maximizes officer safety and minimizes the possibility of injury to innocent persons and reduces the unnecessary loss of human life to the lowest level consistent with the need for public safety. Next slide. Unless there are any questions, that's very clear. The background for our policy is that there is probably no more serious act that a law enforcement officer can engage in than the use of a firearm. The occasions for such use are literally life and death situations, which are invariably confusing and complex, affording precious little time for meditation or reflection. It is imperative then that the officer, through training and absorption of these guidelines, be able to respond quickly, confident that he or she is acting within the limits of department policy. This serves to protect the public from a lawful and unreasonable use of force at the same time, and enables officers to act without hesitation to protect themselves or another person. Perhaps equally important, it minimizes the second guessing to which the officer is subjected, when no such guidelines exist.

RoseMarie Panio, CCSE:

Absolutely.

Police Chief Robert Noble:

As I said before, thankfully, we've never had to use deadly physical force against anyone else. In all cases of use of force, only the minimum amount of force necessary to affect lawful objectives in the performance of their duties is authorized. It is the policy of the Yorktown Police Department that deadly physical force may be used to defend the officer or another from what the officer reasonably perceives as an imminent threat of death or serious physical injury, when there is no apparent practical alternative. Does anybody

have any questions? Okay, again, very, very clear. Our procedure, an officer may discharge a firearm only under the following situations, confrontation situations to defend the officer or another from what the officer reasonably perceives as an imminent threat of death or serious physical injury, when there is no apparent practical alternative. As I had said, 180 incidents to kill a dangerous animal or an animal so seriously ill or injured that it should be destroyed to prevent further suffering. All other options should be exhausted, however, and before shooting the animal, all of the department procedures governing same must be adhered to. Next slide. Firearms practice, obviously, we qualify at least once a year and we go to the range twice a year and many of your officers go much more than that on their own time. But it's for target practice at an approved range. That means they're not shooting in their backyards. They're going to ranges and using their duty weapons appropriately and working on these skills. Repairs and Maintenance: a firearm may be discharged by a firearms instructor or by an officer at the direction of an instructor to verify and ensure proper working order, but only in a manner and location where safety for all is paramount. Proper working order is not to include accuracy, verification, but merely operability. And while I go through these, I'll have you know that Lieutenant Graham has been our lead firearms instructor for ... Jim - how long? How long have you been doing this now?

Lieutenant Graham:

I've been an instructor since 1999. I've been the lead since Kurt left in 2011.

Police Chief Robert Noble:

So again, you've got a lieutenant who reviews this policy and knows it backwards and forwards. Well, all of us do. But Jim, like I said, as a firearms instructor, and that is not an easy assignment to attain the score for test you need to take and the proficiency you need to demonstrate. It's a difficult qualification to work to achieve. And it is to all of our benefit from the youngest officer to a grizzled veteran, that we have in here. So again, any questions thus far?

All right, use of firearms and deadly physical force considerations and prohibitions - Juveniles. The use of deadly physical force is based on the officer's reasonable perception of the dangers presented, and the person's potential to cause death or serious physical injury, not merely the person's age.

Moving Vehicles - officers may not discharge firearms at or from a moving vehicle, unless deadly physical force is being used against them or other persons present. Are there any questions about this? Warning shots: no officers shot fire so called warning shots. You may see that in the movies, that's not real life.

Drawing or displaying firearms - officers shall unholster or display a firearm only if directed by competent authority, or there is reason to believe such may be necessary for the safety of the officer or others.

Dry Fire - That's when you you're firing your weapon and it's empty. There's nothing in it. Dry firing a department-owned firearm is forbidden, except when authorized by a firearms instructor during training programs. Let's face it, that can be a tragic mistake. If somebody is going to dry fire, they think they're dry firing their weapon. So that's why it's a forbidden practice and it's something that we stress at our firearms qualifications and during the year. Next slide.

Chokeholds and Carotid Holds - This was updated in June. Chokehold carotid holds and similar compression of the neck represent use of deadly force in New York State and are prohibited unless an officer or another person is in imminent danger of death or serious physical injury. Officers must be mindful that he or she are subject to New York State Penal Law 121.13-A which reads that person commits aggravated strangulation; a Class C violent felony when he or she being a police officer commits the crime of criminal obstruction of breathing or blood circulation as defined in Section 121.11 and causes serious physical injury or death to another person. Are there any questions?

Okay, again, very, very, very easy to understand and to take out into the field, non-lethal and less lethal weapons and equipment. Non-lethal weapons such as batons, Tasers, etc., shall be used only as prescribed in departmental training. These items or other authorized equipment should not be used in such a way as to represent the use of deadly force unless the officer reasonably perceives such as necessary to repel the imminent use of deadly force against the officer or another. Are there any questions? Okay, next slide.

Sanctions - In all cases where an officer's action is determined to be a violation of these rules, but not a violation of law. This distinction shall be made clear and all public discussion of such incidents. And in any disciplinary action, which may result and an officer found to have acted in violation of this order shall be subject to internal discipline, ranging from reprimand up to and including dismissal, in addition to any criminal sanctions, which may be imposed in the course.

That was our deadly physical force policy, again, very, very straightforward, very easy to understand and applied by our officers. I hope as you know, as the coalition reads, very, very simple to understand. I hope it gives everyone a lot of reassurance as to how we how we go about doing things at the Yorktown Police Department. The final General Order that I will share, again, pertaining to use of force this evening, is the recording, evaluation and investigation of the use of force, brandish and the discharge of weapons. At the Yorktown Police Department we have a Use of Force Review Board, the composition of that board is the Operation Commander, that is Lieutenant Graham currently, and the Division Commanders, Lieutenant DeJulio, and Lieutenant Foley, who are also present tonight and watching this. The convocation of the board, the Use of Force Review Board shall be convened, and shall review and evaluate every Class of Use of Force. This evaluation review should take place as soon as practicable after the incident and or after the completion of the investigation, depending on the nature of the use of force. However, the evaluation by the Use of Force Review Board must take place within 60 days of the filing of the use of force report. So again, so that you understand and see the use of force report, you will be shown it in subsequent slides but I do want to take the time to let you know how it happens. If an officer uses force, he's expected and has to complete a use of force report documenting that force. That use of force report goes to his Supervisor, a Sergeant who reviews that use of force. If the Sergeant has any questions right away or thinks there was a misapplication, he's going to speak to the officer involved in the use of force to get the particulars as to why it was used, why it was needed, and the end results. He's going to include that use of force with any reporting of the incident, the narrative of the report, and then that gets forwarded to the Patrol Division Commander, Lieutenant Foley, and subsequently to the Operations Commander, Lieutenant Graham, who sees every use of force form and is an additional layer and the final layer actually to reviewing those use of force reports. He sits down with the other lieutenants and go over the use of force reports. We're making sure that we're doing our jobs correctly if there's an incident that where we need to sit down with an officer and have a discussion and we do that with the sergeant. As I said, it's an opportunity to train, it's an opportunity to review and use of force and see if it was warranted and to see if we could have done something else. Or to say, "Hey, look, thank you for using such restraint. You did a good job out there. You applied the policy." Again, it's all encompassing. It's documentation and it's reviewing, and it's keeping us as the best agency that we can be. As I said, the data that you're seeing, and a lack of injuries that that people are suffering, supports that we de-escalate. When we do use force documented, and we get people who need treatment, they get it. We do discuss use of force as an agency. As I said, that's why that's why you don't see us in the papers all that much for anything abusive, or any brutality instance. So, with that, are there any questions? No. Okay.

