

Minutes of Work Group Session for the Coalition on Community Safety and Engagement, Town of Yorktown held via Zoom Video Conference on Wednesday, November 12, 2020, 363 Underhill Avenue, Yorktown Heights, New York 10598.

**Representatives from the Town of Yorktown Present:**

Matthew J. Slater, Supervisor  
Thomas P. Diana, Councilman  
Alice E. Roker, Councilwoman  
Vishnu V. Patel, Councilman

Robert Noble, Chief of Police  
Lieutenant James Graham  
Lieutenant John Deiulio  
Robyn Steinberg, Planner  
Adam Rodriguez, Town Attorney

**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

**Community Partners Present:**

Daks Armstrong, Yorktown for Justice  
Steve Ronco, Westchester County District Attorney's Office  
John DelVecchio

**Supervisor Matt Slater**

Good evening, Yorktown. We are live. This is Supervisor Matt Slater. Thank you for joining us for our next meeting of the Community Coalition on Safety and Engagement. This is part of our efforts to comply with Executive Order 203 handed down by Governor Cuomo earlier this year. I'm happy to introduce members of the Coalition and members of the public. We have with us, of course Chief Robert Noble of Yorktown Police Department. We are joined by Jim Poulin, member of the Coalition, Toni Reynolds, a member of the Coalition, Pete Lanza and Liz Rivera, members of the Coalition. I see that we have Rabbi Robbie Weiner with us, a member of the Coalition and Rose Marie Panio as well as Paul Cirillo. We're also joined by members of the Town Board, we have Tom Diana and Alice Roker.

**James Poulin, CCSE**

Vishnu is here too.

**Supervisor Matt Slater**

Also, Vishnu Patel, Town Councilman. We spent all day together in our budget meetings.

**Councilwoman Alice Roker**

We have been zooming all day.

**Supervisor Matt Slater**

I also see that we're joined by Steve Ronco from the DA's Office and Lieutenant Justin Foley. We also have Daks Armstrong with us from Yorktown for Justice. And tonight is another work group for the members of the Coalition. This is really a presentation for Chief Noble to continue to educate the Coalition on some of the practices and policies of the Yorktown Police Department, not just educate the Coalition but educate the general public and I know he's got a very in depth presentation for tonight. Before we begin, I do want to thank Robyn Steinberg who is with us, a member of our planning team, and really our utility infielder and outfielder when we need her so Robyn's spending the night with us. I'm just trying to see Chief was there anyone else from your team who I didn't introduce; I see a couple names at the bottom.

**Police Chief Robert Noble**

Lieutenant James Graham is on and Lieutenant John Deiulio, my command staff is on this meeting.

**Supervisor Matt Slater**

Fantastic. Great. So Chief if you want to take it over from here, you did give us a presentation on use of force, providing statistics and data and the policies about use of force for the Yorktown Police Department and I believe today, you're providing a different presentation for us.

**Police Chief Robert Noble**

Yes, I am. And like I said, Good evening, everybody. Some of you, I spoke with you. We chatted a little bit. Others I have not, but again, it's nice to see everybody back again. And tonight, I'll be giving a presentation on the following topics. And I'd like to echo what you said Supervisor about Robyn Steinberg. She's been fantastic. Thank you so much for helping me coordinate this PowerPoint presentation. Don't let any other jurisdiction hire her.

**Councilwoman Alice Roker**

She is not going anywhere.

**Police Chief Robert Noble**

Excellent. All right. So, Robyn, whenever you're ready, you can pull up tonight's slide. Can you see it. All right, did you guys lose it because I just lost it?

**Councilman Tom Diana**

No, we got it. Yeah, I got it.

**Supervisor Matt Slater**

Is your screen dark?

**Police Chief Robert Noble**

No, I'm looking at zoom. 5.0 here. Hold on, I probably hit something wrong.

**Robyn Steinberg**

Just minimize it.

**Police Chief Robert Noble**

There we go. All right, I'm back. You want to hit that next slide Robyn. I'm going to talk about topics that we're going to cover tonight, which is our personnel complaint policy, our Yorktown Police Department complaint data, or officer recruitment and promotions process. Our selection process for officers character background investigations that we conduct on all prospective candidates and are in service training, along with the Yorktown Police Department in service training data, which I think will be an eye opener for everyone here, the amount and the depth of the training that our officers received. And I think this will hold the total package together based upon what I presented last week. And our policies and the data that I'll bring tonight, that'll show you that we have an outstanding and an excellent police department that protects and serves the Yorktown community. So, with that, we'll start with our personnel complaint policy and get the next slide. And statement of purpose. The purpose of this policy is to improve the quality of police services. This is accomplished in three ways. First, through the provision of meaningful and effective grievance procedures. Citizen confidence in the integrity of police actions increases, and this engenders community support and confidence in the police department. Improving the relationship between the police and the citizens they serve facilitates police citizen cooperation, an element vital to the department's ability to achieve its goals. Second, disciplinary procedures permit police officials to monitor officer's compliance with departmental procedures. Adherence to departmental procedures assists officers in meeting departmental objectives, and a monitoring system permits managers to identify problem areas in which increased training or direction is necessary. Finally, the third purpose is to clarify rights and ensure due process protection to the citizens and the officers alike. heightening the appreciation of comparable rights afforded to citizens accused of a crime.

And to continue in light of these purposes, the objective of this policy is to provide citizens with a fair and effective avenue for redress of their legitimate grievances against law enforcement officers. And by the same token to protect officers from false charges of misconduct or wrongdoing, and provide accused officers with due process safeguards. Yorktown police department wants to maintain the integrity of the department as well as its employees. In doing so the department shall not hesitate to impose disciplinary actions were justified to remove from employment, those officers who proved to be unfit for law enforcement work and to dismiss unjustified allegations. Are there any questions on what I presented thus far?

**Rose Marie Panio, CCSE**

No.

**Police Chief Robert Noble**

It is the policy of the Yorktown Police Department to accept and investigate all complaints of officer misconduct or wrongdoing from any citizen or department employee following a thorough and impartial examination of the available factual information, the determination will be made as to the merits of the complaint, and whether misconduct occurred if misconduct or wrong doing occurred, while officers involved shall be disciplined according to the degree of the misconduct. The imposition of corrective actions and necessary penalties are among the methods available to management to achieve important goals and compliance with department policies and procedures. Use of this authority is intended to eliminate the particular behavior and essentially the individuals that account for the misconduct. Furthermore, disciplined process shall be used to identify and correct unclear or inappropriate agency procedures, as well as organizational conditions that may contribute to the misconduct, such as poor recruitment and selection procedures or inadequate training and supervision of officers. Those three slides there's a lot there. But it's all encompassing

right there. It's kind of telling you, we expect a lot out of our officers, they are to expect a lot out of their management and administrative team. And then also, you know, the public is going to expect to receive very good service which by and large they do. It holds our guys accountable. But it says right there we need good procedures, you need good policies and procedures to do your jobs appropriately. And when we do investigate any allegations that rise to the level of a person, that personnel complaint, aside from the allegations and the investigation, we always go back and look at our policies to see if there was anything where we may have fallen short in the way that our policies are maybe read or interpreted. And like I said, I'll show you some data a little bit later on. And I think this policy continues to work very, very well for our agency. It's actually one of the things we have to comply with for accreditation. This is one of the things that accreditation assessors always look at and they want to see how we look into our complaints. So again, I think it's very easy to understand and apply. And also, you know to bring about the best product the Yorktown Police Department can bring. Any questions thus far?

**Daks Armstrong**

And I do have one Chief. So, looking at the wording where it says, Furthermore, the discipline process shall be used to identify and correct unclear or inappropriate agency policy. So, this is speaking, as you were saying. This is speaking to looking at the agency policies and what's going on behind the scenes. So, who is evaluating looking at that and deciding if changes are necessary?

**Police Chief Robert Noble**

Well, what would happen with that as with any changes in policy. That is, the first step is our administrative level, we take a look at it, and, we think there's something that maybe is unclear could be changed. Now, we also have police instructors, or different officers that have different policies per se, in their wheelhouse, that we run the policies, pass them and say, hey, look, do you think there's anything here that may be unclear or vague? And then finally, if we thought there was something we sit down with the PBA reps and say, hey, look, is there something that's not workable here? Is there something that needs to be improved, or they can initiate that the other way around from the bottom up, and we would take a look at it. And that's what keeps our policies fresh and very workable.

**Daks Armstrong**

And so the PBA would be that outside governing body to help you look at those and evaluate.

**Police Chief Robert Noble**

Well, they're bound by the policies, when they go out and protect and serve every day. These are the policies that they follow, to do their duties. So, if we're going to change something, we want to listen to them. And if they have good suggestions, we implement them. If we don't think they're applicable, then we wouldn't. The Town Attorney, and the Town Supervisor, have our rules and regulations.

**Daks Armstrong**

And in terms of a complaint, because I know I won't get the exact wording correct, but I'm sure what you meant in reading it was that a complaint is evaluated, and if it's found and then determined whether it's founded or unfounded in a situation where a complaint is made. And it's investigated by the police department, and it's unfounded. But the complainant doesn't agree. What is there, is there an appeals process, what is their ability to continue with the complaint?

**Police Chief Robert Noble**

They can always go to the Yorktown Town Board. The Yorktown Town Board, which you'll see at the end of this policy sit as the police commissioners.

**Rose Marie Panio, CCSE**

That's right.

**Steve Ronco, DA's Office**

It can also go to the District Attorney's office, Public Integrity Bureau, they take complaints concerning the police departments as well.

**Police Chief Robert Noble**

If it's of a criminal nature.

**Steve Ronco, DA's Office**

That's correct.

**Daks Armstrong**

Only criminal and where and under what jurisdiction is that attorney's office?

**Steve Ronco, DA's Office**

Westchester County, we take complaints made by the public against any department that operates within Westchester County.

**Daks Armstrong**

Okay, thank you for that. Thank you, Chief.

**Police Chief Robert Noble**

Yep.

**Rabbi Robbie Weiner**

Chief Noble, this is Rabbi Weiner. Hi, Chief. I've been spending a lot of time thinking about our process. And I just kind of wanted to throw this theory out there for all of us that are sitting on this, and that is one an expectation, and then the theory behind my thoughts. One, the expectation is, as you're beginning your presentation, there is no question in my mind that the policies that you are going to present to us today are going to be top notch, because that's who you are. And we've heard from the community, and it's how we feel about you, and the police is just top notch. I have been thinking about the challenge of looking at policies, like most of our institutions, my own institution is the same way. Steve Ronco, you might be able to not just now but in the future help us to understand how to develop or even think about policies that are not reactive. You see so much of what we have even here and I assume is what's going to follow and what we expect is it's usually reactive we get some data is an issue with an individual or a group of individuals. There's something that repeats like just how you have written here is when there's a problem with an officer, we address it with the officer if there is a consistent issue, perhaps it's the policy and we reevaluate the policy. I think that for myself, and I don't know, if Daks and the community that you're representing feels this way as well is, I think the challenge, the hardest part that I'm finding in our process is not so much of what's in front of us, that's at issue. It's almost like the rhetorical, the stuff that hasn't happened. How can we conceptualize things that are good advancements for us that better our town, our policies and things of this sort, about things that haven't happened yet, but could possibly happen? I'm not asking you necessarily Chief to respond to that. I'm just kind

of like putting up a theoretical context to some of our work here. Because again, I want to close with what I opened with. And that was, I think what you're doing and what the police are doing in our town is top notch, and especially when we compare it to other towns around us, I mean, it's superb. But it's really about going from as I've been thinking about it, going from better, to best, as opposed to bad to good. And going from better, to best in some ways means thinking about policies that are not reactive, but are almost proactive. So, I don't know if any of that makes sense. But just throwing this theoretical out there.

### **Police Chief Robert Noble**

I think as we go more through this policy, you'll see it's a proactive policy. What ifs are, always tough, with the amount of training, and that's what I, unfortunately, you're going to lose a couple hours out of your life tonight with what I'm going to give you. But I think the foundation will be well received that this is proactive, it really is. And I'm going to say it till I'm blue in the face. We are one of the 29% of law enforcement agencies that are accredited in New York State, which means, yes, you're saying better the best, we're better. So, we can try to be the best. But I would hate to get bogged down. I'm a big picture guy. And this is part of the process. The nicest part about this process is it allows me to basically brag about my police department, and men and women that work there and the excellent job they do. I look at it as a positive. I've got other chiefs that are ready to pull the pin and retire. So it goes both ways with this kind of thing. But I'm a glass half full guy, I think you're going to see after these after the policy introductions and the data that I show you. And like I said, any questions or any suggestions like you just made? We can run through it and discuss it. Absolutely. That's part of the process.

### **Rabbi Robbie Weiner**

Thank you.

### **Police Chief Robert Noble**

No, thank you.

All right, next slide. So, the statement of purpose. Again, the department is committed to providing law enforcement services that are fair, effective and impartially applied. In so doing officers are held to the highest standards of official conduct, and are expected to respect the rights of all citizens and officer voluntary here. So, these standards motivated by a moral obligation to perform his or her job to the best of their ability is eminently desirable, and an ultimate objective of this department. If an officer does not adhere to the standards of official conduct, either through deliberate action or negligence, disciplinary action shall be applied in a prompt and certain manner.

The prevention of misconduct. So, here's something that we spoke about. It is a policy of this agency to emphasize the prevention of misconduct as the primary means of reducing and controlling it. The department shall make every effort to prevent and eliminate any organizational conditions, which may foster, permit or encourage improper behavior by its employees. Now, I can read this till I'm blue in the face and prevention of misconduct. I'm a keep it simple guy. And my thing is, my philosophy is I like to think that I treat everyone in my agency very well, I'm there for them. Lord knows I'm visible out in the community. And if anybody needs something from my job, they'll know they have my support, but they have to pay that forward to the community. And I think they do. And the prevention of misconduct, you know, aside from policy, is keeping morale high as well, keeping people you know, with a lot of the COVID that we're dealing with the civil unrest that brought us to this point. If you have employees who look forward to coming to work and having value in their job, you're way ahead of the game. Because I'll tell you what, there's a lot of police departments out there that do not have that. And if you don't believe that, I don't know

what else I can tell you here tonight, because it really is you need that proper mindset, you need to know you're being treated well, in order to flip that and pay that forward, you know, to the community. I'm a big believer in that. That's been my pulpit, per se since I took over in 2016. And like I said, I think the data that you will see and the discussions that we'll have tonight, there is no denying it. Any questions?

**Rose Marie Panio, CCSE**

Well, I think if I may just make a comment, Chief Noble, I think that maintaining these standards, leaves very little to chance. And we can't always think of what might happen, something, someone could always be doing something silly, but I think dealing with prevention and standards, leaves a very narrow road for something to go wrong, which we hope never will. But that's definitely the way to go, in my opinion.

**Police Chief Robert Noble**

Thank you.

**Rabbi Robbie Weiner**

Chief, what would also be very helpful in this process, especially for lay people like ourselves that are on this committee is if there are any policies that are or any parts of the policy, that are things in your judgment, that are not in districts who are in in police. I don't know the right term, group in town police forces, that they don't have things and so therefore, this particular part of our policy makes us exemplary. That'll also help us because for some of us, we look at this and we think like I can't even imagine a police department not having something like this.

**Police Chief Robert Noble**

They don't. I shared this policy with several police departments.

**Rabbi Robbie Weiner**

And they don't have these types of policies.

**Police Chief Robert Noble**

I'm not going to throw any other agencies under the bus, but I know of two right off the top of my head that don't have a personnel complaint policy.

**Rabbi Robbie Weiner**

Oh, that's terrible. Thank you so much for that, honestly. But that elevates you, Chief to let us know that. Um, you know, because that's, that's key that there are actually departments that don't have these types of policies. It's terrible.

**Supervisor Matt Slater**

Is that part of the accreditation requirements?

**Police Chief Robert Noble**

Yes, it is. This is something that, like I said, the assessors, they look through our files, we have to redact, but they look through our files to see how we go about enforcing, you know, our policy and like I said, we've come out with flying colors every time.

**Rose Marie Panio, CCSE**

So, why would police departments not, I mean in general, I would think that every police department should be having accreditation. I can't imagine why they would not want to reach that goal.

**Police Chief Robert Noble**

A lot of agencies get here.

**Councilwoman Alice Roker**

There's a lot of work Rose Marie that goes into getting accredited. So, I can see that there are a lot of agencies that don't want to put in the work.

**Rose Marie Panio, CCSE**

It's so worthwhile though, it is just so worthwhile.

**Police Chief Robert Noble**

Robyn, we can hit on next screen.

**Daks Armstrong**

I'm just curious. Have there been changes made to our police department's policy due to any complaints in the past five years or so?

**Police Chief Robert Noble**

In the past five years, I'd have to get back to you on that.

**Daks Armstrong**

I guess you can just speak to since you've been at the helm, because that wouldn't be fair. Right. I don't want to ask you about anything that preceded you.

**Police Chief Robert Noble**

You will have to let me get back to you on that.

**Daks Armstrong**

Were these the policies that were in place when you took over?

**Police Chief Robert Noble**

By and large, yes, they were.

**Daks Armstrong**

Okay. Okay, thanks for that.

**Supervisor Matt Slater**

And Chief before you took over, before you became chief, you were also the accreditation officer. Right? You oversaw the accreditation process for the department, which includes these policies you would approve?

**Police Chief Robert Noble**

Yes, the most recent update to the personnel complaint policy was made in November of 2018. So that's the best answer I can give you right there, Daks.



**Councilwoman Alice Roker**

I think this next portion that we're going on is recruitment and selection, it is really important to the Town of Yorktown for a number of reasons.

**Police Chief Robert Noble**

Well, we're going to, I do have a focus on that after I get through the personnel complaint policy, this is just it's included within our personnel complaint policy just to say that finding quality law enforcement officers have the highest integrity is a necessity to running a professional police department. But we'll go to the next screen because like I said, you'll see Alice in the future presentation. It's in there as well as training. Recruit Training and in service training is a high priority for the department, which helps in maintaining a high level of proficiency and professionalism and law enforcement and public safety. Recruits shall receive the most current training in the police academy. After graduation from the Academy. This is followed by an intense 12 week training period in the field training program. This training is one on one with a trained field training officer, newly hired officers within this department who have previously graduated from the Academy, and have prior police experience with another jurisdiction will be assigned to the FTO program for an eight week period. Right. So again, we don't just take new recruits out of the police academy and send them out into Yorktown without having another 12 week assessment with our highly trained field training officers. And there's times when after that 12 weeks, candidates are ready to go. There's, other times where we extend them, and they get another two or four weeks. And usually after that, we're good, we're good to go, that happens at times. And, also the eight week program again, that's the minimum if they if they're ready to go after eight weeks. We send them out there if they need a little more time. We give them more time.

**Supervisor Matt Slater**

Chief, going back to one of the questions that was asked before. Is that a policy that we can find in other departments around Northern Westchester? Or is that something unique to Yorktown?

**Police Chief Robert Noble**

I would think any accredited agency would have a training policy. And this specific the field training officer program, that standard throughout Westchester County, all county agencies should be following that protocol.

**Supervisor Matt Slater**

Thank you.

**Police Chief Robert Noble**

In service training now, that's another thing that's what I'm going to close this presentation with. But in service training is designed to reinforce the skills learned in the police academy and to keep training up to date and current. This training includes but is not limited to legal issues first aid and CPR, use of force firearms, defensive tactics, tactical issues and other training issues as required. This training is designed and implemented with the intent to maintain the highest standards for public safety and professionalism in law enforcement. This commitment to training exemplifies the department's commitment to quality service, which the community receives now. I can tell you firsthand that this is going to be an updated policy to include procedural justice and implicit bias. We've already been doing it but like I said, we're hoping that all of our agency policies will be ready to roll updated at the end of 2020. And, you know, at that time, I'll submit them to the to the Town Board and the Town Attorney. And you guys can have a look at it with all the updates, but because our rules and regs are quite voluminous, this is an update that we will be making. Supervisory responsibility. Proper training of department supervisors is critical to the discipline

and performance of patrol officers. Emphasis shall be placed on anticipating problems among officers before they can manifest in improper behavior or debilitating conditions, identifying potentially troublesome officers identifying training needs of his or her officers and providing support in a consistent and fair manner. Again, trying to be proactive letting our supervisors know that. The other first line our sergeants, see our police officers every day, that work for them in their squads. And they are first line of defense, our sergeants and they do a very, very good job. The lieutenant's deal a lot with the sergeants they speak with the sergeants, and again, I have a dialogue with just about everybody in my agency. But again, my lieutenants are probably the folks that I worked closest with, you know, along with the sergeants when I do see them and chat with them. But again, high emphasis on supervisory responsibility. Okay, our categories of investigations. Category one: complaints are all complaints concerning department members which allege one, unnecessary or excessive use of force, two false arrest, violation of a specific criminal statute, corruption, gratuities, serious misconduct, insubordination, Other complaints or allegations is directed by the Chief of Police.

**Rabbi Robbie Weiner**

Well, that gives you Chief a lot of control there with that number eight, wow.

**Police Chief Robert Noble**

You know, you're going to hold me accountable for everything. You have to throw me a bone once in a while.

**Rose Marie Panio, CCSE**

That's why you're the Chief.

**Police Chief Robert Noble**

That's why I'm the Chief, going back to what I also want to say is.

**Rabbi Robbie Weiner**

Does that include not giving you your coffee the way that you like it, or is that a complaint?

**Police Chief Robert Noble**

I'm easy, I like it plain, you just pour it in a cup, and I'm good to go. But what I'm most proud of is, you know, number one, number two, there's been no complaints of unnecessary or excessive use of force. Like I told you in the last presentation, we've made close to 1500 arrests since 2016. And no complaints on use of force. You want to talk about de-escalation? I think we practice non-escalation. We can go to the next slide now.

**Steve Ronco, DA's Office**

Chief, I just want to make a note that we've been doing arraignments in Yorktown and at the arraignments for defendant, the defense attorney has an opportunity to address possible issue and we inform the attorney of the procedures to file an excessive force complaint with our office. And since I've been in Yorktown, we haven't received, one that I can think of now those are done in confidence, too, they could have they can go directly to the Public Integrity Bureau, but none have come my way where I would forward it to the Public Integrity office.

**Police Chief Robert Noble**

Thanks, Steve. Category two complaints, all citizen complaints relating to inadequate service discourtesy, improper procedure, and any other allegations involving members of the department which are not included in the proceeding category, complaints defined. While it is generally

obvious when a complainant alleges misconduct on the part of any employee, complaints concerning lack of service or improper procedures are sometimes more difficult to categorize. In many instances, a citizen may be merely requesting information or clarification of a policy or procedure. In such case, the citizen should be given a thorough explanation of the procedure or legal issues involved in the situation that initiated the inquiry. In some cases concerning alleged violations of category two offenses, the supervisor receiving a complaint may be able to resolve a complaint without filing a formal personnel complaint report, because of the fine line that occasionally exists between inquiries and minor complaints in the category two column that can be resolved by a supervisor. If there is any question, it should be considered a formal complaint and forwarded for further action. So, there are times where it's almost like, people have questions, hey, why, why did this officer do this or do that? They might not have been happy. They speak to a Supervisor, the Supervisor tells them this is the lawful reason why this has happened. Then they go through the, was there any profanity? Was there any this and that, and they're like, no, after you gave me the explanation, I'm okay with what happened. And that's what this part of the policy deals with. And, you know, like I said, a lot of times through conversation, there's not a formal filing, but we tell anybody who calls that they are, you know, they can file it, they can file a formal personal complaint, and it will be investigated. Like I said, thankfully, we don't get very many complaints of any nature. But that, like I said, many times, it's merely inquiries from the public. And when we go back and explain our policy and why the officer did what the officer did. Many times the person comes away with a very good understanding and can understand why their interaction with the police went the way it did.

The procedure for accepting personnel complaints, any personnel complaint regardless of category may be lodged at the headquarters main desk, or with any member of the department. Whenever possible, the supervisor in charge of the tour should receive the complaint. Complaints, regardless of their nature can be lodged in person, by mail or by telephone at any time. Normally, when a complaint is received by mail or by telephone, the complainant should be required to sign a personnel complaint form within five days. Anonymous complaints and or complaints where the complainant refuses to sign a formal personnel complaint form will handled as follows. Third Party complaints, whenever a complaint is filed by a third party, a sincere attempt will be made to interview and obtain a statement from the aggrieved party. Is there any, are there any questions on this portion?

**Rabbi Robbie Weiner**

Yes.

**Daks Armstrong**

If a complaint is made anonymously, it's the wording sounds to me like, that person must come forward and make the complaint in person. At some point.

**Police Chief Robert Noble**

You really need that. But in that same manner, we do investigate depending on the nature of the anonymous complaint. We may investigate some of them. Others are just obviously frivolous with throwing things against the wall.

**Daks Armstrong**

I can see that. But so, I mean, I, you know, it's hard to go through scenarios, but what, who does the person have to report out to if they want to remain anonymous, if they're afraid of reprisal? Who do they have to report out to in person?

**Councilman Vishnu Patel**

Well.

**Police Chief Robert Noble**

I think we're getting to the point where I don't think there is no reprisal because God forbid, in this day and age, a police officer is found to commit an act of reprisal against anybody, they'd be tarred and feathered just about the way things are going.

**Daks Armstrong**

And it also might not be an officer, it could be someone from the community, you know, I'm just saying hi. And I'm not even putting anything out in the atmosphere as to where the reprisal coming is from. I'm just wondering, how do we protect someone from that fear? So, who were they reporting out to? And how is their anonymity being protected? And I'll give an example. Almost on a daily basis, we're seeing emails in the district of people testing positive for COVID. But their identity never revealed. Now, clearly, someone knows their identity, but it's not me or any staff, you understand what I'm saying?