The use of force board shall review the use of force to determine whether or not it is consistent with the policy of this department and was objectively reasonable, and conforms to the professional law enforcement standards. The board shall forward its conclusions and recommendations as to policy compliance or non-compliance, as the case may be, and determine if additional training is needed, as I just discussed, or policy changes, or changes in equipment, or other recommended action by majority vote of the board for the disposition to the Chief of Police. Any board member not in agreement with the

majority conclusion may forward written dissenting opinions to the Chief of Police. In the event the board cannot reach a majority conclusion, both opinions will be forwarded to the Chief of Police. Excuse me, the Operations Commander will maintain use of force review records. The Operations Commander will see that incidents are reported to DCJS, in conformance with 837T of the executive law. So again, now, that law went into effect in November of 2019. Excuse me, on our use of force reports. When we do show you that report, you will see in the upper right-hand corner of that use of force report, there is a box to check that the use of force form was sent to the New York State Division of Criminal Justice Services. Determining the objective reasonableness of force when use of force should only be that which is objectively reasonable, given the circumstances perceived by the officer at the time of the event. Factors that may be used in determining the reasonableness of force include, but are not limited to, the severity of the crime or circumstances, the level and immediacy of the threat or resistance posed by the suspect, the potential injury to citizens officers and suspects, the risk or attempt of the suspect to escape, the knowledge, training, and experience of the officer, and officer and suspect considerations such as size, relative strength, skill level, injury or exhaustion, and the number of officers or subjects. Are there any questions?

All right, there's our use of force report. What I was discussing was updated in November of 2019 and revised again in April of 2020. So it's very self-explanatory, date of incident, type of incident, blotter (which is a report number) name, sex, race, age, location of incident the name of the subject - it takes you right through it. The newest part that is on there is race so that is now being tracked, and the sex of the subject, obviously the class use of force classification, to the right of that type of force used; so as you can see, there are boxes to check off on for firearm, vehicle, baton, Taser, chokehold, if it's on air. Like I said, as you can see in the middle of the right hand of the page that basically tracks the type of force used or displayed. The weapon types. Obviously, you can see their service pistol, shotgun, baton, patrol rifle, OC, or other; we have a separate standalone report for Taser as well as OC. So, it's very, very thorough; the information there is I'm pointing to on the screen. If it's an animal, we're telling you how many rounds are fired on the type of animal. And if for any type of use of force incident, describe incident, all classifications. At the end, the officer signs it, his or her supervisor signs it. And then as I said, that last layer is the signature or second to the last layer, the signature of the division commander, which usually is going to be the Patrol Division Commander. Once that is done, it's forwarded to Lieutenant Graham, the Operations Officer. And the finding of the Use of Force Review Board, as you can see, on the right-hand side of the screen, that's the back of the use of force report. And with the human body, the we actually document the area of the body where an injury was observed or complained of. Any questions?

RoseMarie Panio, CCSE:

Could I ask, Chief, the purpose of identifying race or ethnicity - is that for identification purposes?

Police Chief Robert Noble:

That was part of the suggestion of Executive Law 837T. Again, we had never done that. I'm not aware of any agency in Westchester that did, but it is now on the form. So again, now we can now it's one more thing that we can we can track. And as I said, if you look at the upper right-hand corner of the first page, there are asterisks that say "admin only." There's a checkoff box that says this form was reported to the Division of Criminal Justice Services under the law enforcement portal. So yes, we are sharing this information in DCJS. Very good. Thank you.

Detective Thomas Nadoraski:

Chief, do people know what OC stands for?

Police Chief Robert Noble:

Pepper spray oleoresin capsicum. OC is pepper spray that we sometimes need to use, thankfully very infrequently. All right, and well go back to that screen again. The voice you heard chime in is PBA

President Detective Tom Nadoraski. Tom has taught deadly physical force, as well as use of force in our agency. We use him as an instructor quite a bit. And he is the PBA President. So again, they want to talk about having another layer there. The PBA President of the Yorktown Police Department is a use of force instructor and a firearms instructor. Okay, so are there any questions about use of force?

RoseMarie Panio, CCSE:

No.

Police Chief Robert Noble:

Now, what I will say, I thought the slide was in here before we move on to this slide. But there are layers that are discussed, of use of force. The first layer is de-escalation. We always try to de-escalate when we can. Obviously, there are some situations where that's not on the table. But thankfully, on a lot of issues it's there and the data that I've shown you tonight supports that we do de-escalate. As Detective Nadoraski can tell you and Lieutenant Graham, we train that way as well as discussed in our use of force training, and at our firearms qualifications, and deadly physical force training. The goal is always de-escalation. From there the next layer is basically you hands on - it's either physical strength, Taser, pepper spray, or baton. As I said, there's got to be an articulation as to why that level of force was utilized. Lastly, once you get through that layer, you're talking about deadly physical force, which thankfully, we have not had to utilize since I've been here. Also, as I stated, in my career here we've never had to use deadly physical force. So, Rabbi Robbie, I think that's what you were alluding to earlier. I thought there'd be a slide there. But does that answer your question?

Rabbi Robbie Weiner:

That's great. Thank you.

Chief Robert Noble:

Okay. I just want to be sure answered your question before we move on to procedural justice and implicit bias. Are there any questions on use of force?

Supervisor Matt Slater:

I also just want to point out, Chief that your use of force policies have been and remain on your website, as well. So, if anyone has any questions, at any point in time, in addition to sharing this video, they can go back to your YPD website and find your direct policies on these issues. Correct?