**Police Chief Robert Noble**

That is HIPAA Rules and Regulations.

**Daks Armstrong**

Sure. But I'm just giving that as an example, someone knows who that person is. But not everyone does. So, what is the policy within the police department to protect that person's identity while receiving and dealing with a complaint.

**Police Chief Robert Noble**

In order to effectively investigate a complaint, it is always beneficial for someone to come forward and sign the complaint. There is no reason for anonymity, we're trying to get beyond that point. Because at the end of the day, it's a delicate process, because the officer has rights as well. They have collective bargaining rights. And if somebody is going to make an anonymous complaint, you know, we'll do our best on a complaint to look into it, and to see if it has any merit. But at some point, it's going to be an inactive complaint if we can't unearth any type of corroboration to go with an anonymous complaint.

**Daks Armstrong**

So, the bottom line is a person cannot remain anonymous, and successfully make a complaint?

**Police Chief Robert Noble**

Well, no, I wouldn't say that. I would say in most cases, it makes it a lot more difficult to investigate with anonymous complaints. But sure, there could be an anonymous complaint where somebody points us in the right direction. And we find misconduct, that could absolutely happen. But I don't think you're listening. I don't think you're understanding me. The goal is to have somebody make the complaint, and have the faith that we're going to investigate that complaint and get back to them with our findings.

**Daks Armstrong**

Right, I guess what I've heard from the community at one of the things I've heard is that people have been afraid to come forward, for fear of reprisal. And sometimes that reprisal might not even be from the police department, but it might be from members of the community. You know, we're

a tight knit community. And everyone knows everyone and though those fears exist, so I guess I'm just trying so maybe we're not

**Police Chief Robert Noble**

I think that's more so with all the keyboard cowboys on social media. You know, you get a lot of people that puff their chest out on social media and I want to put things out there that oh, this guy did this, this and there's no merit it's just throwing gasoline on a fire. You have a professional police department that investigates complaints, and there has been no acts of reprisal. And if there ever was, I'd be leaving and you can take this up with the next guy, that's not going to happen on my watch.

**Daks Armstrong**

Fair enough.

**Police Chief Robert Noble**

All right procedure for accepting personnel complaints. The category two type complaints, if after a five day period, the person refuses to sign a formal complaint, he or she will be notified that no further action will be taken on this complaint until the complaint is signed. If after one month, the person making the complaint with the anonymous person making the complaint does not sign the personnel complaint form. The complaint shall be labeled closed by lack of complaint and filed. The category one type complaint. In this category of complaints, the division commander who received the complaint will immediately meet with the operations commander and or chief of police for evaluation of the nature and source of the allegation. The depth of the investigation will depend upon factual information received, and a determination will be made if the complaint warrants an investigation, even if the complainant does not wish to sign a personnel complaint form.

**Councilwoman Alice Roker**

Yes, I think your question is answered.

**Rose Marie Panio, CCSE**

That's right.

**Police Chief Robert Noble**

And like I said, I do have some data. I'll show you. I can't go into specifics on any complaints. But I will show you the complaints that we've investigated since 2016.

**Daks Armstrong**

And how long does a person have to come forward with a complaint, Is there a statute of limitations for that.

**Police Chief Robert Noble**

Well, you know, timeliness always helps us do our job that much better.

**Rabbi Robbie Weiner**

Didn't the policy say five days?

**Steve Ronco, DA's Office**

It's two years for misdemeanors, five years for most felonies.

**Councilwoman Alice Roker**

Okay.

**Police Chief Robert Noble**

Yes, those are criminal complaints. Thankfully, we don't get very many complaints and the ones that we initiate are usually based upon, you know, misapplication of department policy. So but, you know, like I said, if something happened, you know, several months ago, you know, what, I think I want to make a complaint again, about that, you know, we would take a look at it, and if it seemed legitimate, and it seemed like there was a training issue or something maybe, you know, could have done, somebody could have done better, we would take a look at, you know, it's not like we're throwing these by the wayside. When a complaint comes, it's logged in, and it's investigated. So, procedure for accepting personnel complaints, or a non ranking member, the department receives a complaint against a member of that department, he or she shall immediately request the presence of a supervisor, who shall interview the complainant and document the complaint on our YPD 52. For the supervisor receiving the personnel complaint will take whatever immediate action necessary and will file the report with his or her Division Commander, who will submit the complaint to the Operations Officer, Operations commander. The personnel complaint form is to be used to document complaints regarding personnel, services or department policy and procedures. The form has to be completed on all Category 1 cases and on Category 2 cases, sufficiently serious to warrant investigation.

Additionally, if the personnel complaint is of a criminal nature, here we go now I got Steve Ronco on the line. For the Westchester County District Attorney's Office serving the Town of Yorktown, which is Steve will be made aware of the investigation by the Operations Commander or the Chief Police. Additionally, the Operations Commander will ensure that full cooperation is afforded to the DA's office, in overseeing the investigation of the allegations as circumstances may warrant. Any questions.

**Daks Armstrong**

And that standard regardless of what that complaint is, they'll always be intervention by the Westchester County District Attorney's Office,

**Police Chief Robert Noble**

If it's criminal in nature.

Okay, so the central complaint index, the offices of the Operations Commander shall be responsible for maintaining a comprehensive central index of all citizen complaints received by the department. The responsibility of the Operations Commander in relation to the central complaint index shall include the following. Maintain a numerical file of all citizen complaints recorded on civilian complaint forms, coordinate and review internal investigations relating to citizen complaints, prepare statistical analyses of the complaints to identify trends or patterns developing within a department or with individual members that may require additional training or corrective action.

**Rose Marie Panio, CCSE**

That's very important. Number three, to prevention.

**Police Chief Robert Noble**

Yes, The Operations Commander shall have the primary responsibility for assigning and supervising the investigation of all Category 1 cases, in any situation or incident of a critical

emergency nature. The person receiving a complaint shall immediately notify the Operations Commander who shall assume or assign the responsibility for the investigation. Investigation Category 2 cases will be assigned by the Operations Commander to the appropriate Division Commander who will assume or assign the responsibility for the investigation. When personnel have more than one division involved, the Operations Commander will designate a particular Division Commander to be responsible for the investigation. So again, you've got a Lieutenant who is basically overseeing any investigation. They are not the investigator per se unless the complaint is made against the Sergeant, but they manage the investigation process.

Okay, so notice of questioning. Prior to the questioning of any officer who is the subject of a personnel complaint, they will be served notice by using the form entitled notice of questioning in accordance with Civil Service Law 75, Sub 2, this notice informs the officer of the right to have a rep present at the time of questioning a reasonable period of time, usually 24 hours will be allowed for an officer to obtain representation by their certified or recognized employee organization. If an officer being questioned is identified as a witness, he or she should be notified of such by using the witness a personnel complaint form, if circumstances allow the witness should be given time to bring a PBA union representative to the interview. However, since the officer is being questioned as a witness, Civil Service Law 75, Sub 2 does not apply. The adjudication of complaints, the results of the investigation shall be recorded on departmental memorandum. A completed investigation including original copies of all investigative reports will be forwarded to the operations commander. After final review, the operations commander will make these reports available to the Westchester County District Attorney's Office only if the complaint is of a criminal nature. The completed report of the investigation conducted shall be forwarded to the Chief of Police at the discretion of the Chief of Police. Findings of misconduct may be given to the appropriate Division Commander for review. The Division Commander will review the findings and the officer's personnel files and if requested, he or she shall submit a written recommendation concerning disciplinary action to the Chief of Police. Disciplinary action for substantiated instances of misconduct will be at the discretion of the Chief of Police. Are there any questions on any of this? Continue with the adjudication of complaints. In all complaints, the complainant shall be notified of the results slash disposition of the investigation, either in person or by telephone by the supervisor conducting the investigation. If the investigation resulted in disciplinary action against a department member, the complainant shall be advised that only that appropriate disciplinary action has been taken, the specific disciplinary action shall not be released. In all complaints investigated, the officers involved will be notified in writing of the results of the investigation at its completion. The Operations Commander will file the completed investigation and all original paperwork in the appropriate personnel complaint file.

Okay, so since 2016, we have investigated nine personnel complaints. None of the nine complaints involve the use of force. Only two complaints were made by civilian 16-03 and 19-01. The remaining seven were initiated by the department's administration. So, there you have the stats, five of these were substantiated. The one that says retired, it would have been substantiated, but it wasn't a criminal nature it was for it was for technical, repeated technical infractions and that member decided to retire. There was nothing criminal at all about any of these, that would have necessitated any referral to the District Attorney's office. Now, in addition, what you'll see at the end, I believe it's there, I did review it. I know it's there but in January of each year, I come to the Town Board with these complaints, and I present them to the board. And you know if there are any questions about the disposition or how it was handled, I'm there to answer those questions. And I've done that without fail since I've been the Chief Police. And that's kind of the way it's happened and the way it continues to happen, and it works, it works quite well. As you can see, this year, we only have, you know, the one complaint. And last year, fortunately enough, we only

had one, and it was an anonymous complaint that was looked into. But, you know, after an investigation, we couldn't find anything that we were able to corroborate any of the allegations that were made by the anonymous complainant. And it wasn't for lack of trying. So, again, and that was presented to the Town Board in in January of 2020. So, again, I don't know if there's any questions, I can't really get into the specifics of any of these complaints. But do you have any questions?

**Rose Marie Panio, CCSE**

No.

**Supervisor Matt Slater**

Coalition?

**Rose Marie Panio, CCSE**

Well, the remaining seven were initiated by the department's administration indicates to me that, that you're looking out for things, you know, you're keeping your eye on, on various situations. Since they were civilian complaints, they were things that were brought up by department administration.

This tells me you are watching out for all of this, you're keeping your eyes open.

**Police Chief Robert Noble**

Yes, now, here's our personnel complaint report form, I thought it important that you see it. That's the notice of complaint form that the employee would receive, if they are identified as the subject of a personnel complaint. And that's a notice of questioning that the employee would receive. And also the complaint form that I had spoken of, the witness of a personnel complaint. So again, before I move on to officer recruitment, are there any questions on a personnel complaint form.

**James Poulin, CCSE**

Yes, I just want to say, in reporting, and I understand that there are people that would be fearful of retaliation. And I don't necessarily think it's the Yorktown Police Department. What I think is we're dealing with a perception, because what we see on TV, and what we see across the nation, that all these things are happening, this is kind of giving people the opportunity to paint a cop with one brush, whether it's Yorktown, or it's White Plains, or it's Kalamazoo, whatever.

**Police Chief Robert Noble**

Very unfair.

**James Poulin, CCSE**

I think to some people, it is unfair, I'm saying that. But I do think that there is a portion of community, whether it's our community or not, I think there's a portion of people out there that still may be fearful because of what they see on TV. Yes, for good or for bad. And unfortunately, you as Chief of Police and others of your position. It's something you have to deal with.

**Police Chief Robert Noble**

Right. And it's important to realize, like I had said, I know it'll pop up and one of these future slides is that your Town Board sits as Police Commissioners.

**Rose Marie Panio, CCSE**

That's right.



**Councilwoman Alice Roker**

I was about to ask.

**Police Chief Robert Noble**

Alice, how many calls have you received or Chief, can you look into this, you know, yeah, you know, Supervisor is a year, barely a year in and he's taking it on all fronts.

**Councilwoman Alice Roker**

Yes.

**Police Chief Robert Noble**

Alice you're a veteran of the game, I mean, you know, Tommy's on here, he's received calls from concerned constituents.

**Councilwoman Alice Roker**

I have received calls and I've called and I get it that people might be concerned or apprehensive about going into the police department. And I think that it is a real fear that some people have whether we may understand it or not, but like I said, I've gotten calls and I call the Chief as soon as I get those calls and we work on them. So, there are ways that if someone needs to make a complaint and is fearful about going to the police department, Matt sits in Town Hall all day. if someone calls Town Hall they can get my phone number. So, they can come to us. There are ways they don't have to sit and let that complaint fester.

**James Poulin, CCSE**

And I think it's important that we get to know that tonight, that is something that's out there, because I don't know who you know, who is the one that oversees the overseers, so to speak on. So, I think it's important, but it also is possible think it's important to recognize that there are some there's going to be people out there, who maybe it's a family who's got somebody who lives in Yonkers had something bad happen to them in Yonkers, unfortunately, and unfairly is something that we have to take, unfortunately, you know what I'm saying?

**Supervisor Matt Slater**

I think everyone knows, and we acknowledge that you've been very, and the whole department is very active in the community, build bridges across the community through a whole host of programs that you bring whether it's the cones with cops, you do the coffee with the cops, you mean you're very visible, your department's very visible, and is that I'm guessing that part of that effort, is to build that goodwill with members of the community to let them know that you are in fact approachable.

**Police Chief Robert Noble**

Well, I can honestly say that's been, you know, a primary goal of mine. And I think, you know, you can also go on our Facebook page and see the positive goodwill type approach that we take to that. I mean, we are making that outreach, there's no denying that and, you know, it's up to people to give us a shot if they have those reservations.

**Councilwoman Alice Roker**

Sometimes it's not because you haven't gone out to the public and made those overtures. They're just some people who are fearful, and I get it, I get it, they may have had a bad incident. So it's not for anything you haven't done, it's for their own, maybe something within them that just don't want

to come to the police department. But there are ways in a lot of people know those ways, because I've had many, you know, complaints called in. And if there's somebody that has a complaint, but I have to tell you, I got to put that shoe on the other foot. I remember reading, getting a copy of this letter that was sent to the newspaper one day about me. And in it was a letter about me with all these lies. And I'm sitting there going, Oh, my God. And I remember calling the newspaper and saying you're not going print this, are you? And he said, no, we don't print anonymous letters. But it was, I don't know who wrote it. But I know, I didn't do any of the things that were in it, you know. So, it's a double edged sword, I think at times.

### **James Poulin, CCSE**

It is, I'm just thinking it just in my mind, I'm just thinking it is something that, again, for good or for bad, it's there, it's out there, and it may not be in Yorktown. It may not be and I see out there Chief, as you go out there, and you guys have been good to me personally. But I have just always been concerned with, you know, people just have this in their mind that, okay, this happened to me, or happened to my cousin from a cop in Chicago. So all cops are bad. It's like, one race for one person's thing. It's like blaming whoever and just painting everybody with a big broad brush and reality or not, it's there.

### **Rose Marie Panio, CCSE**

I think people have to know and have to be informed that they should go to their Town Board. That's why we elect them. That's why you guys get the big bucks. And, and you should be they should feel comfortable going to members of the Town Board and discussing this. And I'm very happy that this happens because this is a wonderful thing. Unfortunately, a lot of people and they're good people wonderful. People really don't know a whole lot about how their town functions. And so, this is a good thing. And now somebody brought up a review board. Well, we do have a review board, we have people who have been elected in our community to deal with all of these issues. And you know, they're good people.

### **Councilman Tom Diana**

I'm proud to say that I have receive complaints but they weren't about the police department, it was people that were afraid to go to the police department about an unrelated complaint, which I took and forwarded to the Chief. I have, in my tenure year on the Town Board have not received one complaint on any police officer that's in the department. Nor in my time in town, which is about 63 years, have I really seen any, any acts of bad that these police officers are doing on the road, and I come from the police field. So, I would look at these things, and say, oh, my goodness, he shouldn't be doing that. Or she shouldn't be doing that, or what, but it's just not seen. So, like I say, most of the complaints I get are because people are afraid to go to the police to report their neighbor or someone down the street or they noticed, you know, I've got guy doing graffiti on a wall or something. And that's the complaint side.

### **Supervisor Matt Slater**

You know, it's funny to me, you say that because I can say this week I you know, I'm here nonstop if I was paid hourly and working. But, but in all fairness, I hear and I'm here constantly, my staffs are constantly, we hear from residents every single day, this week alone. I've heard from residents who wanted, to your exact point, they wanted to go to the police about a neighborly issue, but they were afraid of their neighbor. So, they come here, they come to me, I had two or three people. I, you know, as the Chief Executive Officer, and also with the Town Board, I also hear complaints about just personnel. And not just not police, I haven't received one about the police. I do receive in other departments. And we take them in and we process them accordingly and professionally. And we make sure that people understand the process. And they understand when

they come to a conclusion whether or not we found their complaint to be substantiated, very similar to I think what the Chief was discussing in his presentation. So, my point being is there are other people besides the Chief and the police department that if people have concerns that they can go to. And I understand Jimmy, I understand what you're saying. I still think that our police department, to still paint police in general with a broad brush, I think is quite unfair, especially our police department. But regardless, if there are residents who do have those concerns, who aren't comfortable approaching a police officer, there are other avenues for them to reach out to. And I think you're hearing from three out of the five tonight, very engaged in those conversations when they do come.

**Councilman Tom Diana**

Just take us as customer service representatives.

**Supervisor Matt Slater**

I'm a customer service rep. Hi, I can go down the line. I am NYSEG, Con Edison, maintenance.

**James Poulin, CCSE**

You know, it's unfair. It's just, you know, to me, it's just something that I'm looking at the what if, maybe that's where I'm coming from? What if somebody sees us? What if somebody doesn't trust? What if? And I'm not saying it does happen here. But it happens somewhere?

**Councilwoman Alice Roker**

You know, I'm not aware of it.

**James Poulin, CCSE**

That's the only, I hope you understand where I'm coming with this.

**Daks Armstrong**

But you're right. Because if it didn't happen, this Executive Order wouldn't be here. So it is happening. It's happening across the Country. And the truth is we have a we have a long history in America of it happening. All right. And once again, you know, my point about this is if things aren't happening here, that's fine. But we have to acknowledge that it's an issue across the Country. And we have to be leaders. We have to be leaders, we have to evaluate and look at our systems, see how we can make them better regardless of whether we're in a crisis or not. And show that example for the rest of the Country.

**Supervisor Matt Slater**

Daks, in all fairness, I think that's exactly what we're doing. I can tell you that I've talked to other municipal leaders, there are many who aren't coming anywhere close to the level of engagement that this town, this Coalition and this Police Chief, are in right now. And also, just to remind the Coalition and remind the public. Executive Order 203 is very specific, while we recognize that there are problems, you know, in other areas of the Country, some close to Yorktown and some not, our focus is the four walls of Yorktown we are showing exemplary leadership by engaging in this conversation by providing as much information transparency and open mindedness as we have thus far, and again, engaging in these conversations. And we're going to continue to do so and see a product that will be, I think, an example for other municipalities and other police forces to emulate. But again, the good thing that we have on our side, is we have an accredited agency, with a top 29% in the State of New York. And that definitely puts us, I think, on a different playing field, than other municipalities and other police forces. It doesn't mean that we have to close our

eyes and turn off our ears. But it does put us in a very different situation, based on what the objective of EO 203 is.

**Councilwoman Alice Roker**

You know, Matt.

**Councilman Tom Diana**

I will tell you what the good part is also, is that we have, we have a Chief that shares his information with other police departments throughout the County, so that our good example can be passed on to other departments who may either be coming certified or and are working on that process, or that just need to fix a problem that's in their own particular department. They come to us and that's an honor, it's an honor for me to have a police department like that in the Town of Yorktown.

**John DelVecchio**

And I think the chief did speak about it in the beginning about training trainees, one of the things that Yorktown does, well, from what I can see, I mean, I'm a civilian, but from what I see, what we do different than the rest of the country, is our levels of training. And it's apparent to just seeing officers in, you know, just witnessing traffic stops in the street. Any sort of communications You see, at events, they're very connected to the public here. And that comes from training, and also comes from the programs that they run. So, no one has a crystal ball, no one could say, listen, Yorktown is never going to have this problem, or they are going to have this problem can predict that. But I think, to be proactive, we need to implement more training, and allow more funding for our department and feed them with that type of service. So we don't have or we have less of a chance of becoming like the rest of the country where we do see these incidents. So, I think we are on the right track. And if we're going to focus our efforts, I think we should focus them on training funding, and more community events like we've been doing all along.

**Councilwoman Alice Roker**

I agree. I do have something to say. I remember the night at our work session when Matt spoke about EO 203 from the Governor. And I remember quickly saying, yep, let's do it. Because I wanted to show off our police department. The entire point of that was to say to the public, look at us, examine us. And because you know, what I know, people that probably are afraid to come into the police department. I think it's called your life experience that people bring to the table. And if their life experience wasn't a positive one, with the police department, I can understand that. And that's why I thought this was a great thing to do. Because let him watch. Let him look. And I think that when you unveil the mystery, and you show people what you do and how you do what you do, they become more knowledgeable.

**Rose Marie Panio, CCSE**

And there's transparency, which is what our goal is.

**Councilwoman Alice Roker**

Yeah.

**James Poulin, CCSE**

I agree with you Alice. I think that is, I had a conversation with Matt prior to this meeting. We were standing outside of the Town Hall. And I thought this could be a real win for the department. You know, to show what they do and you know, our problems, when you compare to other areas. You know, what we're seeing, but is what it is, you know, our group is good. They are good. I just like to know, you know, my training teaches me to think of, what's on the other side? Where the

other person's coming from. I could be off target on it. But and my personal opinion is our Police Chief and the team have been great. But somebody else could have a different opinion.

**Councilwoman Alice Roker**

Yes.

**Police Chief Robert Noble**

Of course.

**James Poulin, CCSE**

And that's, and that's where I'm coming from just to recognize that that is that it's possible. But what I've seen through my eyes has been positive. Anything like that, that I think of, I always think of the other side.

**Supervisor Matt Slater**

Jim, I have to say that I think, though, you know, I don't think anyone's dismissing the other side at all. I think that, I think that we're, I think you've heard from the Chief, you know, to steal his phrase, they don't bat 1000. But they get pretty close. And it's, and it's trying to find ways to get closer to that 1000 Mark, that I think there's trying to strive for. And so I you know, from an open minded standpoint, I think that I don't want to speak for the Chief but the Town Board, I think that we're always looking for ways to improve. And if we can identify specific ways to improve. I mean, that's what we're here to do. Right. But again, I think it's important, though, to keep that in context. And the problems that you're seeing, again, whether it's close to this town, or far from this town, it's what's in the town. That's the objective.

**Rose Marie Panio, CCSE**

I think the public needs more information to be able to appreciate what we have.

**Councilwoman Alice Roker**

Totally agree with you.

**Rose Marie Panio, CCSE**

They don't really know, we have to make it known, what a fine job our particular police department does, and what a great group they are. And I think that alone will lessen some of whatever tension could possibly come up, and know that we're open. So, go to the Town Board, and either on a private call, or go to a Town Board meeting or whatever makes you comfortable that somebody is there to hear you. That's very important.

**Supervisor Matt Slater**

And again, I say, I'm, frankly here a heck of a lot. So, you can either do for the public. And I say this to you now, I was on the Parks and Recreation Commission meeting before we started, I said, you don't have to wait for a Parks and Rec. Commission meeting. If you have a question. Ask it. We're here, we'll get you an answer. I know the rest of the Town Board feels the same way. I know that the Chief feels the same way. People don't have to wait for types of forums, to express themselves, ask their questions or raise any concerns.

**Councilwoman Alice Roker**

I have an instance of something that happened to be in another area of Westchester County, early one Saturday morning, I'm going out to get my hair done. And I come around and make a left and instead of going all the way to the far end to park I parked right in front of the bank, well I stopped

there. And as soon as I stopped there looked across there was this police officer. And he came over and I had taken my registration and license. And as soon as he came over, he started yelling. And I remember sitting there going, and he must have yelled for five minutes. And finally, I said, are you finished? Here's my information. And he must have recognized my name. Because at that moment, he said, Oh, I'm sorry, I still have to give you a ticket. I said do what you got to do. Because I'm going to do what I got to do. So a person could have that experience with that police officer. I mean, I had said nothing. I didn't hurt anybody. It just focused on the wrong side of the road. And I get this five minute diatribe. I don't even know what he was saying. And if that's your only experience, it's not a good one. It wasn't here in Yorktown. And I'm not going to tell you the name of the area but that's what happened.

**Supervisor Matt Slater**

Again, I recognize that. I think that the Coalition recognizes that those types of episodes of course happen and they shouldn't, here in the Town of Yorktown, you know, I think our department is, as we're learning tonight, and as we've seen elsewhere, runs a bit differently.

**Councilwoman Alice Roker**

And that's why this is good.

**Supervisor Matt Slater**

It starts at the top. That's why I wanted to bring up those efforts and outreach to building those community bridges, to try to break down those walls and those barriers. So, people are comfortable working with our police department and communicating with the Chief of Police

**Councilwoman Alice Roker**

I agree.

**Police Chief Robert Noble**

And I know we do that very well. You don't make close to 1500, little over 1500 arrests in 4 years, zero brutality complaints, and zero use of force complaints. It's almost like, what more can you do? I'm kind of at a loss. But let's, keep going here. But I'll emphasize because it's to the character and the credibility of the men and women who wear the badge and work in Yorktown. We're not perfect, everybody has a bad day, and everybody might be a little discouraged. But by and large, you know, what they, they represent the name on the uniform and the badge that they wear very, very well.

**Councilman Tom Diana**

You know, that I found is an interesting concept Chief was when you know, if you had to issue a summons, and you gave the summons to someone, and they said, thank you, as the police officer walk back to your car going, ah, man, did I really have to write that summons to that person, you know, they were so nice. They even said, thank you when I was done. You know, it was interesting, and it's an interesting thing that happens when you're out there on the street.

**Police Chief Robert Noble**

Well, then, you know, what, there's always an opportunity to come to court and let the Judge you know, hear out the facts. You're not guilty. Or I know, a lot of times the traffic stops or goes very well. And you officers reach a reasonable plea bargain agreement with the Town Prosecutor or with the people themselves for traffic summons disposition. We could discuss a lot of different things. The lack of mutual understanding and just getting through that, whether it's a traffic stop, whether it's an encounter, some positive, some negative, what, you know, by and large, we just get

through without, you know, resisting or, you know, raising hostilities, or, you know, things go very well, I think we're proof of that here at Yorktown PD.