Police Chief Robert Noble:

Thank you for pointing that out. Actually, when this the Coalition was formed, I sent you my email so that if anybody has any questions or wants to discuss anything with me. I asked that you review our use of force, which is on our Department website. So, I'm very transparent. It's out there for all to see. And I think our 2019 statistics are also in the About Us section on the Yorktown Police Department website, which for anybody watching out there is www.yorktownpd.org. If you go on our department website, it's very easy to navigate, go to the About Us drop down window, and you'll see some information there that may be beneficial to you. Any further questions?

Supervisor Matt Slater:

Anyone from the panel or the Coalition?

RoseMarie Panio, CCSE:

Good.

James Poulin, CCSE:

Good right now.

Police Chief Robert Noble:

Great.

Supervisor Matt Slater:

All right, continue.

Police Chief Robert Noble:

Principle policing. Again, this is part of our in-service training, and we were scheduled to take this in March of 2020. We were taking this before the George Floyd incident, and any of the other incidents have ever happened. And then COVID struck. This is a course that you have to take in person. It does not work on Zoom. Virtual doesn't work. You need to do this in person. I'm proud to say that our police officer Keith Fortunato provided this training as an instructor and he did an outstanding job. I mean, when he went to the train the trainer and was qualified to give this course, the county actually asked him to give it to other police agencies, because he did such an outstanding job as a as an instructor in the train the trainer program. He gave the class to all of our members, so that you have a little bit of an idea as to how we train in the police department. We usually have close to 60 in-uniform sworn personnel. So, we usually break that down into five sessions of 12 people in the classroom, to train at one time. You know, maybe more, maybe less, but with COVID that was off the table in order to social distance. In the summers, things improved a little bit, we were able to put six to scale it down and have anywhere from four to six people in the classroom with an instructor taking this training and I tell you he did an outstanding job and it was very beneficial. It's something in the future. Hopefully we can get back to some degree of normalcy with COVID and as the vaccine goes out, we can all get back to some type of normalcy. It's a class that I would like to offer to anybody out there who's interested if they have eight hours on a Saturday that they want to give up and come sit at town hall or someplace. As I said, I learned quite a bit. You really dive deep down into the core of who you are as a person. It challenges you a little bit and, as I said, I think was beneficial to our agency. So, I'm going to go forward with this.

The Yorktown Police Department participates, and has presented classes in procedural justice and police legitimacy. There is an implicit bias component. In this training, the objectives of this class areL define legitimacy and state how to increase police legitimacy, define procedural justice and discuss its benefits, review the relationship between the police and the community, and understand the role history has played in hindering legitimacy in some communities. As we progress through these slides, I think you'll see that our agency has been for procedural justice and we've been doing that in our community.

So, Robyn, I'll have you hit the next slide: training principle, policing, the process, and how we get their legitimacy, public view, the police are as entitled to exercise authority in order to maintain social work, manage conflicts, and solve problems in the community.

Procedural justice, the procedures used by police officers, where citizens are treated fairly and with proper respect as human beings. And on these slides, you'll see some pictures. The pictures you see here are just letters of support from children in the community, as well as some of the support we received from the Huskers for Heroes, and other just nice things that were sent our way during COVID and over the summer.

Next slide. Procedural Justice as a priority, primary issue and how community views police legitimacy: Are police exercising their authority in a fair and just way? Research shows that procedural justice is more important than the outcome of the encounter. For the most part, a positive or negative outcome does not have an impact on legitimacy. Again, so you know, it's all about our guys knowing that sometimes we deal with the negative plenty. But if we treat people fairly, compassionately, and listen, people walk away thinking they got a fair shake. That's the goal. Those are the course objectives. Identify implicit bias, identify sources of implicit bias, understand the science of implicit bias, defined stereotype prejudice,

discrimination, racism, and explain how these become barriers to procedural justice and legitimacy. Procedural justice again, listening voice, neutrality, fairness, demonstrate fairness, respect, you treat people with respect, and trustworthiness explaining the process. Something we're doing here tonight and something we do out in the field very well.

Being transparent. What is racism? That was discussed - the system of distributing power that privileges one or some racial groupings over others. And listed below you have biases that can be associated. These are the categories that were discussed: race biases, gender biases, job bias, disability, age, body size, these roles all match all items that were discussed in our training. Awareness has been shown to actually reduce the impact of implicit bias on behavior. And like I said, I think almost all of the members of our agency that took this course came away with a good awareness and as I said, it can only improve on the way we police our community and the way we communicate with our citizens.

Proceed, We want to talk about procedural justice. For those of you who have been in town quite a bit, I think, in the last few years you've seen a commitment to getting out there and mixing it up with you and having the community meet the officers, not just roadside when we have to give someone a ticket from time to time, but in a positive way and a positive place. So, these are some photos, you know, our Coffee With a Cop event. We've partnered up with United for the Troops, and other civic groups that have come to join us at these Coffee With a Cop events. I think, by and large, my cops on the street told me that people are asking, "when are you doing your next coffee?" Councilman Patel asks me every time he sees me, "When the heck are you doing a Coffee With a Cop?" and I think he has a good time. That's what it's all about, you know, it's about, getting out there and meeting people and letting them ask questions and just meeting them in a positive environment. The nice part about it is we're doing one tomorrow, the cones and cops. There's over 20 of my officers that have signed up. They do this on their own time. They are the majority of these guys, unless they're working that tour, and stopping by to say hello. They are there volunteering their time to come out and meet the community. And, listen, I'm not strong arming these guys. They do it because a lot of them are from this community, they are Lakeland and Yorktown graduates, and they either still live here or have family that do. They value how we are received in the community. They're proud to work in their hometowns and they demonstrate that by coming out to events like this, and I tell you what, we all have a good time. It's great meeting new people, and we get a lot of nice emails from folks who have met our officers at these events. I just think it shows a willingness to realize our responsibility. We're the backbone of this community. That's the way we see ourselves. And, you know, we want you everybody out there to be comfortable with members of our agency; that we're just regular people trying to do a very, very complex job - a job with a lot of uncertainties, that we want to get home safe and you want everybody, everybody to get home safe. And I think events like these and how it's going to work is procedural justice, and this is a nice proactive thing that we've done the last few years.

Next slide. One of the one of the things we discussed early on one of the slides was a pre-arrest diversion program. Hope not Handcuffs is our first pre-arrest diversion program. Now, interestingly enough, we talked about how we were going to do implicit bias, the principal policing training in March. Hope not Handcuffs was ready to roll it out in April. The last meeting that we had, before we shut down for COVID in early March, was Annette Carrs and Hope not Handcuffs, who came to my department, trained our supervisors, and crafted a policy. We were ready to roll in April. And we just couldn't do it. We severely shut down our police department to protect everybody from COVID-19. But with the turn of events, and realizing that this is just an excellent program because it's the diversion program that we needed, because we have an opioid problem in the suburbs, everywhere about New York State. And as you can see on the screen, it is for people who are struggling with addiction, who really have nowhere else to turn. They need to know that there's a place of safety for everybody in our community and that's your police department. That goes back to my policy and my belief that the police are your partners. We're your friends; we're not your adversaries. And we can communicate that quite well, and, you know, it took a long time. But you

have to come to the realization, and people much smarter than me have said it, this is a problem we can't arrest our way out of. And if you had told me years ago, that somebody struggling with addiction could walk in with a pocket full of drugs and turn them in and say "I need help" and we weren't going to arrest him, I would have shaken my head. But now in 2020, we have to do this. I think everybody knows someone who has lost a friend, relative, or family member to addiction. And you know, we are open 24/7, every day of the year. On overnights it would be a little tough, but we still try to help the person out. Hope not Handcuffs - it saves lives; it restores lives. As I said at that press conference that you haven't seen yet, too many times we're meeting and dealing with addicts, and we're putting Narcan in their noses, hoping to save their lives. Well, now maybe we could save their lives by giving them some place to turn to, to walk into a police department and have them have us put them in touch with an angel at home, not handcuffs. We think this improves public safety. You know, a lot of the crimes you see of unlocked vehicles being entered and people losing property - spare change, wallets, computers - a lot of those crimes are committed by addicts. So, if we can actually stem the tide on addiction a little bit, that may be one less incident of people losing property from their vehicles. This program builds police, public health, and behavioral health relations. Jimmy brought up mental health. You know, a lot of people with addictions have mental health difficulties, and we can be a resource and try to help them out. We're all about that. I'm proud to say that my agency is behind it, they're there with it, they're with me, honestly. It's really not a hard thing to do. It's showing compassion and empathy, and trying to help people out. Hopefully, you can move citizens away from the criminal justice system. You know, maybe a person who gets help with that addiction isn't out there committing crimes, maybe they're not going into the jails or anything like that. That's the goal. That's why I think this pre-arrest diversion program is winner. We were the first agency in Westchester County to bring it into a police department. I think in the very near future you're going to see multiple police agencies adopt this program. I think it's going to spread like wildfire throughout Westchester County. And as I said, I'm proud that we have it here. That's not to say that this can be the only pre-arrest diversion program. There may be others out there that may be applicable. Our agency stands ready to work with the district attorney's office, to work with legal aid, to work with our judges and court system. We're going to be part of the solution. We're committed to that. And like I said, I think what you're seeing here tonight, is evidence of that. So again, Robyn, you can you can go the next slide at this point?

Again, reaching out to our community. One of the things that I'm proud of was bringing back the canine program to the Town of Yorktown Police. You see canine Dallas, she is the black lab, and canine Spar, our German Shepherd friend. Like I said, Yorktown police formed a proud tradition since the mid-70s of having canines in our agency. It's a source of pride for our agency. Not only are these dogs valuable members and crime fighting officers, but, as you can see, they build that relationship with the public. And you know, the two guys that we have right now are Officer Tommy Beyrer and also Mike Campion, they're all about that. They train very hard with these dogs to make sure that 1) they can do their jobs; but 2) they're all about bringing them out to the public. Making that communication is easy, showing people out there that fairness and trustworthiness is what we're all about - being part of making a positive difference in this community. So again, I think it's wonderful. You see various pictures Community Day, classroom visits - you name it - our law enforcement clubs, these dogs - Dallas will be there tomorrow at the Cops and Cones. So, if you want to see her, you can come out. I don't give her an ice cream because I can't let her make a mess up at Granite Knolls. But, again, they're valued members of our team and valued members of the community, who really loves them. It's a great resource for us to be able to positively engage with you all out there in your town. Next slide.

No Shave November - every year since 2017. We grow out our beard, not so much me because listen, it's not going to happen for me, you know, I can't grow hair on my head or on my face. What you should know is that everybody here with a beard and everybody that grows one, they donate, and every November we give that donation to a family or families that are in need. Usually we find out about those families by the officers going to a house or coming across somebody that needs a little help, or pick-me-up. And we

grow them out. We make the donation, I'm proud to say that not only do we do it in November, we do it in December and those proceeds go to United for the Troops, our bicycling team that pedals from New York to the City to Washington, DC to raise money for the law enforcement memorial, and a national law enforcement museum. We're proud of our team that does that 300 miles and goes out there every year and represents our town and our police department with pride. We did it this past May. During COVID-19 we noticed that the food pantries really needed a little pick-me-up and we were the recipients of so much goodwill with the community bringing in food. You name it. I mean, you know, not to make light of it, but for a while the COVID-19 was something different. It was the weight that we were all putting on from the food that was being delivered to our police department every day. And again, that's the relationship that you build with the community. It was an amazing thing to see. So, in May of this year, we realized we had to give back. I'm proud to say we donated close to \$800 to St. Mary's food pantry at St. Mary's Church. They were blown away and this was really needed to restock their pantry. And again, you'll hear me say that I'm proud of the men and women that I work with - that's just a little part of that right there.

James Poulin, CCSE:

Nice.

Police Chief Robert Noble:

We get a lot of requests from the scouts, to speak with them, to come to meetings, and to give them tours of the building. Unfortunately, with COVID the tours of the building are on standby but we do try to get out there and meet up with scouts and thank them. They're leaders in our community, all the scouts. We try to answer any questions that they may have about law enforcement and what police do in their communities. I'm proud to say that on the picture, the picture below with a young man and Detective Goordineer standing next to a wall plaque, that Eagle Scout donated to us his Eagle Scout project which was a history of the Yorktown Police Department, and I mean you're talking about what began with Aris Hyatt in 1927, Chief Earl Hawk in the 1930's, all the way up to our most recent hires Joyce Pagliuca and Michael Uhl. That's the history of the Yorktown Police Department. Councilman Diana's name is up there on that wall. He was with us for a while. We've been recipients of goodwill by Eagle Scouts, and we actually have another girl scout right now who's working on a Girl Scout Gold Award Project. That project is positive interactions with police. How appropriate. It was a pleasure to work with this young lady, her name is Kira Malspina. And she's working with two of my officers. Three, actually, Joyce Pagliuca, Michael Maddaus, and Detective Tommy Nadoraski try to oversee the project. And it's all about, you know, how to positively interact with police. We're hopeful of receiving some simulated training, which is something I'd like every member of the Coalition to go through. I'm going to see if I can get you guys into some simulated training, you don't shoot, or use of force until you get that adrenaline going and can understand the positions that we're put in sometimes. It makes you get a full appreciation. People who go through that training don't second guess as much. And it's great training. I'm hopeful that we can get you out there at some point this winter.