**Rose Marie Panio, CCSE**

And I think your outreach to young people, all the things are very, very important, because then they don't develop those hostilities which is important.

**Police Chief Robert Noble**

I don't know of any other high schools that have law enforcement clubs. You know, unfortunately, with COVID, we've been dealt a bad hand. But you know, we started those up. And like I said, at Yorktown High School, was one of the biggest clubs in school. And it's nice to see that, while many of the students may not want to be law enforcement, it gives them an opportunity to meet those who police in their agencies, and to ask any questions that they might have.

**Rose Marie Panio, CCSE**

Wonderful.

**Councilwoman Alice Roker**

Great.

**Police Chief Robert Noble**

Officer recruitment and promotions. So now here's the next phase we did personnel complaints. Now we want to get to how we hire the people that we hire. So, the purpose of officer recruitment and promotion is to inform new members of the agency and remind the other members of the Department of the recruitment and promotion process in the Town Yorktown Police Department. The Town of Yorktown is a part of the Westchester County Civil Service System. New police officers are hired from an eligibility list provided by the Westchester County Department of Personnel. This eligibility list is provided by Westchester County Department of Personnel, and the use of this is strictly regulated by the County. Any new officers wishing to enter this department, either as a transfer or reinstatement must get approval from Westchester County Department of Personnel that they meet the eligibility criteria established by Westchester County Personnel. Job announcements for the Yorktown Police Department are made by the Westchester County Department of Personnel. Any questions?

**Rose Marie Panio, CCSE**

Interesting.

**Supervisor Matt Slater**

Chief, to you feel that we need to just take a step further. Why is that important, if you don't mind just for people who don't understand what that process is and what it does. The fact that it's coming from go back one slide for me, Robyn. The fact that it comes from the Westchester County Department of Personnel and the Westchester County Civil Service. If you can just go one step further and explain what that means.

**Police Chief Robert Noble**

There are rules set about by the Westchester County Department of Personnel that we must follow in order to hire somebody. If it is a brand new hire, and I have this in slides that are coming up, there is a list that itemizes each officer, they are in test grades, beginning every five points, 100, 95, 90, 85, 80. That's how they're categorized by test scores. Those are for new recruits. For officers that are looking to leave one job and come to our job, they also have to submit background material

that proves they meet the criteria of Westchester County Civil Service and that permits us to hire them. Civil Service, there's a lot to explain, it's a lot to learn, thankfully, you know, we have Margaret at Town Hall, who sifts through a lot of it as our HR person. But not every reinstatement or transfer is kind of equal. If you are, let's say an NYPD member, you have to come off of this civil service list that is created by Westchester County, you have to have sat for the exam and taken that exam. Now, if we took an officer from, you know, White Plains, or, you know, Harrison, someplace, you know, down County, they do not have to be on that civil service eligibility list. They do, however, have to meet certain criteria that Westchester County has put into law, New York State resident, you know, where they are currently living, all kinds of things that fill into that, that criteria. We can't hire just anybody. Until Westchester County Civil Service says yes, then they are good to go.

**Supervisor Matt Slater**

That's one of the points I wanted to get to Chief is that there's a much more articulate way of saying this. But it's not a good old boys club that's hiring each other.

**Police Chief Robert Noble**

Well, yes... no.

**Supervisor Matt Slater**

That's, why I want you to go a step further for the public to understand.

**Police Chief Robert Noble**

Well, then we can skip the whole thing. And I'll go to the next slide. Because I think, I build a foundation for all of this, and then I try to close it at the end. So, you're skipping ahead. I appreciate it. Yes, to the Supervisor's point. There's also a no nepotism policy in the Town of Yorktown. So, if my son takes the test, I can't hire him. He can't come work here. While I'm the Chief of Police. You know, if one of my lieutenant's kids takes a test, hey, Dad, can I work? And he can't. It's set up that way and it's actually a good thing. Because when you get the nepotism, when you get hiring people, because this is my friend, and this is someone I know, usually doesn't end well. Number one, I've seen it go south, right, more than I've seen it work well, and a lot of other agencies. And number two, that's how cliques are born, you know, because families, no matter what. So, again, between these policies, the town's no nepotism policy. That's how you're getting, you know, good cops that are coming through the door, and it is not easy to get through this door. Alice, I did a presentation to the Town Board on this one night with how the hiring process goes. And it's an exhaustive process. Whoever gets hired here has to really run the gauntlet, you're going through sergeants, lieutenants, you have a detective performing a background investigation, we're going back to your high school where, you know, I mean, it's your life's an open book, your social media, we want to see what you are doing. I mean, you know, it's not easy to get a job here. So, with that being said, let me let me continue on. Now this as far as the officer recruitment and hiring, as you can see, I pulled up one of our one of our accreditation standards. And this is another one that the assessors really look to see that we're following. A job announcement for every entry level law enforcement officer position is advertised and must include the following a description of duties associated with the position to be filled requirements that must be met in order to qualify for the position. information that prospective candidates need to know about the applications process and a notice that the agency is an equal opportunity employer. Next, and that's all in compliance with Westchester County Civil Service as well. The agency has a written directive that designates a person or positions, or agency responsible for administering selection activities. The agency must maintain written documentation that describes all components of the selection process. And they want to see the sequential steps as to how we go about hiring, who we are hiring. Next. And these



are some of the compliance verification strategies that the accreditation assessors are looking for. you take a look at that. I don't think there's a need for me to kind of read that to you. But this is what an auditor or an assessor is looking for, when they're looking to see that we're meeting, compliance, verification.

All right, so let's see if this pops up. There you go. This is what we see, we redacted people's names, obviously, because there are, here's your announcement. Department of Human Resources, recruitment and selection division, in compliance with Westchester County, the appointing authority Town of Yorktown, excuse me. And here is, here's what we have right here, you'll see redacted, like I said, we want to protect people's identity. I'm sure that people who scored a 95 have no problem, what you see in it, and the people who might be done in the 70s might not want you to see their names. So, we went through the process of redacting everyone's names. Traditionally now, what we hire off of is we select from the town preferred list, which has worked very well for us. And a lot of jurisdictions, you have police departments that really can't hire from town preferred list. The wealthier towns especially, you just got an interest in being a police officer in Yorktown, we get hundreds on our town preferred list. And when I went through the names on our roster, does anybody want this still on there, because I'm ready to know. It's a sample service civil service list. Here's what I wanted to bring about 48 out of the 59, sworn members 85% of the Town of Yorktown Police Department either reside in Yorktown, have family that reside in Yorktown or have children that currently or recently have attended school in Yorktown, and Lakeland Central School Districts.

**Rose Marie Panio, CCSE**

Perfect.

**Police Chief Robert Noble**

What that's telling you is, you've got an invested police department, you've got people here who have skin in the game, in making this town a special place, you know, and we aim to keep it that way. And a lot of other jobs, many of them, you got people coming in there really have no ties to that town. It's you know, it's a paycheck. You know, it's there's not a lot there's, I'm sure they're building relationships with people as they as they police the town, but, you know, when you went school here, or you decided to move here, you have family are still in town. I think you get the best product you can get. And like I said, I see it every day. And the data, the data doesn't lie, that we are set up like this really, you know, it goes it goes a long way. And you know, when I unfortunately, I don't know when I'm going to be able to this year, but you know, when I go in to those law enforcement clubs, I tell those kids I'm like, Look, I just hope I'm here long enough to hire one of you. That I can say you know, you were you were a member to law enforcement club. And now you're you know, now you're now you're one of us. And one of the funnier things is and you know, what having good morale is having a sense of humor. We have a photo of one of our police officers was the Dare Student of the Year in sixth grade. He was, I think Richie Finn's first Dare student, he might have been, but yeah, he's now. But like I said, don't just don't bypass this, this slide because it's something that you really, it's something that this town should be proud of, you know, that. You just have good character people that care about the town, policing out there.

And you, and Matt and our Councilman Diana grew up in Yorktown.

I didn't grow up in Yorktown but I've grown in Yorktown. My kids all you know, they went to Lakeland Central School did a great education. You know, they're all either graduated from college or are going now and it's wasn't always easy for them having their dad as a Chief of Police in the school district they went to. I got two lieutenants, three lieutenants. Right now two of them, their

kids have already gone through the same thing that mine went through. And you know, Lieutenant Foley now he's getting to deal with that right now in his capacity.

**Rose Marie Panio, CCSE**

It's a nice thing.

**Police Chief Robert Noble**

It really is, it sets this town apart. And I will say no knock on the 15% of the girls and guys that are that are working with us. Because Listen, these doors are not easy to get into. It's not easy to become a Yorktown police officer. And you see it in the product.

**Rose Marie Panio, CCSE**

It's a high standard, you have a very high standard. That's great.

**Councilwoman Alice Roker**

You know, these young officers, they have such an investment in this community. And I remember when I used to swear them in, I just used to look in their eyes and I'd say, do you have a driver's license, how old are you. They invest in this community. It's not just their job. This is where they live. And that is so good. I don't know what another word is, but it shows how much they care about it.

**Police Chief Robert Noble**

Like I said, there's very few police departments. I don't know any, I'll lay it on the line. I don't know of any that can match that number.

**Rose Marie Panio, CCSE**

That's great.

**Police Chief Robert Noble**

All right. And this piggybacks off of what I just what I just presented to you, you know, the selection process. A lot of it is going to be, you know, repetitive but it ensures the proper procedure or responsibility of the hiring new police officers to the Town of Yorktown Police Department, and the Chief of Police will designate the Operations Commander to keep the necessary records of applicants and to process all necessary paperwork needed to interview check and select those candidates who best suit the needs of the department. The Operations Commander will keep a list of all eligible lists received from the County Personnel Department. That was the list that I showed you before. In addition, the Operations Commander will be responsible for the following contacting candidates and setting initial interview dates and times, setting candidate agility appointments. arranging for selected candidates to be interviewed at a staff meeting by supervisors prepare a background investigation for assigning a detective to conduct a background investigation and verifying background is accurate, complete, and fulfills the requirements set by the County's Department of Personnel.

Alright, so the policy if the candidate is determined to be acceptable, he or she will be recommended to the Town Board by the Chief of Police for appointment. If the Town Board makes a job offer to the candidate, he or she must pass a medical and psychological examination before they are officially hired. The candidate at the town's expense must pass medical and psychological examinations, medical and sight examinations will be conducted on all candidates, whether they are from the civil service list or as a reinstatement. If based upon the examinations, the candidate is unable to be hired, the Operations Commander will notify the candidate that he or she is not

being hired. And here's the important part. The appointing authority for the Town of Yorktown Police department is the Yorktown Town Board. So, you know, I have to after this extensive background, you know, check where we think we have a candidate. I make the presentation to the Town Board. And they have the ultimate say as to whether to hire this person or not.

**Rose Marie Panio, CCSE**

Very good.

**Police Chief Robert Noble**

Now, here's a little intro to our background investigation of police candidates. And the representative of government with whom most people come into contact is your local police officer. To them he or she is a reflection of the character of government not only a local community, but to a considerable extent of both the state and federal governments as well. Although not an elected official, the police officers are identified with the administration of government. On the other hand dishonesty, harshness and difference may target administration with a brush of corruption, oppression or civic disinterest. This is most important that the selection of police officers be both painstaking and prudent in the area of character investigation.

**Rose Marie Panio, CCSE**

Beautiful.

**Police Chief Robert Noble**

The character background investigation begins when a police officer candidate meets with his or her assigned investigator and is furnished with the department's police officer application packet. This packet must be completed and returned within 10 days. The application inquiries in detail, into virtually every facet of the candidate's life from his birth to the present. It covers date of birth, residences, any arrest or summons record, civil court record, affiliation with any organizations, attendance at schools, employment record, marital status, military history, etc. The application which bears the notice that false statements contained here and are punishable as a class a misdemeanor, pursuant to Section 210-45 of the New York State Penal Law is signed by the candidate. The completed application is the base of the investigation, and the photographs are used as an additional identification in neighborhood checks.

Investigator will review the application for content particularly noting any deficiencies and inconsistencies, in general, those areas where special emphasis may be required. Written requests for any information on file pertaining to the candidate and or his immediate family is sent by the investigator to various agencies, including the New York State Department of Mental Hygiene and motor vehicles, the Selective Service Armed Forces, former employers, other police departments in the area where the candidate may have resided, and any other place where pertinent information about the candidate may be obtained. Of course, the records of the Yorktown Police Department are also searched for any information about the candidate.

Field interviews, the investigator makes a personal visit to the neighborhood where a candidate has resided during the past five years. His or her habits, sobriety, associates, integrity and general reputation are acquired into of neighbors, merchants, tavern owners, etc. His home is visited in order to verify bona fide residents to ascertain the attitude of his wife and family towards his appointment and to determine if the candidate has a well-adjusted home life. The visit also affords the opportunity to observe the candidate's manner of living, and whether it appears to be within his means or her means. Next, the investigator personally contacts former employers and in particular, former immediate supervisors.