Next slide. Here's some food and goodwill that we received. Like I said, the big picture in the middle was the Lakeland High School baseball team who really got robbed. I think they had State Title written all over it, you know, just like the lacrosse boys in Yorktown. But these guys were good enough to come by and deliver a big tray of food. You know, you see some of the pictures down there, JV hot bagels, Huskers for Heroes, people baking cakes, and homemade cookies. We were blown away. It told us that we're on the right track here in Yorktown, that we do provide a valuable service, that we're positive in our community. This was not always the case, we weren't getting food deliveries like that. This is something fairly new. I think it's because we're treating people right out there with some of the things that our police officers get involved with in the community. You see the Stormtrooper, the Star Wars Officer. That was at the Halloween parade. Unfortunately, I don't think we're going to be able to have that this year, but you'll see the Yorktown Police Department and PBA tent behind them. Below that is a trunk or treat event that you see Sergeant Dillon and Officer Fortunato, and the PBA at Community Day, up top in the center. And

that's Officer Robbie Doerr, our School Resource Officer at Yorktown High School with a few students, Robbie and his mom kind of organized this class and they won an award at the Grange Fair that year for the vegetables they planted. I am proud of Robbie and Mrs. Doerr for getting that rolling and given those kids a very, very positive experience. In the upper right, are some of our unity tour team members, from left to right, Sergeant Samuel Sansone, Officer Samantha Guilbert, and also Officer Daniel Kaen, every year, they're pedaling to DC and really do a tremendous job of representing us in our community. I am fortunate enough every year to get invited to the end of Ramadan at the Islamic Center. So, that's a picture. I enjoy that day every year and try to make it a point to get out there. If you invite me, I always try to come. Like I said, some good food and a lot of laughs, nice folks. Another thing that we try to do since I became Chief, is the School Resource Officers. I mentioned them earlier in our discussion, but we can go back to the other one. We have law enforcement clubs in both schools. It gives us a chance to speak with the kids and the kids who are interested in law enforcement. Many of them don't want to be police officers they just want to know what we do and why we do it in the community. At the end of the year, the County police, our partners, fly in a helicopter and the kids get to get to climb in and see the helicopter, watch it land and take off. We have the FBI come in. Our canine officers come and we also have our Detectives come in. Detective Swart and Detective Nardorski have done simulated car stops with these kids, because let's face it, they're going to be young drivers. They're probably going to get pulled over at some point. So, what we try to do is a mock car stop - what we're experiencing, and what they're probably experiencing. Hopefully, with that, the word spreads and we get out of there safely. I have to thank Dr. Hatter and Dr. Stone and now Dr. Lyons, who allow us to have these clubs in the high schools, because, again, you're giving us the opportunity to write our own narrative. These kids get to meet their local police, they get to chat them up, ask questions, get a feel for who we are. And it's just a wonderful program. It's a program that I'm very proud of. I thank my officers, especially Larry Paniccia, our School Resource Officer at Lakeland High School, and Robbie Doerr at Yorktown High School; these guys just do a tremendous job. Again, here's some of the pictures of our involvement with the schools. That's one of the nice things that I enjoy. I keep advancing in years, but I enjoy being around the young adults. We can all learn a lot - these guys are the future and they're writing the narrative right now, so it's nice for me to be around young people. I learned quite a bit and these are just some of the events and the photo of the Law Enforcement Club at Yorktown High School. We have close to 80 kids in that club. Eighty kids in a Law Enforcement Club, which is amazing. Lakeland High School is always nice, they always, invite me in to come in and visit. The picture on the lower left was at an event where the Yorktown Central School District honored first responders, YPD, YVFD, Ambulance Corps and Veterans. That was a very, very special night last year. You can see Officer Paniccia behind the mask, very excited to go back to school. And just some of the pictures of me with the Panas and Lakeland mascots, that was at the car parade at the Jefferson Valley Mall. Since these kids couldn't have a graduation ceremony, our agency was proud to step in, and try to make it a nice day for these kids and give them an escort and provide a parade. We did it at the Jefferson Valley Mall for Lakeland and Panas High School kids and we did it on the Yorktown side with a vehicle parade from St. Pat's Church to the high school. Again, it's our relationship with the schools and with the young adults in this community. Do we bat 1000, no, I'm sure you hear negative stories of us, and negative interactions at times, but by and large, we're all about the positive and there's many more of those incidents that far outweigh any negatives. Some of the nice things given to us by our community, you see the autism patch, we're proud every April to participate in Autism Awareness Month. We put those on several of our police vehicles so that you see them throughout town. Montessori School are awesome. Every year during Police Week, they never forget. They always put that sign out there right across from our headquarters, and it's greatly appreciated. You can see Thomas Jefferson Elementary School at the top left. They wrote us thank you cards, keeping our morale up, the scouts in the lower left, the cookies go quick at the Yorktown Police Department. Girl Scout cookies are always a treat. And you can see some of the pictures that are around. We got rocked by, I'm forgetting her name. She's awesome but she does those rocks. And those were left outside our police department and some nice letters from citizens. Seton School, unfortunately they are not there anymore. St. Pat's, they're always great to us. And, again, it's just about that positive relationship that we have with all of our schools. And as you can see, that is not lip service

in those walls, we're family. And like any family, sometimes we don't get along from time to time, but for the most part, we get it right. And we support each other a lot. Like I said, you won't find a Chief of Police more proud to be in this position, to lead and to have quality character people that put on a uniform, put on a vest, wear that badge with pride, and go out there in this community, and make a positive difference. These are some of the pictures that you see, because one of our police officers is serving his Country over in the Middle East. And he wasn't there for his son's first day of kindergarten. So, we were there and we tried to help out with that. It was something that we were very proud to do. Like I said, in our family no one fights alone. We challenge each other and we support each other. I would tell the community out there, you've got a good thing. I mean, this police department really is unbelievable, it's a positive. I know I struggle for words sometimes butk, again, it's only because I enjoy going to work every day. That's not BS, I enjoy working with the men and women that I get to work with. I've been in a position to hire many of them since 2005. I'm proud to say that we've gotten it right a lot, and the town and the community benefits. I think that's about it. That's my presentation tonight, I know, we covered a lot of material. And if there are any questions that you may have, that's why I'm going to sit here and listen to any questions, if there's anything else that you want me to, or go over. But like I said we covered five out of the six points, bullet points that you had earlier, Supervisor, and those are things that we had to cover. In the in the next Coalition, I am going to bring to you, and we will discuss, how we go about some of our training and how we hold each other accountable, as well as our personnel complaint investigations. As you will see, in some of the 203 items, some of them don't pertain to us, some of them pertain to cities or larger cities that have some issues of trust between the community and the police department. That being said, I wanted to focus on the issues that pertain to Yorktown. I'll discuss just about anything with anybody, but in order to comply with Executive Order 203, these were the issues that I had to really dive deeply into and that's what I wanted to bring to bear tonight.

Supervisor Matt Slater:

I think you did a fantastic job, Chief. I know how much effort and time you invested into preparing for tonight. I know how much you genuinely care about not just your department but the town and you take these things to heart. I think what we saw is the product of what you presented to us as a Coalition. Just an enormous amount of information. I think the data and the stats are astounding, quite frankly, but I want to open it up to the Coalition to see if anyone has any comments or questions about what we saw tonight. And again, keeping in mind that our focus is the Town of Yorktown and the Town of Yorktown Police Department. So, if anybody from the Coalition, and then I'm going to go over to some of our elected officials, and then we'll go to some of our invited participants for some statements. Jim, do you have any questions?

James Poulin, CCSE:

Thanks, Chief. He did a nice job with the presentation. And you guys have done a really good job. You have an opportunity, I think this whole thing is an opportunity for amazing things to come. Because we're not just watching and judging now, but we are setting ourselves up for what comes in five years, 10 years, after you decide to hang it up for whatever. But I did have a question regarding the training. You said you teach firearms training yearly? Do you do a number of these other trainings yearly?

Police Chief Robert Noble:

Yes.

James Poulin, CCSE:

Okay.

Police Chief Robert Noble:

I'll see you at our next meeting, not the listening session. But yes. What I want to provide to this taskforce are the training hours, and some of the training topics that we train in. As I said before, you know,

Lieutenant Graham, he's on here, he's an instructor. PBA President Tommy Nardoraski - he's an instructor. Lieutenant John DeJulio, at one time he was an instructor. I mean, even Lieutenant Foley, I believe, may have instructed. Again, the training that we do annually, it is as much or more I think than any other agency with accreditation. The minimum standard, I believe, is 21 hours on certain topics. Basically, you're talking about three months out of the year - you have to do first aid, firearms, use of force, those are what's mandated. That's the minimum. Prior to COVID, we train, we have an in-service training 10 months out of the year, basically in July and August, when a lot of officers are on vacation, we don't train over the summer. But by and large, you know, we're training nine to 10 months. December is tough, sometimes, but at least nine months out of the year there is some type of in-service training going on. We deal with crisis intervention, emotionally disturbed people, firearms, use of force, first aid, hazardous conditions, EVOC - which is safe driving, driving a motor vehicle safely. Jim, JD, feel free to jump in, I'm leaving out some of the topics that we do, because we on so many topics, and a nice thing that we do is we have staff meetings, and at the staff meetings with the supervisors, we always ask our personnel, what training do you want? What can we get for you? That's where having a young police department, as we do right now, we're getting some new ideas, and we're getting feedback. And it only benefits all of us. So you know, Jim, that I'm going to bring up some of the topics the next time. I just didn't think that we had enough time tonight with the use of force, but those are things that I'm proud to discuss. And I think we put the public's mind at ease - I would that hope occurred tonight as well.

Supervisor Matt Slater:

Any other questions from the Coalition?

RoseMarie Panio, CCSE:

I have one comment, if I may.

Supervisor Matt Slater:

Yes, RoseMarie.

RoseMarie Panio, CCSE:

I remember Robbie Doerr when he was very little. His mother used to bring him to the soccer matches with our girls. And my goodness, he was just a little thing. God bless him.

Police Chief Robert Noble:

He's doing a hell of a job over at Yorktown High School.

Supervisor Matt Slater:

Good, any other members of the Coalition. Rabbi Robbie, I don't know if you have any additional questions or Toni or Liz? No? Okay then. We won't belabor the point. We've got several of our local elected officials with us tonight. Councilman Diana or Councilman Roker or Councilman Lachman - would you like to ask a question or provide a statement?

Councilman Ed Lachterman:

You know, I just want to say great job, Chief. As you know, I'm not as intimate with the department as Tom Diana. But I do have a family member who served on it. And, you know, I think you guys have just done nothing but stay ahead of the curve. This is what community policing is about and it makes me proud to be a part of Yorktown and I thank you for the great presentation.

Police Chief Robert Noble:

Thank you.

Supervisor Matt Slater:
Councilwoman Roker

Councilwoman Alice Roker:

I do have a question, Chief. But let me make a statement first. I knew we were good but just watching you and the lieutenants who are here with you tonight, I am so honored to be in this community. I don't know what other words I could say, I am honored, and I knew this was valuable for our community at large to hear and to see what you guys do. But I did have a question. And it's only a follow up to something you said. You said, I've got a few ideas about mental health, having someone help you with mental health. You want to give us those?

Police Chief Robert Noble:

Yes, sure. I'm going to take myself back in the mid to late 90s, when I was working on the road and answering the calls that my police officers are now answering, there was a mobile crisis unit that was a little more local and accessible than the mental health assistance that we are receiving now. As I told Jim before, we have a liaison at St. Vincent's but it would take a while for them to get up here, if they were going to come up here. Minutes and seconds are precious when you're dealing with a situation that could be volatile, unstable, and unpredictable. You hear a lot of talk about social workers or mental health professionals and I think they can help us but when you're talking this talk about defunding, it can't come at the expense of police, that would be a big mistake, it has that much value. I think it can be, and you got to find a way to make that happen. And if you really want to put your money where your mouth is globally, nationally, if you want to try to decrease these situations, say, okay, we want a mental health professional - I can only speak from my own experience and my lieutenants can as well. I know, Jim and JD care, because they were up here, when we had that mobile crisis unit. You know, those mental health professionals wanted us there. If they felt they were alright guys, we're good. You can wait outside, or you could wait out in the driveway, and we were good. But, you know, by and large, we were on scene, while they were there, unless it was like a dementia or an elderly type thing where they could handle it. But if you were talking about anything with volatility and a lot of times, like I said, it's unpredictable, you needed the police there, we need to work in tandem, if that is going to happen, if you're going to have best practices and best results. So, there's nonsense that you hear about the funding. It's just rhetoric, it's irresponsible. In a rational and educated society, you don't do that with the police. Find a way if it's a value to make it happen. And you know if you do make it happen, that mental health professional or that worker that wants to work with us, I welcome them with open arms. If they can make my guy's jobs easier out there, keep my officers safer, keep the public safer, let's make it happen.