**Daks Armstrong**

Chief, question, why this portion saying to see if the policeman is living within their means?

**Police Chief Robert Noble**

Well, we don't believe it or not. I know of one particular situation where we really liked the candidate. And then we looked at his financial background. It was a mess. And sometimes when you have those stressors, it could lead to future problems. So yeah, if somebody's really heavily in debt, we're probably not hiring them. I'm talking heavily in debt, not student loans. All these kids have student loans these days. And who the hell knows they'll probably be forgiven sometime in the future anyway. But um, you know, like I said, if you're heavily in debt, we're probably not hiring you.

**Councilwoman Alice Roker**

That kind of issue is even done in corporations, like where I came from, with the same emphasis, if you're heavy in debt, we don't, they can't. There may be things you may do, and you're not acceptable. It's not the first time I've heard of this.

**Rose Marie Panio, CCSE**

It's too much of a risk.

**Police Chief Robert Noble**

If the candidate has had many employers, random sampling is made and they are contacted. It is important to ascertain from former employers' information relative to the candidates work attitudes and performance, poor work performance and civilian employment is likely to carry over into police performance. Further field investigation is made based upon correspondence initiated upon receipt of the questionnaire where there is a need indicated by replies to written inquiries, or indeed the lack of a reply. References by the candidate are not requested on the premise that he or she would be unlikely to furnish any whom he or she was not certain would be favorable in their comment. In addition to prevent jeopardizing the candidate's current employment verification as such as made indirectly during the investigation, and in person immediately prior to the candidate's appointment to the Yorktown Police Department.

Character investigation succeeds or fails with a degree of skill, persistence, determination and human understanding matters, tested by the investigator. He or she makes the investigation and bias by his or her thoroughness assures their community of the best type of police officer. All of our detectives who conduct background investigation have received training in the correct manner to conduct background investigations. And that is something we also share with, you know, the accreditation assessors, we show that the detectives have attended schools and are certified and can conduct these investigations. Are there any questions on that portion of the presentation?

**Rose Marie Panio, CCSE**

Very thorough, seems very thorough.

**Police Chief Robert Noble**

Yeah, so like I said, um, you know, we don't hire, you know, it's not just the boys club, you really, we want the best. And we're fortunate enough that we get, we get some very good people coming through the doors. And like I said, these policies help us greatly, you know, as long as we follow its works tried and true for us. I'm very happy. You know, like I said, since 2005, I think I played a major role in anybody that's come through the door since 2005. We've got a lot of good, good

people, good, good character, good character employees who just, you know, have a history of doing right by us, you know, by the members of the community. In service training. All right. In order to ensure the training remains a continuous process throughout a member's career. Yorktown Police Department has established this procedure to act as a basis for the department's in service program. Policy, Yorktown Police Department usually conducts regular in service training programs during January, February, and March. I'm not going to go through all of that. Members are assigned to attend one session per month. Each session is generally eight hours in length. The training shall include, but not be limited to the following. Now, the first three are CPR, first aid, firearms training and use of force defensive tactics that's mandated by the New York State Division of Criminal Justice Services and as part of accreditation, that's the bare minimum, you have to do those three.

Yorktown Police Department's in service training program will also cover additional topics as deemed necessary, such as EVOC, which is emergency vehicle operations course, tactical response, legal and policy updates, emotionally disturbed persons, barricaded person exercises, stress management, crisis intervention as well, sensitivity training, bias crimes, motor vehicle theft, crime prevention techniques, below 100, below 100 is that goes hand in hand with EVOC. Which the goal every year for law enforcement. Well, the goal is not to lose any members of service in motor vehicle accidents. But, you know, sadly, every year, police officers lose their lives responding to calls for service. The goal is to be below 100 deaths per year. So, it's actually a certified course that we have, we have a sort of a below 100 instructor on our staff, one of our sergeants who gives this course every year, you know, without fail, because it's just that important. Up here in this area, you know, we're more likely to get, you know, get hurt real bad in a traffic accident, rather, thankfully than, you know, being ambushed, or anything like that, even though that can happen anywhere as well. Also, unmanned aircraft systems, our drone, we train on that. And like I said, you'll see this is being updated as well, because along with bias crimes, there will be implicit bias, procedural justice and de-escalation slash non escalation included in the in service training, which we did this year, and we'll continue to do when we update our policy for next year. At the September staff meeting each year, a proposed Training Calendar for the following year will be discussed and developed patrol supervisors, Detective bureau Sergeant and division commanders will all participate in the development of training schedule for the following year. The supervisors prior to that September staff meeting will solicit suggestions from the personnel in their squads and divisions to assist in the development of meaningful training programs. So, what we do is we ask cops out there on the road, hey, what kind of training would you like to see, is there training that we can bring to you both in service and outside of our doors. So again, those conversations are had throughout the year.

By the October staff meeting, the operations commander should have a preliminary training schedule for the following year. That training schedule will be implemented After further discussion at that meeting, with the final approval from the Chief of Police training schedule will be adjusted as needed to meet the needs of the department and to meet the following minimum standards for sworn police personnel. Civilian personnel will be assigned to attend those in service programs identified as being appropriate for their job assignment. So, as you can see what I said before DCJS is minimum of eight hours, firearms training, minimum eight hours use of force defensive tactics, minimum eight hours of CPR and first aid. Now moving beyond that.

This is in addition to the in service training program, we look for outside training as well and we encourage our employees to do so as well. Go to the next screen Robyn. Firearms Training is usually conducted in the spring and the fall, all sworn personnel must meet the minimum firearm standards established by the department firearms instructors, who must have their requirements

and lesson plans approved by the Chief of Police firearms requirements and lesson plan will be reviewed annually, a copy of the lesson plan will be kept on file in the Operations Commanders Office. Part of firearms training is also a review of deadly physical force and use of force before the officers even go to the range. They have to pass a test, a written test that demonstrates proficiency with our policies and with the instruction that they are given from with support deadly physical force and use of force training that's done in a classroom setting. Once that has been completed, the membership goes off to the range for qualification purposes.

Next slide. Instructor in a training programs in the presentation of those subjects selected for in service training program, every effort will be made to ensure that the instruction is provided by instructors who have successfully completed a Department of Criminal Justice DCJS Instructor development school called IDS. Minimum instruction topics will be taught by certified instructors. So any courses that are given by any of our personnel. They have all attended Westchester County Police Academy Instructor Development School, it's a two week school. And it's you have to pass that course in order to be a police instructor. Thankfully, I think one of the reasons that we do our jobs as well as we are able to do them is that we have a great staff and a lot of them are police instructors. You know, the guy who's been our lead firearms instructor is Lieutenant Graham. He's been that for us for close to 20. Jim, how long now?

Well, Jim might have stepped out of the building for a second. But it's got to be going on 20 years, that he's been our lead firearms instructor and he takes great pride in the fact that we've never had to fire our duty pistol at another human being in my tenure or his tenure. You know, Graham versus Connor, a lot of different things that have been being taught, you know, Lieutenant Graham, and also another thing that's good as PBA President Tommy Nadoraski. He is also a deadly physical force instructor and a use of force instructor. And he's like I said he is PBA President as well. He teaches our police officers the right way, and the wrong way. With use of force to traps how you get yourself in trouble and also why our policy is easy to follow, and protects both the officers and civilians alike. So, like I said, all of our instructors DCJS certified, they meet the criteria of the New York State Division of Criminal Justice Services, police instructor certification, Training records, all attendance records, lesson plans, test and test results, sample class handouts, annual training calendars and schedules etc. will be maintained by the Operation Commander for a period of five years, all files will be transferred to the staff division for permanent storage as per their procedures. Note: an exception to the above will be the firearms qualifying score Records, which will be maintained by the Chief Firearms Instructor which is Lieutenant Graham. The Operations Commander in addition to maintaining the department paper file on training will have the responsibility to see that all training holds service and individual is entered into the department's computer records management system training files, again, so all of these training files, they are recorded and kept in our department in house records. And when you see some of the items and topics that we trained upon, and the cumulative hours, it's something that I'm quite proud of, and you have a very well trained Police Department. Specialized police certifications, all members with specialized technical and or job specific certifications, such as dare, canine, breath analysis operator. For those of you who do not know the breath analysis operator, it is for when we test those that we bring in for suspicion of DWI, or driving under the influence of drugs. Those are our breath analysis operators, accident investigators, radar operator, excuse me, will be responsible to notify the Division Commander within six months of the expiration of any such certification. The members Division Commander will ensure that the member is provided the needed training on department time to keep his or her certification current if that certification is still needed in that members job assignment.

In the four years, since I you know, we're going on five but in the four years to 2016 to 2019. The department conducted 33 in service training sessions for sworn personnel. Each session consists of a full Training Day, usually requiring five days to get through that training cycle to instruct as many officers as possible in the four years 16 through 19. We've averaged 8.25 days of in service training each year, far exceeding the state's accreditation standard of three days per year. Throughout all training, reoccurring themes are stressed and reinforced. These include officer safety, de-escalation, professionalism, active listening. And now here's some of the lists that I was alluding to earlier. First Aid CPR and your AED. And now sadly, Naloxone administration, which, you know, we're out there saving lives using the Narcan radiological mask for testing, continued continuity of operations planning, sexual harassment, policy review, principle policing, implicit bias, procedural justice, commercial vehicle enforcement, impact training, now impact training, that is our records management system. It has nothing to do with inflicting impact. I wish the vendor would have named it something different, but it's called impact, that's what they named it but that's our records management system. our use of force DCJS review, defensive tactics taser, oleoresin, capsicum certification, that's pepper spray, use of force and deadly physical force policy review and written exams, firearms training and qualifications, drone training, physical, mental and emotional health training, health nutrition and fitness training, EVOC which is driver training emergency vehicle operation and policy review. DWI reviews and vehicle car vehicle stops, legal updates, police updates, constitutional law, especially Graham versus Connor in the Fourth Amendment, off duty encounters, active shooter scenarios within and without simulations and school lockdown drills during the year that we participate in. In every school in Yorktown. We are there with multiple personnel helping our schools with their lockdown drill procedures

**Rose Marie Panio, CCSE**

Very thorough.

**Police Chief Robert Noble**

There's more. Additional individual training conducted outside of the Yorktown Police Department if deemed beneficial to the department personnel maybe assigned to attend some of the examples in the past and this is not all them, webinars and also in person training with the high in plain sight. That's the tall cop for any of you guys who are familiar with that, what you don't see you can understand. Basically, it helps the Alliance for Save Kids to help parents identify potential drug trends that may be in their house with kids. Legal updates, constitutional matters and tactical training, Incident Command systems. Emergency Management, active shooter drills The citizen responds to active shooter event training presentations. That's something I'm proud of as well. We were one of the few communities that brought this and we hit a lot of houses of worship. The last one we hit actually was the, I think the yeshiva back in January, we were out there and we did it was the first time we had ever done a training out there. And it was really nice. And again, we were able to hit several houses of worship Rabbi Robbie, I know we hit temple Beth Am with this with this valuable training. And again, it was something that thankfully, I have talented individuals that work for Yorktown Police Department, that were able to bring this training to a lot of different houses of worship, a reality based training, instructor skills, narcotic detection, investigation skills, supervisory skills and my ability street crime seminars. A ride is basically advanced DWI detection, before you become a drug recognition expert. And again, we are one of the few agencies in Westchester County that has a drug recognition expert on staff that started Matt Racciolo, who I might add was the Co-Valedictorian of his drug recognition expert course, he does an excellent job. We're one of the few agencies in Westchester County that has one. Recruit officer training, field training program, canine narcotic and patrol training, General Order policy reviews, I could go on and on social media investigations, you guys can take a look at the rest of that. It's a pretty extensive and exhaustive list provided to the members of the Yorktown Police Department. Again,

this is something that I'm proud of. And this does not happen without, you know, my command staffs commitment to training, the officer's receptiveness to receiving the training. And the police instructors that I have that can provide the training, a lot of that goes into this, if you look, we logged 6,617 training hours in 2016. We're up to 10,458 hours in 2019. You take a look at that commitment to training. And you tell me why there's a lack of complaints in this town. And you tell me why there's no use of force issues in this town. I'm laying it on the table. It's there. Please don't disregard the data. I am proud of all this training that the members of the Yorktown Police Department are receiving. And like I said, they're putting it to great use out there. They're staying safe, and they're keeping the community safe. It's a win, win.

As you can see, Yorktown Police Department, one of the safest communities just came out in August of 2020. I would need beyond distance glasses to read that narrative to you. But suffice to say it was it was very complimentary of our community. And, I think I can see my part of the narrative where you see me say help us, help you. That matches a big part of the Yorktown Police Department's community engagement efforts.

**Rose Marie Panio, CCSE**

It says in the United States, it's not just statewide, it's Country wide. Am I mistaken?

**Councilwoman Alice Roker**

No, you're right.

**Rose Marie Panio, CCSE**

Wow, impressed.