RoseMarie Panio, CCSE:

It sounds like shared service.

Supervisor Matt Slater:

With the County Services, I believe, right, Chief?

Police Chief Robert Noble:

I would say yes. either the County or the State with the Executive Orders, it can't be an unfunded mandate. You know, if you want real results, you got to find some funds somewhere to make it happen.

RoseMarie Panio, CCSE:

I don't think any elected official or official would consider defunding.

Police Chief Robert Noble:

That's ridiculous. But again, I'm glad you brought that up, Alice, I really am because we covered a lot of things, and Lord knows, that's an idea that I think is worth trying to make happen. Another idea we've got

is the pre-arrest diversion program, Hope not Handcuffs, which I think is very, very applicable up here in northern Westchester and throughout Westchester County. But if there are other diversion programs, we're open to cooperating and communicating. Like I said, my cops hold on for any other law enforcement agencies with the DHS office, you know, listen if there's another way, the goal is not to arrest, and not to use force. We're a nation of laws, if, you follow along, there's got to be a way like we're talking locally, so I don't want to stray. As I said, we'll try to do locally, what we can do best, but that's why I'm glad we could do this in this manner. Because it seems like all you're hearing out there is arguing and people talking over each other and people trying to get the best sound bite, and it's all about finding solutions. And, you know, that's what this panel is about. And that's why I think this process can be can be positive.

Supervisor Matt Slater:

And that's a thing that we can take back to the County, as a Board, at the appropriate time or to the State at the appropriate time. If that's something that the Coalition wants to recommend to the Board, then the Board can act accordingly. I want to bring in Councilman Diana, do you have a question for the Chief or a statement you'd like to make?

Councilman Tom Diana:

Just a statement, Chief, once again, kudos, great job. You dated yourself. Now I'm really going to date myself. I go back to the mid 80's with the Yorktown Police Department. And even at that point, we were trained on a regular basis, such as the structure and schedule that the Chief has talked about on many of the same subjects - you had your use of deadly physical force, your firearms, your first aid, and so on and so forth. I only wish that we had some of the programs that they have now. As far as I'm concerned, we have the best trained police department in the County. Our officers are second to none. I had never seen in my years with Yorktown PD any problems were not handled basically by talking. The ones that were not handled by talking were combatants but there was never even going back to - here I go again, Chief, the 80s - there was never any deadly physical force. You did what you had to do. One of my training officers back then said you can get a heck of a lot more done with your mouth than you can with your fists. So, try to talk the situation out first and rise to the occasion. If you start out high, you can't go back. Chief, Detective, and Lieutenants, keep up the good work because I'm there with you.

Police Chief Robert Noble:

Thank you.

Supervisor Matt Slater:

Thank you, Councilman. I'm going to go over some of our invited community partners and participants. I see that we have Diego, from Yorktown for Justice. Diego, do you care to provide a brief statement based on tonight's discussion.

Diego Jaramillo:

Yeah, I'd actually like to open with two questions. First, a statement and a brief personal statement, two questions, and conversation pieces as we move forward through this process. Then I'd like to read the prepared statement. So Chief Noble, thank you, I had the pleasure of meeting with you when we were doing the walk.

Police Chief Robert Noble:

Absolutely. Diego.

Diego Jaramillo:

So, it actually was great to see my son as part of the slide show. He can't wait to meet you again.

Police Chief Robert Noble:

Coming for ice cream tomorrow?

Diego Jaramillo:

We'll talk about it. Yeah, I think we'll get mom on board with that. So, one of the things I think you are proactively dealing with is use of force; maybe we could talk about how the training ties into those proactive modifications. So, the use of force and what we're equipping our officers with in terms of adjusting and methodologies. I think that might be informative. I would like to learn a little bit more about the reporting process. You know, we don't bat 1000 right, we bat 998, in those instances where it is not completely 1000, is there a methodology for citizen to report something and, you know, maybe 60 days, you know, if it was a bad experience. I'd like to discuss that with you and get your thoughts on that and see if maybe there's a little bit of an improvement there. If you don't mind, I'd like to pivot to the prepared statement. So, I introduced myself before. Again, thank you for allowing me to speak. I'm the Co-chair of Yorktown for Justice. Very thankful to Supervisor Slater, the Town Board and Police Chief Noble for welcoming our participation and extending the invite. Yorktown for Justice envisions this Coalition as a group that will go above and beyond to learn to represent the interests and experiences of everyone who passes through the four walls of Yorktown, we do hope for a full 360 review of the policing process which you've laid the groundwork for very well, Chief Noble, in this town, I would like to ensure the feedback is inclusive and holistic. And I think we'll get to that as well. In order to fully understand the interactions and the feedback of the community, we'd like to discuss a mechanism for providing anonymous feedback. And I think that kind of ties into the question I asked before, we believe that this would help identify any needs or improvements by the police department, especially the ones that would be most impactful to our community. I think, Chief Noble, you said before that any type of feedback is an opportunity to learn and grow. And we want to make sure that we get the most out of this process with you. You know, and this is for your information at least, and then we could discuss anything else from there. But I want you to have the information. In line with that goal, we'd like to help provide the Yorktown Police Department with any tools or training that they would need to meet the needs of the Yorktown residents. The way that I think about it, and a little bit selfishly, is growing up close by in Mahopac I was excited to move to Yorktown, not just because I actually have a chance of winning a lacrosse championship now, but also I heard great things about the police department and you Chief Noble. I have a mom who is involved with a county judge and she had nothing but glowing reviews of you - and she doesn't say nice things about anyone really with regards to that. But I think about my worst day growing up as a minority, who came from impoverished means, and it was, I think, probably a little bit more difficult, you know, just with kids and how kids are. I'm thankful that I grew up in a community and with a police department that was able to meet those needs and help support me. I think about my worst day, and I want to make sure that a police officer's worst day, and if those two things happen, and they interact with each other, that they both feel that they're heard and respected. And I think you were speaking to that. I think a lot of the points you brought up were kind of being accepted by the community. So, I want to make sure that it's something you visit on. Yorktown for Justice stands ready to assist you in this work. I mean, we want to have a sense and be engaged with this Coalition during its entire lifespan. And again, thank you for this opportunity.

Police Chief Robert Noble:

Thank you, Diego. Appreciate it.

Supervisor Matt Slater:

I do want to add if I can, there was a question at the Town Board meeting about anonymous feedback for the Coalition. We did create an email address ccse@yorktownny.org So if anyone wants to provide any anonymous feedback for the Coalition they can submit an email or not just anonymous feedback, but written comments can be directed there. If they wish for it to be anonymous, we can redact their information or any identifiers before circulating it to the Coalition. So, I do want to make a point that we have set up a mechanism to address that. I encourage anyone who feels the need to provide any written

comment, or anonymous written comment, to utilize that avenue which is available. It's also on the Town's website under the Coalition's web page. I'm going to go over to our community partners and participants, and that's the Yorktown PBA, we have with us the president who was introduced earlier - Detective Tom Nadoraski. Detective Nadoraski, do you have anything you'd like to add to the conversation tonight?

Detective Thomas Nadoraski:

It's getting late, Matt, I got to get going here.

Supervisor Matt Slater:

It's early. Come on last night. Tuesday's Town board meeting went for another hour. We can go another four rounds here.

Detective Thomas Nadoraski:

No, no, no.

James Poulin, CCSE:

I wave the white flag.

Detective Thomas Nadoraski:

I'll keep it short. Just a quick introduction. I started my career in 1989, talk about dating yourself, Tommy. I became a police instructor in 1994 and haven't stopped since. I was a Sergeant for nine years. I was on a SWAT team in the City of Albany for eight years. I spent 17 years in the City and I've been here since 2006. I've been a firearm instructor for nearly 25 years. And Chief, you mentioned larger city training, and things that happen in larger cities coming from a larger city. We didn't have the training that we have here. I came here in 2006, and was exposed to the monthly training and a type of training that we got, it was, I was shocked. I couldn't believe it. I was like, wow, they spend a lot of time on training here. Why are we doing all this, and I quickly realized that it was necessary. The attitudes of the officers in a smaller community are a whole lot different from officers in the big city. And that's no judgment on them. We not only get training at the department, but we have hundreds of hours of off-site training throughout the State that the Chief sends us to. The list just goes on and on and on about the type of training that we do have. Diego, you talked about the methodology that we use, and the use of force. That has been an evolving topic, for the 30 plus years that I've been on the job. It changes constantly with the times that are changing, and we react to the situation and we adjust our policies on a regular basis; we will always want to do the right thing. Like she said, we haven't had a shooting here in Yorktown. That being said, in the past 20 years New York State alone has lost 465 police officers that have been killed in the line of duty. So, our training is very important to us not only to protect the public, but to protect ourselves. We have a long way to go. I encourage the public that if you see a police officer walk up and talk to him, get a first-hand dealing with that guy. You'll see what he's all about and what the Yorktown police stands for. I absolutely encourage you to do that. No matter where you are, I'm here to assist you with any questions that you guys might have on use of force or the trainings that we have been involved with since I walked through the door in 2006. I have a lot of knowledge, but we work together as a team to put training together. And yes, RoseMarie if you want to do simulated training, I would be happy to instruct you.

RoseMarie Panio, CCSE:

I would love to.

Detective Thomas Nadoraski:

And it would be a lot of fun.

RoseMarie Panio, CCSE:

Let me just make one comment I have skirts older than some of you guys.

Detective Thomas Nadoraski:

I am older than I look, Rose.

RoseMarie Panio, CCSE:

Okay.

Detective Thomas Nadoraski:

So, I look forward to an open dialogue with you and with the community. Our job is to get better; we're not oblivious to that. We're very open minded to it. We look forward to listening to all of you and making some good positive changes.

RoseMarie Panio, CCSE:

Good. Thank you.

Police Chief Robert Noble:

Thanks, Tom.

Supervisor Matt Slater:

I appreciate your participation. We appreciate your service to our community. And to your point, I think that this is all geared towards fostering a dialogue where we can see both sides and make sure that if there are things that need to be addressed, that we do it in a very responsible and proactive manner. And, so that really concludes this first session of the of the Coalition. Our next meeting will be a listening session. I just want to talk a little bit about what that means. So that really is where we're asking the public and our community partners and invited participants to provide feedback to us and will be similar to how we run Courtesy the Floor during Town Board meetings - you're going to be asked that you register with the Town Clerk to speak. It's going to be done in a very organized fashion. This is open to the public. It's open to the public of Yorktown to provide positive feedback, questions, negative feedback, however you feel so moved based on the discussion that we've had or we are having here. It's the Coalition's task to take that feedback and try to, if there are any shortfalls that are identified, that we openly discuss it and come up with a remedy for those shortfalls and that'll be our next step in the process. Following the 22nd meeting we will meet again in November and the Chief will come back with another presentation, which he's already kind of given us a preview on some of the things he's going to discuss. We will also discuss as a Coalition some of the feedback that we received during the previous listening session. But I do genuinely want to thank everyone for participating tonight. Again, as I stated earlier, there is a specific email address - ccse@yorktownny.org - if anyone in the public would like to submit an email, a written statement, written comments, questions, which is an available avenue for you to do so. You can also contact my office directly at 914-962-5722, extension 200. And you can also always email me directly at mslater@yorktownny.org. Of course, anything related to matters of the Coalition will be shared with the Coalition appropriately and for dissemination and discussion. So, again, I want to thank all the members of the community who turned out tonight, all the members of the community who are serving on the Coalition, and I genuinely want to thank the Yorktown Police Department for their incredible service to this community, for keeping us safe, and to our Chief. Just another great, great job in your presentation tonight, again, reflecting all the effort that you put in on a daily basis. And I think that anyone who's interacted with your police department, I think recognizes that passion from your presentation tonight. I do want to thank you for all you've done. Thanks.

Police Chief Robert Noble:

Thanks, Supervisor, if I could jump in real quick. If any members of the Coalition have any questions that I can answer for them, that they may not have thought of tonight, they can certainly email me or call me. I think I gave you all that information. I've got to pass along your compliments. As I said, whether it's

Detective Nardoraski, Lieutenant Graham, Lieutenant DeIulio, Lieutenant Foley who are all on this call. If you surround yourself with good people, good things happen. As I said, I'm blessed to be surrounded by the best. Let's, keep it rolling and we'll see where this takes us. And thank you, everybody. Thanks for your participation tonight. Thanks for your support, and like I said, I look forward to the next meeting.

Supervisor Matt Slater:

We will reconvene October 22. So, Thank you, Yorktown. Stay safe. Stay healthy. We'll talk to you soon.