**Police Chief Robert Noble**

So again, like I said, when you hire good people, you have good policies, and you provide these people your officers with up to date and important training. We have police in your jurisdiction, your town. You have got great people. Are there any questions? Are there any questions about training before I move along? Any questions at all because I think I'm done with the training?

**Rose Marie Panio, CCSE**

Good, exhaustive.

**Councilwoman Alice Roker**

We have two canines now.

**Police Chief Robert Noble**

Yes. So, that's canine Dallas and Spar. I'm very proud of that. You know, we lost the program and we got it back at essentially no cost to the town. Senator Murphy came through with a grant, a Yorktown family donated \$4,500 when we came up short to make up for one of the dogs. Yorktown Against Heroin donated the majority of the funds for canine Dallas. A lot of efforts were made to make this come to Yorktown at no cost again, they bumped up the \$1,000 we were short to get canine Dallas. Again, this was our recent cones with kids, you know, the cops and cones that we did up at Granite Knolls. I want you to count how many police officers that are in that slide. Robyn, there we go. You got about 25, 22 are there on their own time. On a Friday afternoon, what other jurisdiction, are you going to get 22 cops at 4:30 on a Friday, you got happy hours, you got things that a lot of these young guys and girls want to be doing. And they came up to Granite Knolls. I couldn't be prouder. What does that tell you? It's got to tell you something. These guys are proud to police this town. And they went out there and met a lot of little kids, a lot of parents,



spoke to families who took the time to come up there and get some free ice cream and meet their local cops. It was tremendous.

**Supervisor Matt Slater**

Chief, I would also say, based on that 85% number, a lot of their own family members came up to support the cause as well, which was great to see.

**Police Chief Robert Noble**

Listen, there's nothing I enjoy more. You know, my kids are young adults. I mean, I enjoy seeing these guys and their little kids running around. It's nice, Lieutenant Graham, and DeJulio feel the same way. I mean, we can remember the PBA picnics where our kids were running around, you know, and now they're coming to these venues. Now these are your officers that have young families. It really is. It's something to see. And this just does not happen in every community. It doesn't.

**Supervisor Matt Slater**

if I could ask a question, because I think it's been touched upon a few times in this tonight and then in previous meetings, but can you just expand on the EDP training?

**Police Chief Robert Noble**

Emotionally Disturbed Persons.

**Supervisor Matt Slater**

The members of the Coalition have raised this in the past. So, I just figured you mentioned it as part of the training, maybe if you can expand slightly on that, so they have a better understanding of what that entails.

**Police Chief Robert Noble**

We have Crisis Intervention Instructors. One of them. One is a Sergeant Sam Sandstone, and then Officer Brian Nicholson, they, teach crisis intervention to our, you know, police officers. And, you know, while I don't have the curriculum in front of me, a lot of it is time and distance, it's maintaining a calm presence. And knowing to use time and distance to your advantage, if you want to make things really simple. That's and it's not simple. That's a complicated, could be violent type call. I don't know, if I mentioned it, you know, during the last session that last presentation, I made, I think the day before, and to respond to a house where a young man had a butcher knife, and his family were, you know, didn't know what to do. And, thankfully, we use time and distance and the skills that we learned to not calm down, but slow down the situation to where, you know, that individual eventually walked out, you know, with us and got into an ambulance and went to Northern Westchester Hospital for evaluation. But yes, without the curriculum in front of me, what we're trying to teach our officers is that we're trying to get away from that mentality, like, we've got to solve this right away. We don't have to a lot of times, if we use time and distance to our advantage, it works for us rather than against us don't, you know, you see all these TV and it's like, cops come in, it's an immediate resolution, you know, why can't they fix it right away? That's not reality. Television is a bunch of phoniness anyway. So, I mean, listen, television is professional wrestling. That's all, you know, you're asking me, I'd rather deal with people straight up rather than get my information on TV. So, but again, that's what we're teaching our officers. And the proof is there. Some things are unavoidable. But again, that's where getting a device, like the Bola Wrap, that you saw, you know, in the newspaper today, it'll give us another tool, you know, sometimes it won't be applicable. You know, we can't, you know, we won't be able to use the Bola Wrap and some searching situations, but there will be some where we can proactively, maybe take or subdue

somebody by using that and give us a little bit of an edge if we have to take down somebody and for their own safety and ours and get them the help that they need. But did I answer your question enough on that, Supervisor.

**Supervisor Matt Slater**

Absolutely, no problem. I understand I didn't mean to trip you up on it without having the curriculum in front of you. Like I said, I just know that we had a couple people who've asked us in the past. So, perfectly satisfactory answer.

**Police Chief Robert Noble**

Well, that goes part and parcel into you know, Alice brought up earlier about having Vedat and maybe Colin on because what I brought to the Town Board's attention was that, back in my day, when I was a cop out on the road, there was a mobile crisis unit. And, you know, it's almost, you know, you have mental health professionals, that would either A, ask you to come into the house with them and make sure it's safe or B You go in the house first and tell them it's safe, and then they can come in, and then see at some point, okay, Officer, you could wait outside. I think we're good here and we would leave, but it's just not that easy. There was an incident that happened in Poughkeepsie the other night, this exact scenario played out, where mental health professionals, they asked the police officer to go in and meet with an emotionally disturbed person. Cop goes in, this guy comes charging out with a screwdriver and stabs a cop in a neck repeatedly. Thankfully, that officer survived the encounter. Emotionally disturbed people, that those are just three words, until you've actually dealt with somebody. And you know, Jim, this is this is your wheelhouse totally but until you've actually dealt with somebody who is emotionally disturbed and violent. And you can't sit, it's difficult to sit and judge, police officers who were faced with that situation.

**Councilwoman Alice Roker**

You know, I called the County and spoke to the Legislators explaining about the program you told us about. They didn't know about it, because they, you know, they haven't been there that long. Vedat said he would go find out about it and find out when it was ended and why, and I said, Well, you know, everyone is talking about giving aid to the police officers, this one, this would make a difference. And this is a Countywide program, it makes a lot of sense. Because no one community has enough money to pay for these professionals. So, we will get an answer.

**Police Chief Robert Noble**

So yeah, like I said, the mobile crisis unit. And, alright, so we'll get back to these slides. Not to lose where I was. But again, you don't see this happening because listen, we went backwards. I'm not going backwards. I'm a forward's guy. So, again, I don't want to diminish from the amount of cops that showed up that day, and really did an outstanding job representing their town and their police department. Again, community engagement. There it is, right there. And now you got it. And I got to thank Mr. Softee. I got to thank the O'Neill's for coming up there and really, you know, spreading the custard around, they did and it was very kind of them to jump in with us.

Here's some of the photos from the cops and cones day. It was a nice mix it up with young families and young kids. And of course canine Dallas was a big hit. We got to give Officer Beyrer a lot of credit. Not only is he an outstanding cop, but you know, back when we first started doing a coffee with the cops canine Dallas was just knocking kids over. She was excited. She's awesome. She's very well behaved. I just want to share some of the letters that we you know, receive from the public. Just so you get a taste of and, and thankfully I began, don't ask me why, saving them. We have a binder full of them at the Yorktown Police Department.

So, that I'll be happy to share it at any time. About scouts, Boy Scouts, Girl Scouts, that's the one thing you know, one of the things we miss being able to do is that we give tours at a police department to the scouts. And, you know, obviously with COVID we can't be doing that right now. But you know, I look forward to hopefully getting that vaccine rolling and letting the kids come back into the building and giving them those tours because they really, really enjoy it. And you want to talk about win wins. The cops enjoy it too. I mean, it's nice. It's nice to see kids come in there and be excited. You know, meeting police officers and getting a tour of the buildings.

**Supervisor Matt Slater**

I think my five year old will be one of the first ones is to sign up for that one, Chief.

**Police Chief Robert Noble**

There we go. We'll even let him drive a police car.

**Supervisor Matt Slater**

Don't tell him. He tried driving my car the other day, don't worry.

**Police Chief Robert Noble**

You know, here's a few more examples. You know, the one on the left was from July of this year, we had a resident who had his own law enforcement officer appreciation day, at his residence. I am sorry that I was away because when I came back, I went to the house to personally thank the gentleman and his family because a couple of more guys actually went to this event, and he has such a nice, wow, what a great setup he's got between the pool and patio. You know, I would have almost felt like I would have got my 15 minutes like in Caddyshack, like Bushwood. Because, you know, he has such a nice spot. But again, we've got people opening up their houses, to us to say, hey, look, thank you for what you're doing. And, you know, we want to grill for you, we want to, you know, let you come here and meet you and say hello to you. The one on the right is from, you know, that is handwritten, my God, who does that these days, the message, just such support, and, you know, telling us to keep, you know, keep the faith and keep doing what we're doing. It goes a long way. And I'm glad to share that with the members of my agency. And I'm proud to share that with the members of public.

The letter on the left was, that's what I received, our agency received from St. Mary's Food Pantry. As you know, we had a lot of food delivered to our agency during COVID. When both the officers and their families, there was a lot of uncertainty, a lot of stress. And, we received overwhelming support from the community in the way of kind letters, especially food, I guess, people realize the cops like to eat. I don't know, I don't quite know why, but I'm proud of my agency, we decided to give back, we recognize that even with what we were dealing with, we were fortunate to be you know, working and, and being out there being able to do our jobs. And we raised \$3,700 that we donated to St. Mary's Food Pantry, feeding less fortunate in our community. Thankfully, I had a nice conversation with you know, Cynthia Smith over there who said that if you have no idea, the positive contribution you made in the lives of people who were struggling, and allowing us to restock that food pantry with a donation. I'm proud of men and women that work at the Yorktown Police Department, they made that happen.

That's almost coming through. Here we go. Again, Halloween night, on a Saturday night, you had your trunk or treat over there at the mall. five members of the PBA on Saturday night, on their own time, went over there to participate, you know, in the trunk or treat event. To give out candy, to the kids don't think that's happening in every community. But again, that you had the members go out there, give it their time and give back to the community. Try to make Halloween a little

better with what these kids are going through with you know, dealing with COVID right now. Again, says a lot.

Recognition from local school, you know, from Mildred E. Strang they had their 50 year anniversary. And you know, they thought so much of us that they honored past graduates of Mildred E. Strang. So, there you go. That was our send off, I'm happy to say I think we'll be getting Officer Tillstrand back from his tour in the Middle East pretty soon but, this was our sending his son little Mikey off to his first day of school since dad couldn't be there. We were there with him.

**Rose Marie Panio, CCSE**

That's great. He's a neighbor of mine. That's wonderful.

**Police Chief Robert Noble**

Yes.

**Councilwoman Alice Roker**

You took pictures of that so that dad could see the pictures . Oh, that's beautiful.

**Police Chief Robert Noble**

Yes.

You know, I wish I had the girl's names. I know one is Tanya Pasquale, I don't know if I'm pronouncing her name right or if she's watching tonight, but Tanya and her three fellow workers over Kay Jewelers in the Jefferson Valley Mall actually gave 59 goodie bags, one for each officer in the police department, actually, I think they gave enough for every employee at the Yorktown Police Department. That's where I left off with Tanya, unfortunately, couldn't be there for the delivery. But she and her staff came in yesterday and made this delivery. And there was also a goodie bag for canine Dallas and canine. I think it's, you know, we've built something in this community. And you know, it's really, really good. Maybe we can get better. But if I walked out the door tomorrow, I'd be proud, proud of the men and women that I work with every day, and proud of the culture that we have at the Yorktown Police Department. Maybe there's a couple of jurisdictions in Westchester County that can provide photos like these and occasions like these with members of their community. But I said this is happening throughout the year, throughout the years. And, you know, I think it says a lot about the support that we have, in the Yorktown community.

**Rose Marie Panio, CCSE**

You serve as an example of what should be.

**Police Chief Robert Noble**

Well, you could take a look at this and read it.

Yes, I always trying to bring a little humor but in all honesty while going about their jobs in 2020. With COVID, with civil unrest, with being so unfairly painted with a broad brush, being a police officer by the national media, It disgusts me that a lot of our members, they were feeling like this for a while, you know, that they were just, you know, nobody was listening. But an opportunity like this gives me the opportunity to have people listen, and to show them the many good things that their police department does for them on a day to day basis. And so you know, we have a TV scroll in the police department that shows pictures in the kitchen, and most of them, you get a good

chuckle out of them. Dallas, you've probably seen them. Yeah. You guys watching the screens go by. This is my personal favorite.

**Councilwoman Alice Roker**

I think this is great.

**Police Chief Robert Noble**

This is just great. But I think you know, this year is a lot of us in many different ways. Like I said, I'm a glass half full guy, I always will be always optimistic. So, I hope you know, this presentation has been worthwhile, beneficial. I know it complies with the EO 203 because my last presentation and this presentation touched upon all the applicable that really come into play with the Town of Yorktown. You know if there's anything else, you know, in the future, that may need to be addressed. I will do my best. But again, I think this is probably it. Robyn. I don't think there's anything after this slide. Right.

**Councilwoman Alice Roker**

Can you put that picture back up, Chief, I want to say something. You said something that I haven't heard before. And that is people have no idea of when all of these things go wrong in policing. How it makes a good cop feel. Because it paints them with a broad brush. And since people who look like me have been painted with a broad brush stroke for so many years. I understand this and I know our police officers and we are so blessed to have them. And they are blessed to have you at the head of their department. And I hope we only get picture number one.

**Police Chief Robert Noble**

He does look like picture number one. I got to thank Matt for allowing me to use this.

**Rose Marie Panio, CCSE**

A little bit of humor always brings a little levity. Right.

**Police Chief Robert Noble**

He is a good sport, but yeah, and you know what the fact of the matter is that, you know, less than less than 1% of all police interactions, you know, our officer involved shooting less than 1% of all interactions are officer involved shootings. If you go on our police department website, we can go one more forward, Robyn, you'll see like, in the Oh, that's our Facebook page, I'm sorry. And again, I invite you all to view our Facebook page, it's engaging, you know, current, and we try to be very informative with, you know, with a community vibe, and just, you know, hey, everybody's welcome on this page. You know, no politics allowed. That's just not good. But like I said, I think most people from the positive feedback that we get, they enjoy our Facebook page very much. And here's our website. In the About Us area, if you go on our website, Yorktownpd.org, like I said, you'll see, we updated yearly, but last year, I believe the number was between calls for service, proactive patrols, you name it, we had 47,000 blotter entries basically self-initiated calls, or dispatch calls where people actually called us to locations, you know, but close to 47,000. And, like I said, there isn't a whole lot of negativity coming from all those interactions, when you think about it, you know, um, so I think the year before that, there was 50,000. And, again, the complaints are few and far between, but you know, when we do get them, we treat them seriously, and that's, that's how we maintain our credibility in the community. And I think we've done I know, we've done that.

**Councilwoman Alice Roker**

And they're not a lot of you. And, sometimes people think there's so many police officers, they're not.

**Police Chief Robert Noble**

Well, yeah, it's a 40 square mile town, and you've got multiple business districts. You know, so we're spread out, and, you know, around town, a great deal. So between the business districts between, you know, responding to calls for service between trying to be proactive and in trying to decrease speeds on certain streets, I mean, you name it, you really got to have good people to keep and see the results. We're still one of the safest communities. not perfect, but we're pretty darn good.

**Rose Marie Panio, CCSE**

Wonderful. learned a lot.

**Councilwoman Alice Roker**

I hope that people are watching.

**Councilman Vishnu Patel**

Can I say something

**Supervisor Matt Slater**

Yes, Councilman Patel.

**Councilman Vishnu Patel**

I always see your good name will shine forever, one thing I want to tell you. You not only find all these solution to the problem, but you were able to retrieve somebody else's cell phone fall in one of those storm drains. So, you're good at that one, too. Okay, Simple didn't work. But he put a little something else and took it out. That was really good. You know, I mean, you didn't have to do that. But to go that far you are all the way up on the mountain.

**Police Chief Robert Noble**

Yeah, I mean, you know what, that's pretty. That's pretty good. Councilman Patel, it was it. But it just goes to show you, you know, he's referencing a case that was the Relay for Life, the Relay for Life. So, somebody lost their child, and we found them at the Relay for Life. And then somebody lost their cell phone, in a storm drain. So, they go to, they go to the cops who were grilling, like we do every volunteering at the Relay for Life. And, sure enough, we help with Councilman Patel's help we help, you know, get the get the cell phone back out of the storm drain. But what I'm trying to say is you can go from a call as, as simple as that, and then your next call for service, you're going to a violent domestic abuse call where, you know, you're seeing the worst of the worst. So, it's just in this profession that's why training is so critical. You just don't know from call to call, you know, from minute to minute, what you're going to face or expect in this profession. I think it's the draw for a lot of us, you know, something different every day, that's for sure. But make no mistake it goes from mundane to dangerous very quickly.

**Councilman Vishnu Patel**

So, remember I sent you the newspaper article from the New York Times. Nancy Elliott, learn about the town. You remember that one?

**Police Chief Robert Noble**

That was from back in 1985.

**Councilman Vishnu Patel**

Yeah. So the same thing. Same reason people come to Yorktown.

**Supervisor Matt Slater**

Chief, Great job. Great presentation. As always. I know that the members of the Coalition we've we were conversing while it was going on, which was great, very interactive. But is there anything else that any member of the Coalition wants to ask Chief Noble based on tonight's presentation.

**James Poulin, CCSE**

Chief, remember I told you before we started, I had some questions for you. You answered them. But one did come up, I just was curious. If you wanted to try to hire somebody as part of your team with a mental health degree. Is that how what would you do to go about getting that, I mean, obviously, you'd have to I mean, there's a budget issue there, too. But is that something that would benefit, your force. You can see where I'm a little bias in this setup.

**Police Chief Robert Noble**

Yes, but I just wouldn't want to lose any police services to do something. That's why I'm talking about the mobile crisis unit. And, you know, the County and State talks about all of these mandates, police should be doing to make things safer. While I think I've made a powerful suggestion that, you know, all right, fund it, give us help with, you know, mentally disturbed and emotionally disturbed people, because we could use it. But again, I can't lose any cops

**Councilwoman Alice Roker**

You are not going to lose cops. Matt, we were all in agreement. Not as long as we sit there.

**James Poulin, CCSE**

I wasn't thinking of losing any cops.

**Police Chief Robert Noble**

I think your suggestion is a good one like, hey, if somebody if somebody can make my officers safer out there. It's an easy, Yes.

**James Poulin, CCSE**

I want to add one more to the force.

**Police Chief Robert Noble**

You looking to Come on.

**James Poulin, CCSE**

You never know.

**Police Chief Robert Noble**

You might be the next one in that picture timeline. Ride with us for a little bit.

**Supervisor Matt Slater**

Other questions from members of the Coalition. Liz, anything on your end. I know you had a couple of questions at the end of the last one. Did we answer all of your questions tonight?

**Liz Rivera, CCSE**

No, I don't have any questions. Thank you. But a great, really good presentation.

**Police Chief Robert Noble**

Thanks, Liz. Thank you very much.

**Supervisor Matt Slater**

Great. Rabbi, I know you had questions at the onset. But did we answer those, did the Chief answer those questions. Toni.

**Toni Reynolds, CCSE**

Yes, can I asked, a quick thing, where I don't think it's really for the Chief, but I think it's really more Town Council. So, you know, we talked about that. Everybody can go to the town council, if they have an issue or two. I don't think the general population knows that and how, and I think we need to find a way to maybe advertise or convey that to our town that this is open. So, it's not really per se for police. But it's just like before now, I would have never known where to go if I had a complaint. I mean, I know neighbors who know people, so I would have known where to go. But other people don't know neighbors who know people.

**Supervisor Matt Slater**

That's a great point. That's something that you know, Tommy and Alison, I can definitely go back and, and bring back to the board. And maybe that's something that we can include as an action item that we can put on ourselves to further educate the public on the role of the Town Board and those types of matters.

**Councilwoman Alice Roker**

Absolutely.

**Rose Marie Panio, CCSE**

I don't think there's any member of the Town Board that does not welcome comments from the public, you're all very open to that. And that's something that's in our history, I think in Yorktown, which is a great thing.

**Councilwoman Alice Roker**

People knock on my door.

**Councilman Tom Diana**

I have people pull into the driveway, you're right, Alice, I mean, that, we're approachable, on the website is our cell phone numbers, etc. And I tell you often, between the business phone and the town phone, I'm surprised we get anything done. You know, it's, interesting, but, you know, yes, we're approachable. We, like I said, I've had people come right in the driveway, and ask questions. So, it's definitely on a website how to get in touch with us.

**Rose Marie Panio, CCSE**

Good. Wonderful.

**Councilwoman Alice Roker**

They know where I live. They knock on my door, and they say, Can I talk to you for a minute.



**Rose Marie Panio, CCSE**

And an hour later.

**Supervisor Matt Slater**

That's why I'm no longer able to go get groceries in my house because it's supposed to be a 30 minute job and it takes three hours.

**Police Chief Robert Noble**

If I can jump in. Well, and I'm glad that came out tonight. I mean, listen, you want to talk about positive things happening. Okay, so now they know they can go to the Town Board if they need to. But the whole thing is, you know, I'm trying to introduce the public to the culture that we have the Yorktown Police Department. It's all well, and good to say you know what people you know, people are afraid they're not going to come to you, I get it. But when do we suggest people, Hey, you got to try to move beyond that, and give it a shot. And if it doesn't work when are we going to suggest that or are we just going to say, that as people who are always going to be free to cops, and I'm never going to come to cops, I mean, hell. I got beat up by a teacher when I was 12 years old, I got choked and thrown up against the wall. Some of my teachers were my biggest mentors. As I went through life, I didn't let that one incident scare me. But again, you know, it's and I get it, police are different. I understand. I do. But what are we going to suggest to people, hey, give these folks a shot, you know, their past performance. They're doing good things over there. And if we don't handle it to your satisfaction, you can still go to the Town Board.

**Councilwoman Alice Roker**

I think they're able to do what you just said. Right? Then just give us a shot.

**Police Chief Robert Noble**

Alice you have sent people to me that were apprehensive, they came to the police department, after speaking to you. And did they not feel that they got a fair shake for me, and they were treated properly and fairly.

**Councilwoman Alice Roker**

You know, I told you after your last presentation, I remember texting you that night, and then I called you the next day. Because I learned things that I didn't know. And I think that this really opens you up, people see who you are and what you guys do. I think for people listening now, I kind of think that, if they don't hear you, if they did not listen to you, it's their loss.

**Police Chief Robert Noble**

Well, I thank all of you, because this is, you know, two and a half hours that you're not getting back. But, you know, again, I'm sure you're going to put this up on the town website. And everybody, you know, if they've got some time, and they want to, you know, watch this. They can, and you know, hopefully they'll get a feel for, you know, what our agency is all about, and a lot of the good things we do. If we were loathsome brutes, we wouldn't be doing a lot of these community events. And, you know, you'd be reading about us in the paper for a lot of different, you know, issues of malfeasance, but you got good people, doing good things. Like I said, we're not perfect no human is only more, you know, I won't go down that road. But you know what I mean by and large, you have got just excellent men and women that roll out of that department every day, looking to make a positive difference in the community.

**Supervisor Matt Slater**

Any other questions or comments from the Coalition?

**Rose Marie Panio, CCSE**

No, not from me.

**Supervisor Matt Slater**

So, we'll be reconvening next week. For our next listening session, we've received some correspondence from the public that will bring and share with the Coalition at that time. And again, we encourage the public, if they do want to submit they can submit to the ccsc@yorktownny.org email address, they can send a letter, I received a letter today. Right to the Town Hall, you can address it to me directly with attention CCSE taskforce and we will make sure that it's brought to the Coalition in the appropriate fashion. And until then, I just want to thank everyone. I want to thank the Chief, I want to thank the Coalition members. I want to thank Alice Roker, our Town Board member, Tommy Diana and Vishnu Patel for joining us. I see we have Lieutenant Foley up there, and the command staff and the Lieutenant Delulio and Lieutenant Graham, thank you all for joining us. This will be on the town's website. It'll be on the CCSE website as well as our YouTube channel. So, anyone can watch and learn more about our police department, the culture of our police department and take advantage of the pure transparency that Chief Noble and this process has allowed for.

**Rose Marie Panio, CCSE**

Could you state our next meeting date, please?

**Supervisor Matt Slater**

Next meeting date is one week from today. That would be the 19th, 7:30 start and that's our next scheduled listening session where we want again feedback from the public. And like I said, if people either don't want to join via zoom, they can send an email to ccse@yorktownny.org, they can send an email to me directly mslater@yorktownny.org, they can write a letter. And if they have other means of communicating any issues or concerns that they want shared with the Coalition, they can contact me directly at Town Hall as well. 914-962-5722 extension 200 is my direct line. I also want to thank Steve Ronco from the DA's office for spending the night with us, I really do appreciate your time, and great insight that you're able to provide tonight. So, thank you very much.

**Police Chief Robert Noble**

If I could thank him as well. A lot of times it's not easy with, with the DA's office, you know, we're not always Kumbaya and everything, but having Steve as the Branch Chief, he's a common sense, by the law, by the letter of the law guy, and, you know, he's a resource for us, as well at the police department, so long that you have him as Branch Chief, I know next year there's going to be a new seat holder for the Westchester County Office District Attorney. And unless Steve's getting a promotion of some sort, you all should pretty much fight to have him stay here in the Peekskill Branch, which serves our area too, because he does a very good job.

**Steve Ronco, DA's Office**

Thank you.

**Supervisor Matt Slater**

Consider it done. Alright, everyone, have a great night,

**Councilwoman Alice Roker**

Thank you, everyone.

**Police Chief Robert Noble**

Oh, one last thing. Robyn Steinberg, thank you very much.

**Councilwoman Alice Roker**

Thank you, Robyn.

**Supervisor Matt Slater**

Thank you, Robyn. All right, Yorktown. Have a good night, be safe.

**Councilwoman Alice Roker**

Good night.